

THE WESTIN BEAR MOUNTAIN ASSOCIATE NEWSLETTER

PERSONAL~INSTINCTIVE~RENEWAL

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Do you have a great idea for the newsletter? We would love to hear from you!

Contact Jennifer Burgin,
HR Coordinator
Ext 7195

ASSOCIATE OF THE QUARTER



Jamie Laliberte

Congratulations to Jamie Laliberte from Banquets/IRD, on being our first ever **Employee of the Quarter**. This new award was introduced this year by Dan Matthews. Jamie was the deserving recipient of a weekend trip for two to Whistler.

Stay tuned in June for our next Quarterly Superstar!

“Very friendly staff, both in the hotel and pro shop. All staff that we had any interaction with treated us excellent.”

-Westin Bear Mountain Guest

January Associate of the Month

Front of the House

JORDAN ZAHARIA

Jordan joined the Westin Bear Mountain team in April 2011. Since then he has shown initiative to take on new tasks and to familiarize himself with many different aspects of golf operations. His assistance with administration and inventory management in the Golf Department has been instrumental in a very successful 2013.



On a daily basis you can see his dedication to the team and our members. He is always willing to adjust his schedule to meet the needs of the business and always happy to be involved in the de-

Heart of the House

DAKOTA FOSTER

Dakota joined the culinary team in June of 2012 and showed that he was a strong and reliable associate. He always came to work with a smile on his face together with a positive and excellent work ethic.

He was a very efficient and thorough worker and was always willing to take on whatever might be asked of him with a positive attitude to get the job done. He proved to be a great support to the rest of the culinary team.

Unfortunately, Dakota left our team in late March of this year to pursue another opportunity. We wish him all the best in the future!



February Associate of the Month

Front of the House



JAMIE LALIBERTE

Jamie joined our team in September of 2013 and has proven to have an excellent work ethic. She began as a banquets server and has also been trained in IRD and is willing to help out whenever she is needed. Her fellow associates describe her as a pleasure to work

with while staying focused and professional. Her calm and professional nature really put our guests at ease.

She will take any request that is sent her way and it will be done with a friendly smile and an obvious desire to improve the experience of the guest.

She has been a great addition to our team!

Heart of the House

HAITAO LIU

Haitao joined the kitchen team in September 2011. He has consistently contributed in a positive way since that time by always maintaining a positive and hardworking attitude no matter what is thrown his way. He is always willing to help out the morning team by doing extra duties such as slicing meats and prepping for sandwiches. Anytime you ask him to do something he is open to lending a hand and helping out in any way he can.



We are happy to have Haitao on our culinary team!

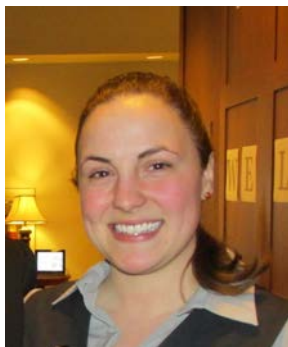
March Associate of the Month

Front of the House

NORA HUDSON

Nora joined our team in May of 2013 as a Guest Services Associate (GSA) at the Front Desk. Since then she has proven to be a strong reliable team member. This is seen through her ability to face any challenge that is thrown her way with a calm and collected attitude.

An example of this is when the hotel experienced power outages earlier this year. Nora was working that morning and was pulled in many different directions by numerous requests from management, other departments, and frustrated guests. Her excellent multi-tasking abilities got her through this challenging time with ease. When associates stay calm in these types of situations they project a calm tone to our guests and other associates which helps everyone to overcome the challenge with ease. This is exactly what Nora emulates.



Heart of the House

KYLEY LAYTON

Kyley joined our Greens Maintenance Team as a seasonal employee in 2011. He has since moved to a year round position and is a strong and excellent member of the Greens department. Kyley is being recognized for his positive attitude, attention to detail and his willingness to take on any challenge that comes his way.

He is also known for connecting with our guests and members while on the course during his day. It's those types of interactions that make a well-rounded experience for our customers from the time they walk through the doors until they are finished their round of golf.

Kyley is also very active with associate events and makes sure he comes to as many as possible which is also important to keep connected with all our other departments.



April Associate of the Month

Front of the House

VICTORIA KRUPA

Victoria joined our team in January 2006 as a Group Fitness Leader and Weight Room Attendant at the MAC and since then has been a reliable and motivating member of the Westin team. She is always available to help out fellow associates by covering shifts at the last minute,

which in turn, requires reorganization of her own schedule.

Victoria is known for going the extra step in all that she does to make the experience better for our guests and MAC members. She is able to remain calm and professional in any situation and this translates to our guests.



She is a dedicated fitness professional who represents Westin Well Being in such a positive way!

Heart of the House

JASON BIRD

Jason joined our team in 2010 as a seasonal employee and is now one of our year round Greens Maintenance associates in the position of Spray Technician. Jason is a reliable and knowledgeable member of the team who truly cares about making Bear Mountain look amazing at all times.

He takes the extra time to make sure things are done right.

During a hail storm last month, Jason was the first person on the greens crew to volunteer to help evacuate stranded golfers on the course, using his own truck after his shift was over to



make sure everyone made it back to the clubhouse safely. It's this type of caring outlook that makes Jason such an outstanding member of the greens crew and that shows his daily dedication to the success of the department.

THE WESTIN BEAR MOUNTAIN WELL BEING MOVEMENT

Power to Play

As part of our ongoing Well Being Movement and Charitable giving we entered a team in the Power to Play event that was on May 25th at Beaver/Elk Lake!

Demi Henderson, Heather Reece, Chris Immel and Richard Makepeace ran, crawled, swam, paddled and climbed their way through 10 KMs of challenges based in the natural elements. They used strength and endurance but most importantly the ability to work as a team.

They managed to raise \$3,315.20 and those proceeds will help Power to Be provide nature based programs for youth and families in our community. This charitable adventure race will make a direct difference for more than 800 youth and families this year.



Westin 5km Run

To celebrate National Running Day on Wednesday, June 4th at 4:30, we would like to invite you to participate in our 5k run ! We have chosen our 5k route to be around beautiful Thetis Lake! The Westin with the most participants will receive \$5k towards their local running organization or their charity of choice!!

Our wish is to encourage every associate who has never run a 5 K to come out and join us and whether you walk the whole route or run/walk come be part of our wellness team and celebrate the beauty that is in our backyard.

This time we will be taking our 5 K to Thetis Lake. We will meet in front of the hotel at 4:15 and carpool or follow each other to our entry point to Upper Thetis.



SIGN UP SHEET IS ON THE BULLETIN BOARD BY THE STAFF ROOM

Happy Birthday



May Birthdays

- 3 Chance Adams
Paul Despins
- 4 Rod Young
- 5 Richard Park
- 6 Thom Constable
- 9 James Restall
- 17 Sarah Erickson
- 18 Tannyce Goudy
Cody Carlson
- 20 Eric Gerlach
Meghan Filgate
- 22 Ruthanne Doyle
Dave Maddock
- 24 Colton Gould
- 25 Shay McCurdy
- 28 Michael Peterson
Jordan Zaharia
- 28 Ken O'Connor
- 29 Andy Steward
- 30 Eriko Arimura
Darrell Deane
Cameron Brady
Victoria Krupa

June Birthdays

- | | | | |
|----|------------------|----|------------------|
| 1 | Neil Buckle | 16 | Kyley Layton |
| | Nicole Kirk | 18 | Salsa June |
| 5 | Michelle Warren | 22 | Michelle Patton |
| 6 | Tara Ramsbottom | 23 | Don Kirlew |
| 7 | Josie Batayoula | 24 | Lynda Lafond |
| | Leah Young | | Connor Larmour |
| 7 | Randy Perron | | Paul Leblanc |
| | Kevin Wang | 25 | Heather Reece |
| 11 | Christa McDonald | 27 | Duncan Hind |
| 13 | Mary Buss | | Nikki Sobchak |
| 14 | Laura Despins | 29 | Douglas Dryburgh |
| 15 | Jessica Budynski | | |
| | Gary Carlson | | |

“It is not true that people stop pursuing dreams because they grow old, they grow old because they stop pursuing dreams.”

-Gabriel Garcia Marquez



What's New with Westin?

Westin Brand Launches in the Wilmington Riverfront District

The Westin Wilmington features 180 spacious rooms, full-service dining at The River Rock Kitchen, state-of-the-art meeting facilities and function space. Guests will also enjoy breathtaking views of the downtown Wilmington skyline and the entire Delaware Valley.



Guests will enjoy a wide variety of American cuisine in a casual, yet sophisticated atmosphere at The River Rock Kitchen. Combined, the Westin Wilmington and the adjacent Chase Center on the Riverfront offer 92,000 square feet of market-leading meeting space ideal for weddings, social galas and business functions. Additional facilities include a WestinWORKOUT® fitness studio, indoor pool and 24-hour Business Center.

“The new Westin will inspire wellbeing with its spectacular views, world-class amenities and innovative brand-led programming.”

Westin's Featured Property

The Westin Paris - Vendôme

THE VERY HEART OF PARIS

In the elegant heart of Paris, surrounded by all the enticements of the first arrondissement, we are moments from the Place Vendôme, Louvre Museum, Place de la Concorde, Tuileries Garden, and the boutiques of Rue du Faubourg Saint-Honoré.

ALL ABOUT YOU!

Experience the magic of Paris with the finest of concierge teams at your service. Maintain your well being in the WestinWORKOUT® Fitness Studio or be pampered in the elegance of the first spa of Six Senses in France, Six Senses at Rue de Castiglione, Paris.



The entire City of Paris is at your fingertips through our multi-lingual Concierge staff. Our Business Centre offers seamless access to everything you need to keep up with work while traveling, and RunWESTIN™ helps keep your running program on track.

employee of the month celebrations

“Employees are a company’s greatest asset...”

-Anne M. Mulcahy



on the course, of course



A photo submitted from Darren of an eagle on the golf course.



Bill Quinn from Greens and Jacob Rafuse, former Greens associate, won the net division of the Vancouver Island Open in April this year.

WELL DONE GUYS!

this and that...

CONGRATS TO JENNIFER YARISH

For winning the neighbourhood naming contest!

The winning neighbourhood name is Turnberry; the original Turnberry is a magnificent golf destination in Scotland and is the home of some of the most memorable moments in Open golf history.

The main street in the Turnberry neighbourhood at Bear Mountain was previously designated as Champions Court; providing all criteria are met at the registration level for a street name, Turnberry Lane will be added as a neighbourhood street name. Congratulations to Jennifer Yarish for submitting the winning name.



There is a new filtered water station in the cart staging area. Associates can purchase a Bear Mountain water bottle for only \$2.00!

ATTENTION

All new employees

Have you attended the Orientation Session? If not, we have two upcoming sessions on June 3rd and 23rd from 1-5pm in the Langford Room. So please see your managers to sign up

Thank you.

WANTED

DEAD OR ALIVE



YOUR GREAT IDEAS FOR UPCOMING ASSOCIATE EVENTS

REWARD:
FUN

New HR Location in the Fairways Building



If you are interested in helping to plan or organize any Associate events please contact HR →

Kelly Hillier 391-3745 ~ Jennifer Burgin 391-7195

wellness walk

“It was so very beautiful and quiet!
It made us feel special to be able to
stay at such a luxurious place!!”

-Westin Bear Mountain Guest



welcome to the world

“Sugar and spice and everything nice.”

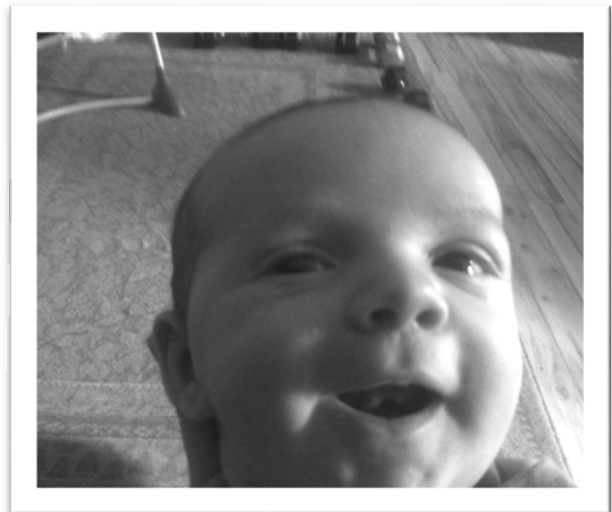


Double Congratulations to Jordan Ray, our Golf Director, together with his wife, Andrea and their son, Liam, on the birth of their twins,

*Elsa Esther Ray 4.6 lbs
Henrik Hudson Ray 4.4 lbs*

February 11, 2014

*Congratulations to Ryan Frost, our Purchasing Manager together with his wife, Ashley, on the birth of their son, Maximilian Everlong Frost
March 28th 2014 7.2 lbs*



*Congratulations to Thomas Yesdresyski, our Executive Sous Chef together with his wife, Sarah, on the birth of their daughter, Jillian Claire Yesdresyski
May 3rd 2014 6.2 lbs*



“Snips and snails and puppy-dogs' tails.”

did you know?



A classic neckpiece completes your dog's outdoor style. Oatmeal acrylic trimmed with grey suede. Silver tone hardware. Fully adjustable.

HEAVENLY® DOG PROGRAM

With a plush bed and special amenities, the Heavenly® Dog Program extends the Heavenly experience to guests' favorite travel companions.



A soft, relaxing place for one lucky dog. Designed with signature white-on-white stripe and gray piping. Embroidered with the Westin bone on one side and paw print on the other side. Silver zipper closure for easy washing. Poly. Dimensions: 74 cm x 74 cm x 13 cm

the cellar

The Cellar is nestled deep within The Westin Bear Mountain and surrounded by over 2,000 bottles of the world's finest wines.

Enjoy a private tasting with one of our knowledgeable Sommeliers or plan an exclusive dinner party for ten to twenty. Our award winning culinary team will work with you to design the perfect meal and wine pairing for your most important occasions.

Make a Reservation

Reserve your spot at the next Friday Night Flights or contact our team to arrange a private gathering. (250) 391-7160 or email.

Private Tastings

Enjoy a private tour with one of our Sommeliers as they introduce you to the world of fine wines. A private tasting will give you an exclusive introduction to new wines and some rare and unusual older vintages. Find a new favourite or simply choose a bottle to accompany your dinner in Bella. 10 person maximum.



FRIDAY NIGHT FLIGHTS

Educate your palate with savoury wines from around the world. Overwhelm your senses each week with different selections and themes that will leave you wanting more. Friday evenings from 6:00pm - 7:00pm. Flights of 4 wines. Priced from \$25.00 per person (tax & gratuity included).

See our website for weekly themes.

inspirations

WORK WELL, BE WELL

By Arianna Huffington

“Syndicated columnist, author and Huffington Post Media Group editor-in-chief Arianna Huffington is acting as Westin’s “Work Well” expert, ushering in a new understanding of what success means at a moment when well-being is taking center stage.”



**Arianna
Huffington**
Editor-in-chief of
Huffington Post
Media Group

When I decided to write a book about our collective need to redefine success, I wanted it to be as practical as possible, filled with daily practices, tools and techniques that are easy to incorporate into our lives. That’s why *Thrive* is designed as a bridge, to help us move from knowing what to do to actually doing it. As I know all too well, this is no simple matter.

That’s why each chapter of *Thrive* ends with 3 small baby-steps we can take right now that together will have a dramatic effect on our well-being and our ability to thrive and not just succeed.

Well-being

Start by getting just thirty minutes more sleep than you are getting now. The easiest way is to go to bed earlier, but you could also take a short nap during the day— or a combination of both.

Move your body: Walk, run, stretch, do yoga, dance. Just move. Anytime.

Introduce five minutes of meditation into your day. Eventually, you can build up to fifteen or twenty minutes a day (or more), but even just a few minutes will open the door to creating a new habit.

Wisdom

Listening to your inner wisdom, let go of something today that you no longer need— something that is draining your energy without benefiting you or anyone you love. It could be resentments, negative self-talk, or a project you know you are not really going to complete.

Start a gratitude list that you share with two or more friends who send theirs to you.

Have a specific time at night when you regularly turn off your devices— and gently escort them out of your bedroom. And when you wake up in the morning, don’t start your day by looking at your smartphone. Take one minute to breathe deeply, or be grateful, or set your intention for the day.

Wonder

Focus on the rising and falling of your breath for ten seconds whenever you feel tense, rushed, or distracted. This allows you to become fully present in your life.

Pick an image that ignites the joy in you. And any time you feel contracted, go to it to help you expand.

Forgive yourself for any judgments you are holding against yourself and then forgive your judgments of others.

Giving

Make small gestures of kindness and giving a habit, and pay attention to how this affects your mind, your emotions, and your body.

During your day make a personal connection with people you might normally tend to pass by and take for granted: the check-out clerk, the cleaning crew, the barista. See how this helps you feel more alive and reconnected to the moment.

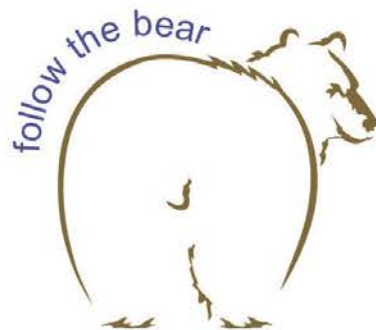
Use a skill or talent you have— cooking, accounting, decorating— to help someone who could benefit from it. It’ll jumpstart your transition from a go-getter to a go-giver.



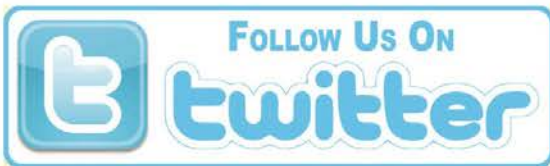
DID YOU KNOW...

That last week one of our members got TWO Aces on The Valley Course?
Or Unsworth Vineyards was here to host our WineMakers Dinner?
or did you guess the Pro in our Throw Back Thursday Tweet?

Well you would have if you followed us!



You are our best ambassadors and we would love you to like us!
and you tell two friends, and they tell two friends and so on and so on...



@bearmountain



/bearmountainresort

THE WESTIN BEAR MOUNTAIN **STAFF MEET & GREET**

June TBA
4:00-6:00pm
Masters Terrace

Great rooms, friendly staff and
amazing view and Facilities!

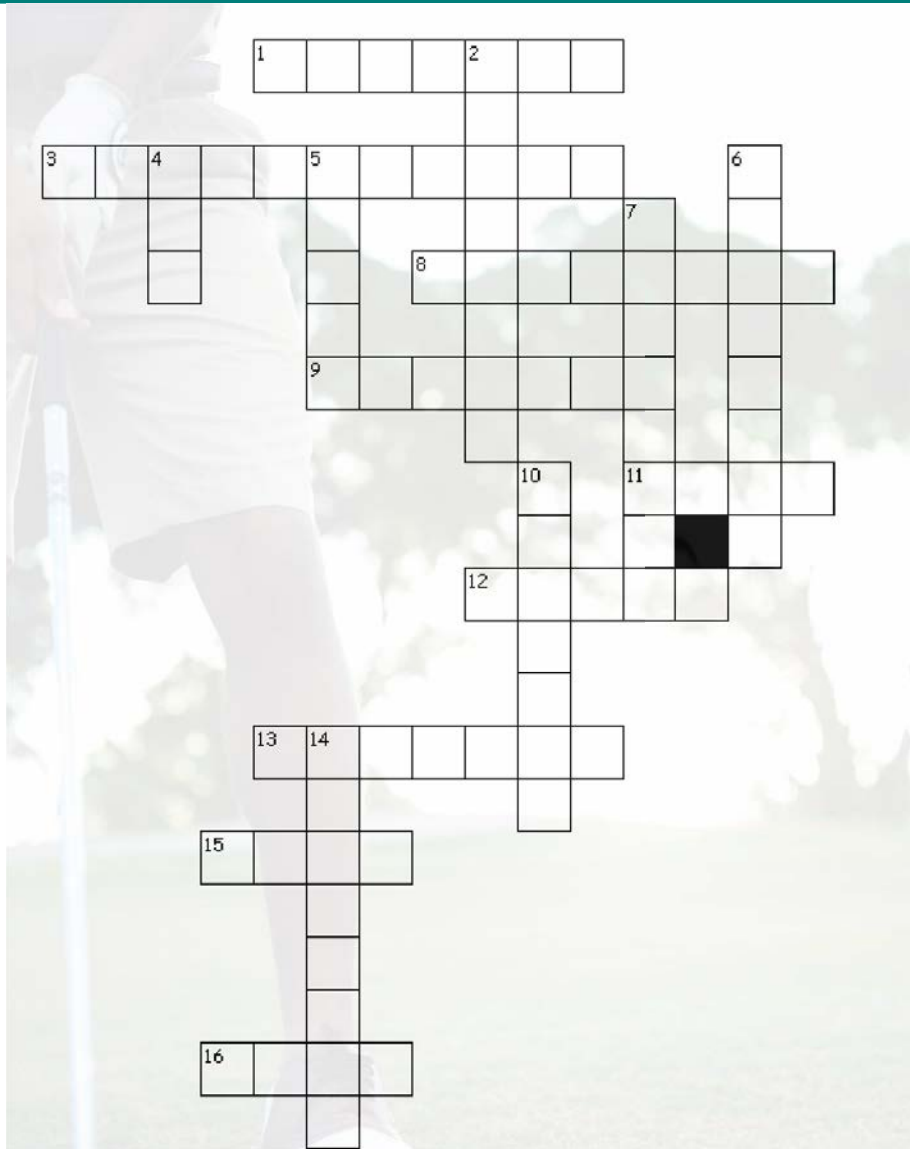
-Westin Bear Mountain Guest



**Come join us on the Masters Terrace for a casual
BBQ to meet all your new and returning associates.**

There will be prize draws & lots of FUN!

Test Your Westin Wisdom



Across

1. How guests feel when they leave
3. The core value that defines the ability to anticipate guests needs
8. Westin signature bed
9. What Starwood hotel captures the distinctive personality of its location
11. Number of Starwood brands
12. What we always put on our face
13. How our guests want to feel when at the Westin
15. Work safe, ____ safe
16. What our guests like to do

Down

2. Westin signature scent
4. Our loyal guests
5. What we remember
6. We do not tolerate
7. First Core value
10. To be worn at all times
14. The 6th Pillar

If you complete the word puzzle, submit it to HR for your chance to win a \$25 G/C at Bear Mountain. Good Luck!