

# THE WESTIN BEAR MOUNTAIN ASSOCIATE NEWSLETTER

PERSONAL-INSTINCTIVE-RENEWAL

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## Jeans Day Was a HUGE Success

We raised \$701!!

That is triple what we raised last year!!! This is a great accomplishment that we can all be proud of.

Thanks to everyone who participated in Jeans Day on April 30 and made a donation to the BC Children's Hospital. All proceeds go to support to support BC Children's Hospital Foundation.

BC Children's Hospital is the province's only full-service, pediatric acute care hospital and serves the one million children living in BC and the Yukon.

I would like to give a special thank you to the Golf Services team who generously donated all their tips for the day that totaled \$136.

Thanks again for all your support to this worthwhile cause.



## March Associate of the Month

### Front of the House



#### Andrew Bushby—Golf

Andrew joined us in April of 2013 on the Outside Golf Services team. Over the winter months he moved to the Bell Services team and it was apparent that he shone in this role. He has since returned to his position in the golf department and continues to shine.

He has been described as always being so friendly, helpful and smiling. It makes sense that his passion is “smiles.”

Well done Andrew!!

### Heart of the House

#### Marisol Vessey—Housekeeping

Marisol came to Canada in 2001 by herself and landed a job in the hotel industry. After gaining many years of experience she joined Bear Mountain for the first time in 2006 for 4 years. She left us to move to Vancouver and came back in August last year.

She takes pride in her abilities and is ethically motivated to provide an excellent service. Marisol always stay focused on the tasks and her work is consistently of excellent quality. She also is very reliable, dedicated and willing to help looking for more work if everything assigned to her is done.

Great Job Marisol!





## April Associate of the Month

### Front of the House



#### Sonja Gardner—Banquets

Sonja joined the Bear Mountain team in October 2014 in the Banquets Department. She has a really positive approach and seems to genuinely enjoy her job...whether it's working in banquets, sanding patio furniture or washing dishes. She is always willing to do it and give it her all. She is open to everything and is happy to be here.

She has been described by her peers as always having a smile on her face.

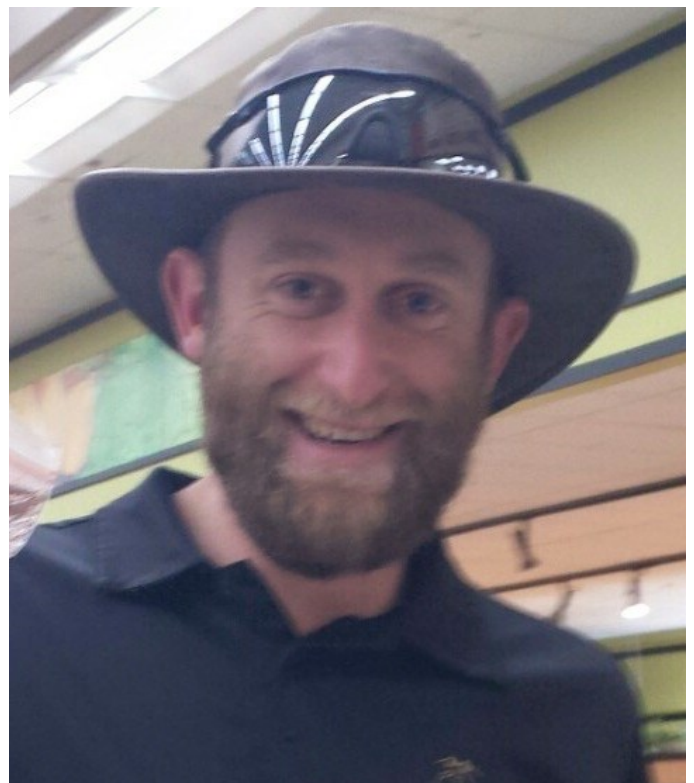
It's this kind of dedication that renders Sonja the Employee of the Month.

### Heart of the House

#### Kyle Grant—Greens

Kyle came to Canada last year from Australia. He joined us in Spring 2014 as his first Canadian job and left us for the winter months to enjoy the slopes at Red Mountain. After the snow, he came back to join us for another summer on the greens at Bear Mountain.

Kyle has been described as having an excellent work ethic and is very team minded. He is always willing to take extra steps and think outside the box in order to get the job done efficiently and effectively. It's this kind of dedication that makes Kyle a well deserving Employee of the Month. We are lucky to have him for another summer season.



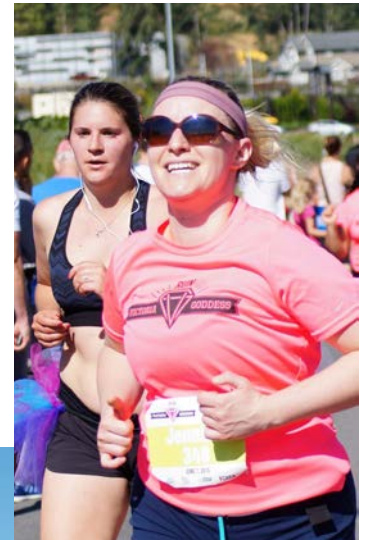
# employee of the month celebrations







The 4th Annual Victoria Goddess Run took place on Sunday, June 7, 2015. The weekend of activities included a Women's Expo at The Westin Bear Mountain Golf Resort & Spa, Yoga at Sunset, Bathrobe Run and Kids Run. And our highlight this year - a concert on Saturday night with 54.40! Over \$130,000 has been raised over the last four years for our three local charities - Victoria Women's Transition House, Victoria Sexual Assault Centre and Kidsport - Active Girls Program



# Happy Birthday

## June Birthdays

1 Nicole Kirk  
 5 Michelle Warren  
 6 Tara Ramsbottom  
 7 Josie Batayola  
 7 Leah Young  
 8 Rodney Lavoie  
 11 Sheldon Griff  
 11 Christa McDonald  
 14 Laura Despins  
 15 Jessica Budynski  
 15 Gary Carlson  
 16 Jennifer Dela Vega  
 16 Tanya Scheck  
 16 Kyley Layton  
 18 Salsa June  
 22 Michelle Patton  
 23 David Clarke  
 23 Don Kirlew  
 24 Lynda Lafond  
 24 Connor Larmour  
 24 Paul Leblanc  
 24 Brandon Manley  
 25 Heather Reece  
 27 Elise Cadger  
 27 Nikki Sobchak  
 29 Don Fraser

## July Birthdays

1 Angela Nairn  
 1 Ryan Leblanc  
 3 Pat Finner  
 3 Christine Thaler  
 4 Connie Rose  
 4 Stephanie Gosvig  
 5 Parker Nguyen  
 6 Jason bird  
 7 Karen Hughes  
 10 Cynthia Werbik  
 11 Kristina Karger  
 11 Ethan Douglass  
 14 Gurmeet Malhi  
 15 Kim Fraelic  
 15 Axel Gillette  
 16 Maddie Boulter  
 16 CJ McLauchlin  
 17 Emma Spurling  
 21 Bree Sharratt  
 22 Michael Naylor  
 23 Grant Milliken  
 23 Tate Coughlin  
 23 Jay Stefanis  
 24 Katie Goeujon-Mackness  
 24 Donna Newman  
 25 Amy Ganong  
 25 Sierra Kosidowski  
 29 Thomas Yesdresyski  
 31 Urban Allen

## August Birthdays

1 Tracy Twinn  
 2 Jordan Ralfs  
 3 Lucanne Gellner  
 3 Lidija Mezei  
 4 Mateusz Deron  
 9 Steve Ragsdale  
 9 Morgan Sanche  
 12 Jim Stewart  
 13 Amanda Roberts  
 14 Dylan Hagreen  
 14 Jason Karmazynski  
 15 Gilles Leblanc  
 16 Renee Walrafen  
 16 Sam Higgs  
 16 Kelly Hillier  
 17 Justin Ford  
 22 Jolene Malnarick  
 22 Jordie Lunn  
 24 Meagan Timmerman  
 25 Chris Immel  
 28 Lee Sykes  
 28 Duncan Cochrane  
 29 Pam Jones  
 29 Caileigh McDade  
 29 Meghan McDade  
 29 Andy McIntosh  
 30 Marisol Vessey  
 31 Nikita Stannard  
 31 Ray Horne  
 31 Donna Rowen  
 31 Marc Herbaut



# Welcome to the world



*Taylor Bridges and husband Dan, welcome sweet little Charlotte to the world on April 7 weighing 7lbs and 11oz*

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



*Heather Reece along with her spouse, Ty and daughter, Avery welcome Faith Reece born June 11 weighing 6 lbs 5 oz*

*"Snips and Snails and puppy dog tails. That's what little boys are made of".*

*Stephen Vincent and wife Laura, welcome baby Fox to the world on May 11 weighing 7lbs 15oz*



# Country Fair

*With Westin Flair*





# ASSOCIATE MEET AND GREET

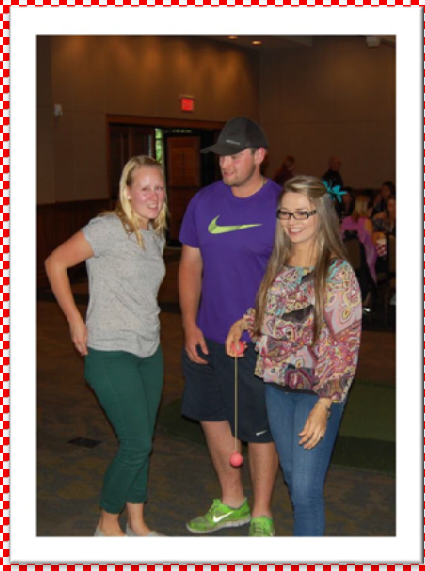
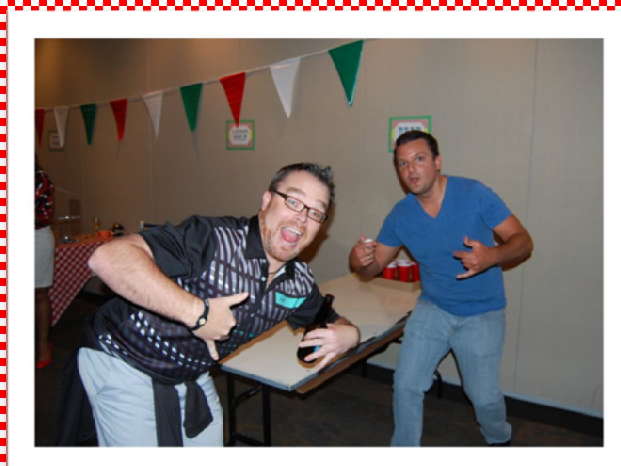
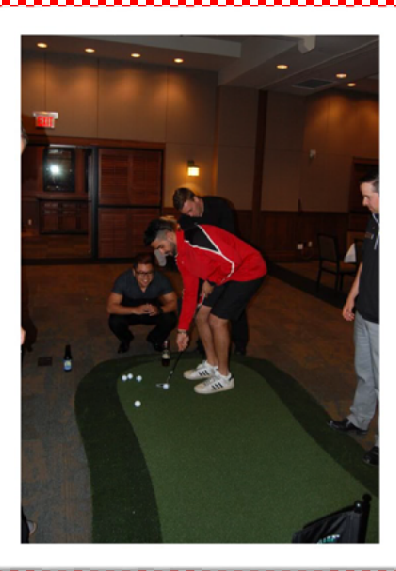
## Games ~ Prizes

Ladder Golf ~ Putting Green

Bear Pong ~ Balloon Darts

Dog Dish Ball Bounce ~ *Ring Toss*

## Burger Buffet





# GOLFATHON for ALS

On Tuesday, June 23<sup>rd</sup> Jaegan Patron, Jordan Ray, and Chris Currie teed off at 4:30am to play from dawn to dusk at both of our golf courses to raise awareness and funds for the ALS Society of B.C. They each played 100 holes with 24 birdies combined.

They were joined by David Clarke for 70 holes and Dean Phillips for 30 holes. Some highlights were the delivery of cup-cakes by a member, slurpees from an associate and lunch delivered from Francis and Denise

They have already raised \$3300 on the website and still more donations coming in. Its not too late to donate!



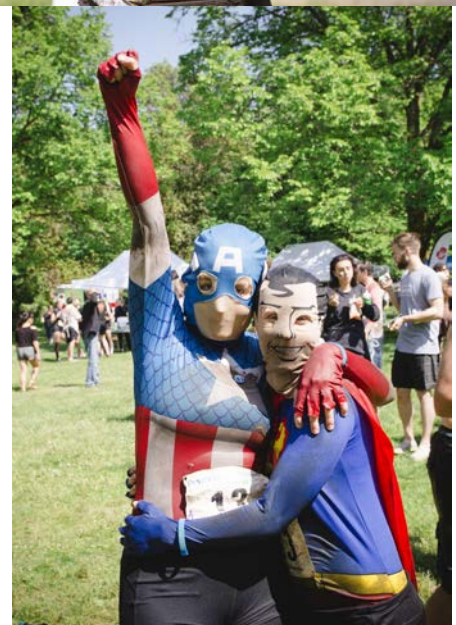




# Power to be

making a difference is second nature

On May 24th at Elk/Beaver Lake Demi Henderson, Shay McCurdy, Chis Immel and Richard Makepeace raced through mud, water and 10km of trails for Power to Play. The program raised \$182,500 to support Power to Be's programs.



Thanks to Jennifer Callioux from Call O Photo for taking photos of the event.



# photo gallery



Chef Mark Wadsworth with his honey bees



Nikki S., Jamey E., Jana Z and Melissa R from Outlets



Ashley Spilsbury from Corporate and her 3 kids complete Mud Mulisha



Lucanne Gellner serving on the course



Kaelin Norris-Jones our Bell Associate and Chip the Bear welcome guests on Canada Day



Ian Russum and Nathan Sam from Banquets



Erik Mak from Banquets



Mat Rolston getting staff golf lessons from Doug Hastie



Stuart Brown and Thomas Wredresyski getting ready for the Winer Makers Dinner



# HOSPITALITY

## BEACH VOLLEYBALL NIGHT

*with proceeds to KidSport - Active Girls Program*





## Tripadvisor Comments

### “Great Canada Day”

July 2015

For the fourth year The Westin Bear Mountain put on a Canada Day Celebration. Its the first one we have attended and had a great time with the Canadian themed Buffet, dancing on the lawn to the tunes of Shaky Ground (live band) and spending time with friends. The view was as usual terrific, the staff was excellent!!! Can't wait for New Years...same band :)

### “Peaceful”

July 2015

This hotel is nestled just a short drive from the hustle and bustle of downtown Victoria. The rooms are large and spacious. The beds of course are heavenly! We absolutely loved this hotel and will plan to come back in the future. You can bike up to two hours each day free of charge or practice hitting at the golf range. A deer was walking right in front of the lobby around 7:30 in the morning - awesome!

### “Beautiful Resort”

June 2015

we stayed here for a few days and we loved it. We are not golfers but it was very relaxing. Our suite was a corner unit with a lot of Windows which we really liked. The rooms and the whole resort are very clean and modern. We love the location and scenery. It is not far from Victoria. We still did all our sightseeing in Victoria and area. We wanted to stay out of the city because Victoria is quite busy. We made the right choice. We really enjoyed it there.

### “Very nice”

June 2015

We have a very pleasant get away at the Bear Mountain Hotel. The hotel a newer well appointed property situated on what must be golfing heaven. We don't golf but there are numerous trails to hike or explore close by. Our room had a lovely deck which we enjoyed a glass of wine in the evening and coffee in the morning looking out over forested hills. The only issue to consider is that the hotel is on top of a hill with limited shopping and dinning choices. Although, the hotel, Jacks and the Bears Den cafe are all excellent. Shopping, groceries, big box stores are all about 10 min drive away and downtown Victoria is about 20min away. We really loved this hotel. If was perfect for our little get away!

### “Peaceful, tranquil, and comfortable”

July 2015

The Westin Bear Mountain is about 25 minutes from downtown Victoria. As a frequent traveller to Victoria, i love staying here, as it is so quiet, peaceful and scenic! The staff are amazing, the rooms fantastic, and atmosphere wonderful. In my opinion, it is one of the best properties in the greater Victoria area!

### “Home away from home”

July 2015

A nice drive through Langford up Bear Mountain, beautifully set mountain top. Reasonably priced with access to great amenities. Full gym, pool, hot tub etc. rooms are fairly nice, facing the course are beautiful. Great service, always greeted and made to feel a welcome guest.

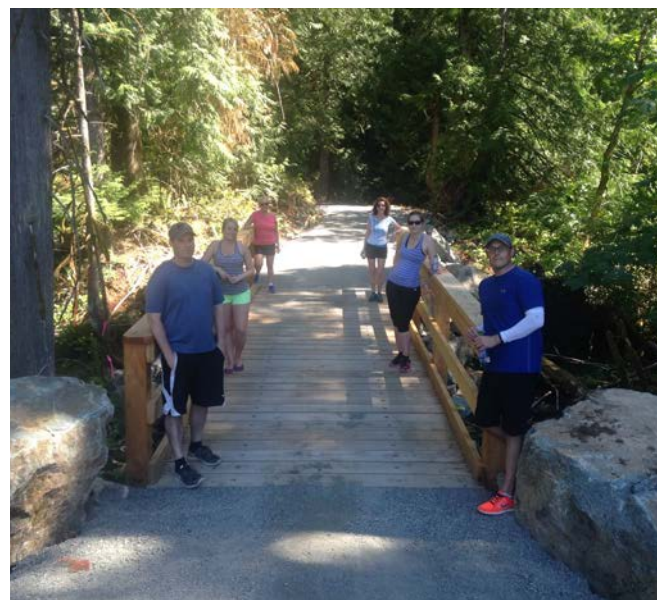
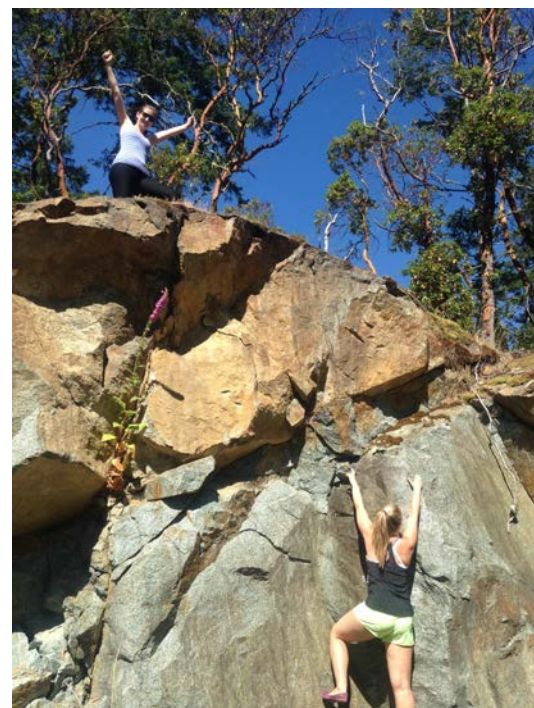


# National Running Day

## Associate 'Run With A View' 5K

### June 8 around the Valley Loop Trail System

Left to Right: Cheryl Bushby, Jason Karmasynski, Jessica Moffatt, Demi Henderson, Jennifer Burgin, Dave Lundie, Tracey Webster





# Occupational Health & Safety



## 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.

## The COR Audit is coming in October

### What is the COR Audit?

The COR audits assess different elements of your safety management systems. The audit is similar to an "open-book exam" in that the OHS Audit Tools are provided to you before the audit, so you are aware of what the auditor will be reviewing with regards to documentation, observation of your workplace and through interviews of your employees, and can prepare accordingly.

The COR audit includes the following elements:

#### Occupational Health and Safety (OHS) COR Audit

- Management & Leadership Commitment
- Hazard Identification & Control
- Safe Work Procedures
- Inspections
- Investigation of Incidents
- Training
- Program Administration
- Joint Occupational Health & Safety Committee

#### Injury Management / Return-to-Work (RTW) COR Audit

- Policy, Management & Leadership
- Resources, Education & Training
- Stay at Work (SAW) & Return to Work (RTW)
- Communication



## COR Auditors

COR Auditors represent a necessary component of your company's certification process.

External auditors are independent consultants trained and certified by go2HR to complete Certification (Year 1), Maintenance (Year 2 & 3) and Recertification (Year 4) Audits.

Internal auditors are employees of your company, trained and certified by go2HR to complete Maintenance (Year 2 & 3) Audits. In many cases internal auditor also takes on the role of a safety champion and helps to develop and maintain company's safety management system.



## Westin's Featured Property

### The Westin Dubai Mina Seyahi Beach Resort & Marina

Occupying a prime location on Jumeirah Beach, the Westin Dubai is a 5-star beach resort. It features spectacular 5 resort pools, a 3,938 feet private beach, luxurious rooms and 8 restaurants.

Panoramic views over the Arabian Gulf and the Palm Jumeira can be enjoyed from most rooms and parts of the Westin Dubai Mina Seyahi Beach Resort.



Rooms and suites include free Wi-Fi, a Nespresso machine, spacious seating area, and a marble bathroom with luxury bath amenities. Modern and classical design with high ceilings and grand mirrors are also featured in each unit.



Guests can relax at the Heavenly Spa by Westin. There are also tennis courts, a fitness centre, and a water sports centre. At the Westin Mina Seyahi children can enjoy a kids pool, daily beach games, kids club and a Wild Wadi Waterpark nearby.

This is a great choice for travellers interested in Relaxation, Beach and Nightlife.





## What's up at the Bear

### LEARN TO MOUNTAIN BIKE LESSONS

You can now take part in our six week "Learn to MTB" Course for 30% off regular price. It's a great opportunity to learn from Canada's best Coach, Dan Proulx (National Team Head Coach).

*Note: the course will accommodate all levels.*

*For more details please go to our website*

<http://bearmountain.ca/Bike/Training-Centre/Mountain-Bike-Lessons>

**SIGN UP IN THE HUB**

### LEARN TO FREE RIDE CAMPS WITH JORDIE LUNN

Our very own Jordie Lunn has offered to Westin Bear Mountain Associates, Free Ride Lessons over the summer. He will give you hands-on tips and will guide you on everything from basic cornering and bike handling to more advanced level dirt jumping and tricks.

*Riders of all skill levels are welcome*

Lessons will be held Tuesday and Thursday evenings from 5:00-6:00pm.

The cost is \$10 per person (This includes the use of a bike and helmet)\*

*\*You can bring a friend for \$10, however, if they require rentals there will be a \$12.50 fee for bike and helmet.*

**SIGN UP IN THE HUB OR ON THE ASSOCIATE BOARD BY THE LUNCH ROOM**

**Tuesday, August 25**

**THE AMAZING RACE BEAR MOUNTAIN**

**Stay tuned for more details...**



## Meet Our Pro - Ranjan McArthur



Tennis Canada Coach 2 certified with 40 years coaching experience. A tournament player with current provincial ranking. Ranjan is a tennis a community leader who enjoys sharing his love of the game with players of all skill levels and will bring out the best in your game.

**Lessons are NOW available at the North Langford Recreation Centre.**

Beginner, Intermediate & Advanced instruction provided by Tennis Cda certified Coach, Ranjan McArthur on our 2 outdoor hardcourts.

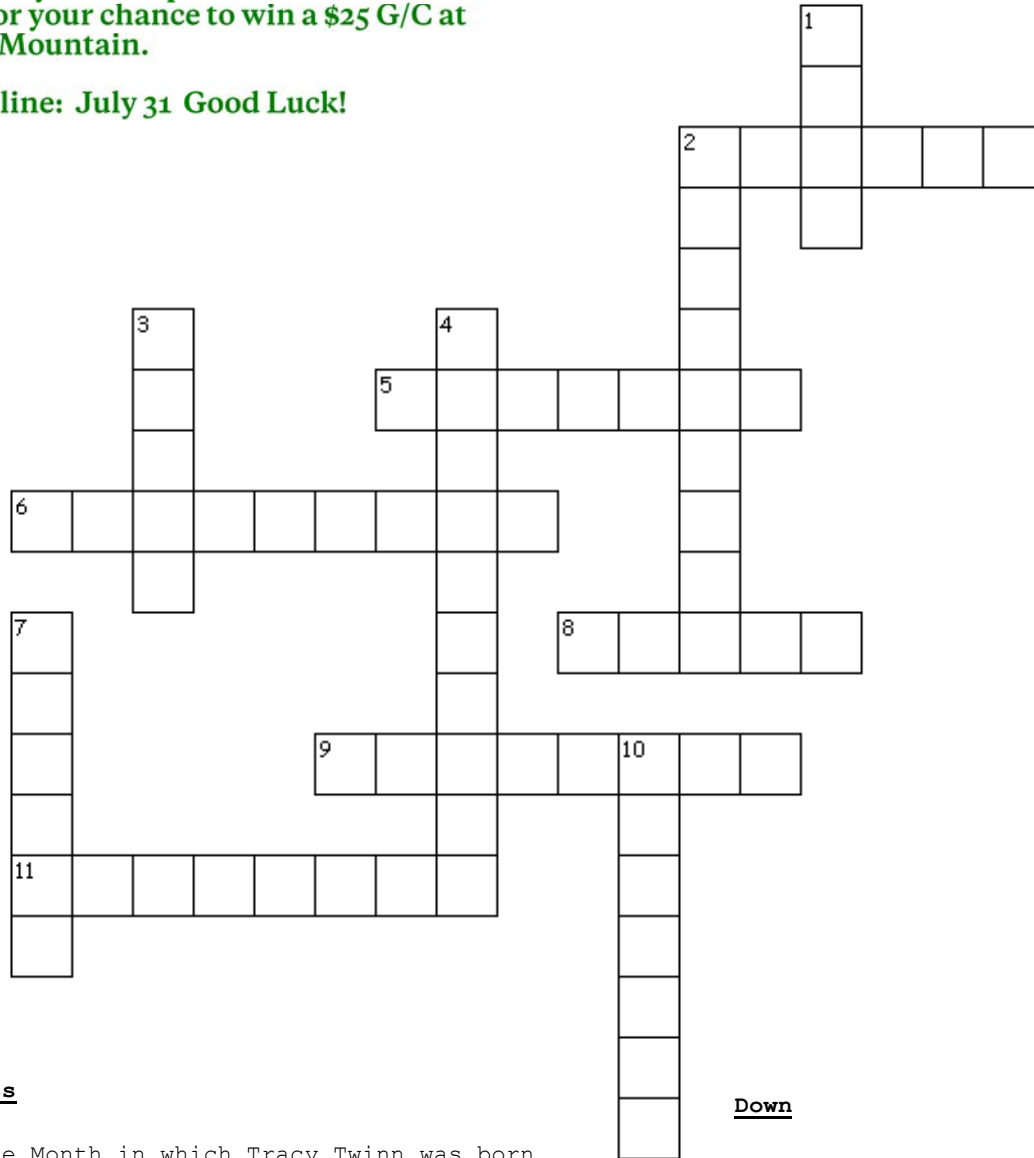


Name: \_\_\_\_\_

# Westin Wisdom

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

**Deadline: July 31 Good Luck!**



**Across**

- 2. The Month in which Tracy Twinn was born
- 5. An edible centerpiece at the Meet & Greet
- 6. The insect that photobombed Jason Karmasynski and Dave Lundie
- 8. What did we wear in April to raise money for the BC Children's Hospital
- 9. The game Andy McIntosh played at the Meet & Greet
- 11. \_\_\_\_\_ auditors are employees of your company

**Down**

- 1. What they did on the celebration circle to raise money for the Goddess Run
- 2. The country where Kyle Grant is from
- 3. The name of Heather Reece's baby
- 4. A game played to raise money for Kid-sport
- 7. The newest sport at our resort to offer lessons from Ranjan McArthur
- 10. When is COR Audit coming?