

20

25



Elevate:

*A Celebration
of Excellence*



Autographs

Elevate:

A Celebration of Excellence

Evening Agenda

5:15pm	Doors and bar opens
5:30-7:00pm	Food stations open
7:00pm	Take your seat, and watch the magic happen
7:15-8:00pm	Tenured based Recognition & performances by Ryan Edwards
8:00-8:30	It's a surprise
8:30-9:00pm	Performance based awards
9:00pm	DJ EfSharp begins
9:00-10:00pm	Honoree Section opens next to the stage <i>All honourees need to visit this section to pick up their gift. You will have an opportunity to have some pictures taken with our Executive team, and have your yearbook signed!</i>
10:00pm	Late night snacks
12:00pm	Time to go home

Tonight make sure you explore the Courts so you don't miss out on:

1. The Wall of Diamonds (find your name!)
2. Blue Mountain's Charity of Choice Table (Diamond Ring Pops, anyone??)
3. 360 Degree Camera by Rich Roth
4. Bee Bar by Amy Milne (Bee-dazzle your outfit!)
5. Denim and diamonds photo wall
6. Check out the prize table if you are receiving an award
7. Get your autographs in the yearbook



Introduction and Thank You from Dan Skelton

On behalf of the Executive team and myself, I want to express our gratitude for the contributions you have made this past year. It is a privilege to gather and celebrate not only the incredible tenure milestones but also the outstanding performance and achievements that continue to shape the success of our resort. Elevate is a special reminder of the talent and commitment that define the team we are so proud of.

To those recognized for your long-standing service, thank you for your loyalty and the legacy you have built. To our performance award recipients, congratulations on setting the bar high and inspiring excellence across our resort. And to every team member, whether you were honoured at Elevate or not this year, please know that your daily efforts and collaborative spirit are valued and appreciated.

Thank you once again for your incredible contributions.



Blue Mountain Timeline

- 1941 Jozo and his family are now settled in the area. Blue Mountain is founded.
- 1949 The Ski Barn welcomes guests for overnight accommodation.
- 1953 Jozo creates Blue Mountain Pottery.
- 1955 The Red Devil ski "lift" is retired, and the resorts first Poma Lift is installed at the North.
- 1959 The first chairlift in Ontario - The South Chair is installed and opened in 1960.
- 1963 The Blue Mountain Inn, a 20-room motel began construction to replace the Ski Barn.
- 1969 Central Base Lodge was built. Apple Bowl and Tranquility chairlifts were installed.
- 1971 Jozo passes away in a car accident. His family carries on running the Resort.
- 1973 The Resorts first modern snowmaking system is installed.
- 1976 The first uniforms for lift operators were introduced, made by David S. Reid.
- 1977 The Great Slide Ride and Jozo's Bar open.
- 1979 Night Skiing begins on Big Baby and O-Hill.
- 1980 Blue Mountain purchases Georgian Peaks, the Blue Mountain Beach and the Resorts first water slide The Slipper Dipper opens.
- 1981 The Blue Mountain Inn expansion to 100 rooms begins.
- 1985 To focus on beginner skiers, the Easy Street Chairlift was installed replacing a double rope tow.
- 1987 Blue Mountain sells the Peaks and begins clearing land for Monterra Golf. A re-purposed lift and snowmaking was installed in the North.
- 1989 Monterra Golf opens. The first detachable quad chair in Ontario was installed. Snowboarding arrives.
- 1994 A dedicated terrain park "Badlands" opens.
- 1999 Intrawest acquires 50% ownership of Blue Mountain and begins planning the Village.
- 2004 The Silver Bullet opens in summer as an open-air gondola.
- 2009 Attractions Park planning is underway.
- 2013 The Orchard area of the resort opens for skiing and snowboarding.
- 2014 The Weider family sells the remaining 50% of the Resort to Intrawest.
- 2017 Intrawest is acquired by the newly formed Alterra Mountain Company.
- 2020 Covid 19 closes resort for business March 14.

Guest Accolades

The proof of driving incredible guest experiences is right here folks! This is just a sample of what our guests are saying:

"Staff are very focused on making each day a good experience. Great grooming makes good conditions even better."

"My last visit was to the Orchard area and the runs were groomed to perfection. The Monday morning crowds were minimal and there was little to no wait to get on the chair"

"You are doing a great job, creating priceless experiences (despite my long/boring drive to get there). Thank you!!!"

"Hands down the best resort & staff!"

"Great skiing great snow and great staff. I broke my leg on the mountain and ski patrol was absolutely top notch. I can't say enough great things about their professionalism and skill at rescuing me from my situation. I feel extremely blessed to have received such great care"

"Grooming was ++. I have skied with u for 40+ years...that should convey what I think about BLUE."

"I don't know what you did with the staff. Everyone was smiling and trying to be helpful."

"You have really improved it over the years. Keep up the great work. Value for money and staff have been great. Great job with your hiring practices"

"The lifties are always helpful and ensure we all get seated safely! They did a great job making sure there was enough snow where we wait for the chairs!"

"I only spoke to the cleaner. He was truly an ambassador for Blue Mountain."

"Staff were very pleasant and easy to deal with. Hiring / training practices are serving you well here."

"Rebecca at the reception counter was amazing and Kevin from Security had the best customer service ."

"Reservation Agent on phone with booking and follow-up questions, Front Desk, Pool Staff, Activities' Staff, Restaurant Staff - everyone friendly and professional and caring!"



Well Done Blue Mountain!

Recognize

In December 2024, the Blue Mountain Culture Club officially rolled out a resort-wide recognition platform aptly named – Recognize.

Here at Blue, we know that thousands of amazing memories are made every day because of the work that all of you do. Recognizing these amazing contributions is essential so that we can celebrate our achievements and grow individually and collectively.



Cultivating COLLABORATION Individual accomplishment pales in comparison to what can be achieved as a team, so we challenge ourselves to learn from one another to achieve common goals.	Honoring AUTHENTICITY Real adventures are super special, not superficial, so we embrace and celebrate the things that make each of our people and businesses unique.	Prioritizing PURPOSE The mountains are some of the world's most magical places, so we have a responsibility to care for our environment while creating inclusive, inviting communities to live, work, and play in.	Embracing EMPOWERMENT In the business of experience, people make the difference, so we strive to give our teams the tools, training, and opportunities they need to succeed.
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Using our Values as indicators of success, this platform provides a fully transparent portal for us to acknowledge and celebrate our colleagues under the touch points of:

Helpful, Friendly, Problem Solver, Professional or Knowledge Holder.

FUN FACT: To date, over 5,562 recognitions have been sent to Blue Mountain employees via the online platform.

Teams that have sent the most recognition so far:

1. HOUSEKEEPING & LAUNDRY	702
2. GUEST SERVICES, TICKET SALES & SCANNING	613
3. SKI & RIDE LESSONS	538
4. RENTAL OPERATIONS	212
5. ACTIVITIES & RECREATION	204
6. FACILITIES & GROUNDS MAINTENANCE	153
7. LIFT OPERATIONS	149

The Gold Standard!

Pulled from the accolades received on Recognize, employees who exemplify our values and behaviours (Collaboration, Authenticity, Purpose and Empowerment) and our service drivers from guest feedback (Friendly, Helpful, Professional, Knowledge Holders and Problem Solvers) may be awarded with a "Gold Nametag". Each month, 5 individuals will be selected as recipients through a nomination process. Employees who receive this award will be given a Gold Nametag engraved with their name and a single Black Diamond, and all recipients from that year will automatically achieve the Black Diamond Designation at our annual Elevate event.

Black Diamond Recipients

The black diamond designation is awarded to employees who have successfully completed advanced formal training or certification relevant to their role and to all recipients of the Gold nametag. This distinction recognizes their dedication to professional growth and expertise in their field. Recipients of this designation demonstrate a commitment to excellence, continuous learning, and leadership within the organization.

Education, Professional Certification, Awards

- ◆ Becki Relihan – Director, Retail Rental "MBA"
- ◆ Amy Trumpler – Coordinator, HR Operations "CHRP, Certified Human Resources Professional"
- ◆ Jeremy Chapman – Technician, HVAC "Licensed Refrigeration Mechanic"
- ◆ Steve Bloomfield – Technician, HVAC "Licensed Refrigeration Mechanic"
- ◆ Joshua Clemett-Audin – Lift Mechanic "Ski Lift Mechanic – Class A"
- ◆ Rob Earles – Attractions Mechanic "Amusement Device Mechanic Certificate"
- ◆ Catherine Powell – Manager, Snow School and Programming "CSIA Course Conductor of the Year"
- ◆ John Barrie – Senior Recruiter "King Charles 3 Coronation Medal"
- ◆ Shelby Bowins - Assistant Manager Guest Services "Trailblazer Award OSRA + SAM Magazine Top 10 Under 30"

Canadian Association of Snowboard Instructors CASI or Canadian Ski Instructor Alliance CSIA Level 2

- | | | |
|--------------------------|---------------------------|-------------------------|
| ◆ Brock Smith (CASI) | ◆ Caitlin Christie (CASI) | ◆ Lee Johnston (CSIA) |
| ◆ Nicole McMullin (CASI) | ◆ Andrew Richards (CSIA) | ◆ Chloe Schaffer (CSIA) |
| ◆ Mike Morgan (CSIA) | ◆ Andrew Meng (CASI) | ◆ Jana Kim (CASI) |
| ◆ Jacob Goodier (CASI) | ◆ Zhe Lin (CASI) | ◆ Ellie Arnold (CASI) |
| ◆ Tammy Green (CSIA) | ◆ Ewan Gardner (CSIA) | ◆ Lucy (Min) Li (CSIA) |
| ◆ Stacey Thompson (CSIA) | ◆ Lynn Gardner (CSIA) | |

Canadian Association of Snowboard Instructors CASI or Canadian Ski Instructor Alliance CSIA Level 3

- | | | |
|----------------------|-----------------------|------------------|
| ◆ Daniel Carr (CSIA) | ◆ Bruce Hooper (CSIA) | ◆ Ning Gu (CASI) |
|----------------------|-----------------------|------------------|

Canadian Association of Snowboard Instructors CASI or Canadian Ski Instructor Alliance CSIA Level 1 Course Conductor

- | | | |
|----------------------|-----------------------|------------------|
| ◆ Daniel Carr (CSIA) | ◆ Bruce Hooper (CSIA) | ◆ Ning Gu (CASI) |
|----------------------|-----------------------|------------------|

Canadian Association of Snowboard Instructors CASI or Canadian Ski Instructor Alliance CSIA Level 3

- | | | |
|--------------------------|----------------------------------|--------------------|
| ◆ Marvin Thompson (CASI) | ◆ David Manning (CSIA) | ◆ Hans Hess (PSIC) |
| ◆ Terry Porter (PSIC) | ◆ Zach Sills (CSIA Park Level 1) | |

Canadian Association of Snowboard Instructors CASI or Canadian Ski Instructor Alliance CSIA Coaching Development Level 2

- | | |
|---------------------|---------------|
| ◆ Jean-Marc Charing | ◆ Daniel Carr |
|---------------------|---------------|

Gold Nametag Recipients

All Gold Nametag Recipients are also recipients of the Black Diamond Designation as champions of internal and external service excellence

JANUARY 2024

- ◆ Jess LaLonde - Snow School Instructor – Friendly
- ◆ Kristie Muise-Thompson - Public Spaces Associate - Helpful
- ◆ Dylan Duquette - Rental Attendant - Professional
- ◆ Matt Hewlitt - Mountain Adventure Guide - Problem Solver
- ◆ Marvin Thompson - Supervisor, Snow School - Knowledge Holder
- ◆ Michael Boltz - Supervisor, Snow School - Nominator Champion

FEBRUARY 2024

- ◆ David Coward - Team Lead, Lift Operations - Friendly
- ◆ Mary Mackenzie - Resort Experience Ambassador - Helpful
- ◆ Jessica Nyamsuren - Guest Services Agent - Professional
- ◆ Alistair Orr - Assistant Manager, Golf Operations - Problem Solver
- ◆ Lisa May - Manager, Lifts and Attractions - Knowledge Holder
- ◆ Ben Holmulund - Supervisor, Snow School - Nominator Champion
- ◆ Lorne Rowbotham, Shuttle Driver, Michael Stanley, Shuttle Driver, John Grant, Supervisor, Resort Experience
- ◆ Samantha Byer Manager, Resort Experience - Team Win

MARCH 2024

- ◆ Zach Holden - Guest Services Agent - Friendly
- ◆ Martin Pifher - Resort Experience Ambassador - Helpful
- ◆ Christine Lonmo - Assistant Manager, Resort Experience - Professional
- ◆ Dan Selskiy - Supervisor, Lift Operations – Problem Solver
- ◆ Stephen Anderson- Resort Experience Ambassador – Knowledge Holder
- ◆ Mitchell Sheeran - Supervisor, Mountain Adventures – Nominator Champion

DECEMBER 2024

- ◆ David Howlett - Maintenance Associate - Friendly
- ◆ Ella Pickett – Team Lead, Summer Attractions – Helpful
- ◆ Ashleigh Gray - Manager, Rentals – Professional
- ◆ Robert Wharry - IT Support Technician - Problem Solver
- ◆ Zachary Sills - Assistant Manager – Snow School - Knowledge Holder
- ◆ Ashleigh Gray - Manager, Rentals - Nominator Champion

JANUARY 2025

- ◆ Gord Parry – Supervisor, Patrol - Friendly
- ◆ Linsey Cairns - Resort Experience Ambassador - Friendly
- ◆ Joann Spencer – Supervisor, Village Public Spaces – Helpful
- ◆ Jennifer Parker – Dispatcher, Patrol - Professional
- ◆ Donna Simard – Retail Associate - Problem Solver
- ◆ Chloe Schaefer – Camp Counselor, Kids at Blue - Knowledge Holder
- ◆ Pamela Greenway – Manager, Village Housekeeping and Maintenance - Nominator Champion

Gold Nametag Recipients

All Gold Nametag Recipients are also recipients of the Black Diamond Designation as champions of internal and external service excellence

FEBRUARY 2024

- ◆ Musiliu Olaniyan – Public Spaces Associate - Friendly
- ◆ Bowen Robinson – Maintenance Worker, Hotels - Helpful
- ◆ Pam Vitutski – Supervisor, Snow School - Professional
- ◆ Jeffrey Howard – Team Lead, Conference Porter – Professional
- ◆ David Murphy – Instructor, Ski & Ride- Problem Solver
- ◆ Ron Hanson – Team Lead, Lift Operations – Knowledge Holder
- ◆ Tammy Davison – Guest Services Agent – Nominator Champion

MARCH 2025

- ◆ George Dickson – Supervisor, Guest Services - Friendly
- ◆ Lee Ursel – Supervisor, Snow School - Helpful
- ◆ Cody Fotheringham – Coordinator, Employee Services - Professional
- ◆ Kyle McQueen – Maintenance Associate – Problem Solver
- ◆ Kris Mikulski – Supervisor, Hotel Maintenance – Knowledge Holder
- ◆ Nicole McMullin – Coordinator, Snow School & Programming - Nominator Champion

APRIL 2025

- ◆ Sam Rose, Coordinator Golf and Grounds Maintenance - Friendly
- ◆ Anum Karim, Contact Center Agent - Helpful
- ◆ Ann Batten, Retail Associate - Knowledgeable
- ◆ Michael Allen, Housekeeping Attendant - Professional
- ◆ Terence McDermott / Jerry Rohaly, Maintenance Workers, Grounds - Problem Solver
- ◆ Heindee De Jong, Assistant Manager, Housekeeping - Nominator Champion



Years of Service Awards

5 YEARS



Aether Claire Elsa Albert



Tracy Atkinson



Jason Baird



Tyler Bishop



Denise Coady



Blair Kutcy



Kendra Macleod-Young



Allyson Mckinley



Kris Mikulski



Logan Monteith



Sandra Currie



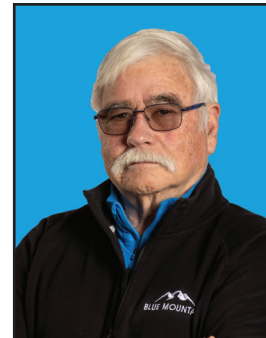
Mark Deegan



Joy Donoghue



Connie Douglas



William Gale



Nico Mudde



Amanda Nichol



Kayle Norberg



Sandra Page



Andrew Payne



Melissa Gervais



Ning Gu



Michael Harrison



Cody Howitt



Scott Kariunas

NOT PICTURED:

Damen Boose
Shelley Brand
Catriona Ellis-Smith
Mariah Gemmill
Tanya Gingell
Aaron Hall
Nicole Johnson

Ken Kaden
Spencer Milne
Christopher Perrin
Cole Rivers
Hans Schroeder
Colin Tavares
Kate Watson
France Abad

Tracy Atkinson
Zachary Beyer
Joe Bomans
Jorgia Bomben
Humayun Chowdhury
Denise Coady
Brandon Compta
Aidan Darien

Jennifer Dempsey
Jeremy Dinsmore
Mark Ellwood
Alyssa Galvin
Ameer Gandhi
Adeena Harripaul
Samantha Harrison
Leigh Harrison

James Hyland
Scott Kariunas
Seth Kirouac
Jasmine Knight
Liam Leathem
Hayden Lloyd
Alex Mahood
Andrea Mior

Looking Back – 2020

Five years ago, in 2020, Blue Mountain faced an unprecedented challenge as COVID-19 brought our season to an early close. It was a time of great uncertainty and yet, many of you chose that moment to begin your journey with us. Tonight, we want to say a special thank you to the employees who started in 2020. Your courage, resilience, and commitment through such a difficult start have helped shape the Blue Mountain we are so proud of today.



Jarret Schutt



Courtney Tollerton Singh



Yogesh Upadhyay

Nicolas Mudde
Gary Page
Rebecca Pankhurst
Adam Pfeifer
Julia Richard
Andrew Richards
Lorne Rowbotham
Matt Simpson

Robert Sinopoli
Alice Sparey
Edward Strong
Yogesh Upadhyay
Cody Walker
Jaiden Whelan
David Wilson
Robin Ziegler



Years of Service Awards

10 YEARS



John Barrie
Senior Recruiter, HR

"Uplifting others is something that John does best, and he has helped many of the people in this room start or progress their careers at Blue!"



Kalynn Bedbrook
Manager, Front Desk

"For the past decade, Kalynn has been the kind of colleague and leader everyone hopes to work with: supportive, dependable, and just genuinely kind"



Shelby Bowins
Assistant Manager,
Guest Services

"Shelby consistently goes above and beyond, not only in her role but in the genuine care she shows for her teammates and for Blue Mountain as a whole"



Carol Budge
Room Attendant, Westin

"Carol is known for her punctuality—over her 10 years with us, she has never been late for a shift."



Michael Doyle
Supervisor, Mountain
Adventure

"Michael's the only guy who can fix a de-lam, find your missing binding screw, and still have time to roast you for how bad your last wax job was (joking!)"



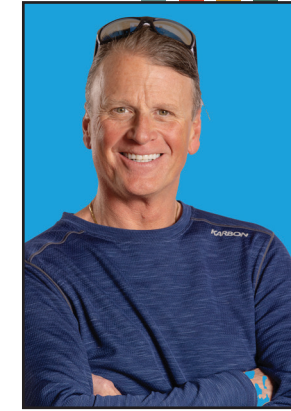
Pierre DuBois
Westin Front Desk
Ambassador

"Pierre is known for his professionalism and dedication; he takes pride in his work and is frequently praised for his knowledge, courteous & friendly demeanor and his willingness to not say no without an option"



Emily Guerrero
Houseperson, Westin

"Emily's positive vibe is truly addicting, and it's one of the best parts of having her on our team. If I had to describe Emily in one word, it would be "Tireless."



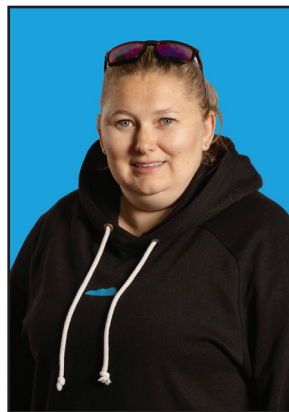
Robert Jones
Team Lead,
Lift Operations

"Team members describe Robert as knowledgeable, dependable, diligent and trustworthy – someone they can always count on"



Sam Byer
Manager, Resort
Experience

"One thing I really admire about Sam is her consistency. She is always busy, but no matter what, she is there for you when you need her"



Linsey Cairns
Guest Services
Ambassador

"Linsey's confident presence commands respect, while her outgoing, bubbly personality and exceptional interpersonal skills make her a trusted go-to for guests in need."



Maija Coyne
Group Services
Account Manager

"Maija's attention to detail is second to none and her sense of humor with her quick witty remarks keeps her team laughing."



Stephanie Delle Donne
Manager of Aquatics,
Plunge!

"Stephanie is passionate about the world of aquatics and the training and development that go behind it. However her enthusiasm for bringing laughter and joy to the work place runs a strong second in comparison!"



Carmen Julien
Room Attendant,
Westin

"Carmen is a lively and charismatic individual who brings joy and energy to every team she is a part of"



Missy Mather
Room Attendant,
Mosaic

"Missy leads by example, whether it's through the immaculate organization of her cart, her thorough room inspections, or her calm and adaptable approach to challenges."



Melissa Patterson
GXP Specialist,
Westin Housekeeping

"Her presence on the team brings a sense of ease and productivity to each day. The word I would use to describe Melissa is "Skilled."



Marina Pravdivaia
Houseperson

"With her extensive travel experience, Marina is a gifted storyteller, bringing her adventures to life in a way that makes you feel as though you're right there with her."





Julia Rivers
Group Services
Account Manager

"Whether it's downhill biking, bowling or trivia Julia's competitive nature shines and trust me, you want her on your team."



Zachary Sills
Recruiter, HR

"Zach remains a strong, reliable, and very existent part of the Blue Mountain ecosystem, contributing daily to our values and success"



Sarah Smith
Product Specialist,
Revenue Management

"One of Sarah's superpowers is her ability to thoughtfully consider how the work that we do impacts the guest and employee experience"



Lyn Stanford
Public Spaces
Associate, Housekeeping

"Lyn is always there to help out his co-workers with anything, he's usually the first person they go to as he cares so much"



Matthew Turbitt
Apprentice, Lift
Mechanic, Mountain
Operations

"Known by his teammates as thoughtful, kind, and dependable, Matthew stands out for his calm demeanor and steady approach."



Court Weaver
Snowboard Instructor,
Snow School

"Court is a passionate snowboarder in the snow school, using his talent and flexibility to teach a wide range of lessons from school groups and multi-week programs to beginners and private lessons."

Looking Back – 2015

Ten years ago, in 2015, Blue Mountain was in a period of growth and transformation, building on new ideas while staying rooted in the traditions that make this mountain special. The Orchard pod was fresh, the attraction park was picking up speed, and while the Wieder family had already sold to Intrawest, Alterra was not yet born. Many of you here tonight began your journey with us that year, and over the past decade, through seasons of change and progress, your dedication has helped shape the Blue Mountain we know today. We are proud to celebrate your 10 years of service and deeply grateful for the impact you've made.

Not Pictured:

Kerry Ball
Contact Centre Associate

"Kerry is your model employee. She is always offering a solution to improve in whatever she does, she is proactive about addressing situations before it can grow legs"

Daniel Chambo
Guest Services Associate

"Dan's commitment to service goes beyond the wheel – whenever a task needs to be done, Dan is the first to step up and lend a hand"

William Coulter
Server

"Bill is always positive and professional with coworkers and guests. If we could copy Bill, we would make 10 of him."

Mark Cumberland
Westin Welcome
Ambassador, Service
Express

"Mark is known to have a good sense of humor, his passion for Golf and has played with the likes of Tiger Woods."

Christine Davidson
Server

"Christine is a person that is full of kindness, she is always willing to help out her teammates, and guests"

Jessica Docherty
Contact Centre Associate

"Over the years, Jessica has been a steady presence on the team. She has seen the company grow and change, and in that time, she has shown resilience and adaptability"

Dave Fuhro
Ski & Snowboard
Instructor, Snow School

"Dave brings unique insight and a ton of experience to his lessons and sometimes teaches both skiing and snowboarding on the same day!"

Katie Gilbert
Payroll Specialist, HR

"If you ask anyone on the HR Operations team to describe Katie, you'd hear the same thing: she's the go-to person for everything."

Jade Goodall
Assistant Manager, Retail

"Jade excels at integrating the team, implementing new processes, and developing effective training programs."

Marvin Hambleton
Public Spaces Associate,
Housekeeping

"The greatest aspect of having him on our team is his unwavering reliability and commitment."

Griffin Issler
Supervisor, Park
and Trails, Mountain
Operations

"Griffin's positive outlook and genuine compassion make him a trusted colleague and a valued part of the team. Whether he's lending an ear or tackling a tough job, Griffin shows up with heart."

Lyndon Lee
Public Spaces Associate,
Housekeeping

"What truly stands out about Lyndon is his friendly demeanor. He always tries to help when asked for a favor, showing his unwavering commitment to doing his best."

Aaron Lund
Worker II, Special Events

"No matter the weather or workload, Aaron shows up with a smile"

Tara Martin
Server

"Tara is the literal glue holding the team together. Food and Beverage are lucky to have such a dedicated individual on our team"

Rachel Pellegrino
Ski Instructor, Snow
School

"It's a joy to see Rachel bring her passion for skiing out on snow and we can always rely on her to create a fun learning experience for her group."

Vestie Soars
Room Attendant

"Having Vestie on our team ensures the exchange of innovative ideas, fosters a collaborative work environment, and brings an uplifting, fun energy to our daily operations."

Tyler Teeple
Supervisor, Patrol
Services

"What sets Tyler apart is his ability to connect with others. Whether mentoring new employees or collaborating with other resort teams, he creates an atmosphere of teamwork"

Deb Woodhouse
Sales Associate

"What sets Deb apart is not just her efficiency, but her willingness to support the entire team. She's always the first to offer help, and pitch in where it's needed most."

Years of Service Awards

25 YEARS



Hilary Boulton
Executive Assistant

"Hilary was an original influencer that set the expectation for Blue Mountain's service standards. She has dedicated her career to serving others at Blue, she has been the backbone of support to many and she is one of the best listeners on resort."



Mary Burk
Quality Assurance Auditor

"Let's raise a glass to Mary: the heart of our team, and the kind of person who makes this world and this workplace a much brighter place"



Michele Fish
Server, Food & Beverage

"Michele is a ray of sunshine and humbly takes on new challenges in the ever-changing industry, we are lucky to have such a devoted team member"



Chris Lewis
Senior Vice President,
Mountain Services

"Chris's impact as a leader has benefited many - he is a developer of people and of teams. Relationship building is a cornerstone to his success and has born many successful new ventures at Blue."



Laura Murch
Hotel Manager, Mosaic

"What truly sets Laura apart is the love she brings to her family, her dogs, nature, travel, her MOSAIC family, and her work."



Andrew Garbutt
Director, Golf, Grounds & Slope
Maintenance

"Andrew has consistently shown us that the strength of a leader lies in their ability to listen, learn, and make those around them better versions of themselves"



Angela Hallyburton
Corporate/Association
Sales Manager

"Angela always makes others feel seen, heard, and stronger for it. Her presence is grounding and her sense of humor, unmatched."



Kevin Kingsbury
Senior Director,
Revenue Strategy

"Kevin makes us better, one spreadsheet, one conversation, and one perfectly timed joke at a time."

Looking Back – 2000

Twenty-five years ago, in 2000, Blue Mountain was already a beloved destination, growing steadily as Ontario's year-round resort. Those of you who started that year became part of a legacy, helping to build the foundation that today's Blue Mountain stands on. Over a quarter century, through growth, change, and countless seasons, your dedication has left a lasting mark. Tonight, we proudly celebrate your 25 years of service and thank you for your incredible commitment to this mountain and our community.

Scan here for a digital file of the Elevate program and for more bios.
<https://www.bluemountain.ca/employment/my-blue/elevate>



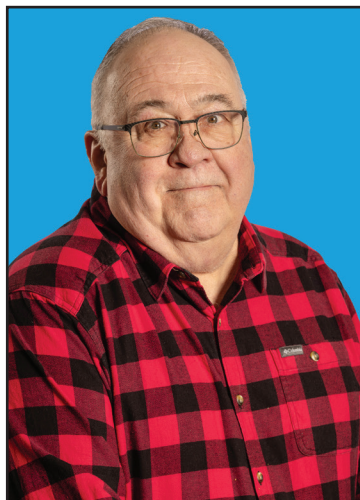
Years of Service Awards

40+ YEARS



Richard Bowering
Guest Services Ambassador

“Described as a *dedicated professional, compassionate, and innovative*, Richard sees his roles here at Blue as enhancing people's lives by sharing his knowledge and stories. He doesn't just teach or guide – he connects, uplifts, and leaves a lasting impression on everyone fortunate enough to cross his path”



Mike Doyle
Manager of Mountain Maintenance

“Mike is what you might call larger than life, mostly because you can hear him from three departments over, but we wouldn't change a thing. Working with Mike is an adventure every day, he has earned a great deal of respect for his industry knowledge and his loyalty to Blue”



Rob Sheridan
Senior Director, Mountain Maintenance

“Rob serves as the resort's unofficial historian. There isn't a lift on the mountain he hasn't helped build. His vision and hands-on work have been instrumental in shaping our Attractions Park into what it is today. Dan Skelton once said, “If one of us doesn't show up, everything goes on as usual. But if Rob doesn't show up, the resort doesn't open.” His impact reaches every department, and those who know him will recognize his quick wit and unmistakable cackling laugh”



Dan Skelton
President and Chief Operating Officer (COO)

“Dan began his career at Blue in 1978 picking up garbage in the parking lot, however his love for this mountain and the sport of skiing began much earlier though deep-rooted family ties to Blue. His career has been a steady progression of success with a track record of resort growth in attractions, amenities and ski/ride improvements that have made Blue Mountain the number one 4 season resort destination in Ontario and a place where millions come to work and play.”



Jim Whitehead
Ski Instructor, Snow School

“Jim's ability to create a fun and engaging learning environment keeps his participants coming back, often sharing with us how much they enjoyed their ski program and requesting to be in his group again next year”



Dan Vigus
Supervisor, Heavy Equipment

“Dan knows every inch of these trails. In winter, he moves snow; in summer, he shapes the dirt. After 40 years out here, his dedication runs deep. He pushes people to do their best—even if it's not always easy. He's set in his ways, but they come from a lifetime of care.”

Looking Back – 1980's & 1970's

Tonight, we are especially proud to honour those who began their journey with Blue Mountain 40 or more years ago. Starting back in the 1970s and 1980s, you were here as the mountain grew from its early days into the year-round resort we know today. Your decades of dedication, hard work, and passion have helped shape the very heart and soul of Blue Mountain. We are deeply grateful for your legacy, and tonight we celebrate the extraordinary milestone of 40 to 50 years of service, which is a true inspiration to us all.

Elevate Awards Finalists & Summaries

TEAM COLLABORATION OF THE YEAR AWARD

Recognizes a team for an outstanding achievement over the course of the year or for a single extraordinary contribution. This could be the traditional sense of a team, or a cross-functional (multi-departmental) and collaborative team of any size.

2025 FINALISTS:

School Group Facilitation - Snow School, Group Sales & Services, F&B, Guest Services, Rentals, Resort Experience

"For their incredible collaboration supporting the significant increase in school group volume from Winter 24/25. Managing over 1,000 students a day during peak periods requires every part of the operation in perfect harmony. This team has made that complex orchestration feel seamless"

College and University Students - Group Sales & Services, Marketing Events, F&B, Guest Services, Revenue Management

"They say it takes a village..... or in this case, a resort, with a bunch of College & University students in mind. What went from 5,900 College & University skier visits in 23/24 to 14,200 skier visits in 24/25 season is a result of the amped up effort from 6 teams. The Year over Year increase to visits was 152%. A staggering gain!"

Reimagining Grand Central Lodge - F&B, Marketing, Capital Projects and Planning, Electrical, HVAC, Housekeeping, Retail, Purchasing, IT

"All the above teams deserve the team collaboration of the year award for completing the GCE renovation, the addition of 1858 into the 6 Pack Bar space and the new Death Cookie brand all in 2 months' time."

Westin Hotel of the Year - All Westin Teams

"The Westin team deserves to be the recipients of the Team Collaboration of the Year Award because they are continuously striving to improve and achieve the goals that they set for themselves. They work with strategic purpose, empowering every Associate to achieve their objectives. The Westin team stay positive, focused, and work cohesively to achieve high guest satisfaction scores, great employee experience survey results, and keep each other motivated and positive."

THE IMPACT AWARD

Can be given to an individual or a team. This team can be a department, a small team within a department, or a cross-functional team that collaborates on a project. The winner of this award **must fall into excellence in one (or more) of three categories:** Forward Stance, Employee Experience, Progression.

2025 FINALISTS:

On It - Mountain Services Leadership Team

Sub Category: Employee Experience & Progression

"This team took the initiative to create a yearlong leadership development program coined "ONIT" geared towards their direct report group that is unlike anything that Blue has ever done for a single business unit leadership group."

Second Tracks - Chris Lewis, Erin Traynor & Catherine Powell on behalf of Snow School

Sub Category: Forward Stance

"The Snow School Team executed our Second Tracks Program, which worked with our local community to provide opportunity to youth in our area to learn how to ski/snowboard. The program was brought to us by Chris Lewis, and our Sales/Service Manager, Melissa Bell helped organize the trip dates, tickets, permission forms, meal locations, etc. Later Pizza donated food, Collingwood Blues donated their bus for transportation and Blue Mountain donated tickets, lessons, rentals and dining space"

Recognize - The Culture Club

Sub Category: Employee Experience, Progression and Forward Stance

"This is nomination is for all the Culture Club members who are foundational in the success of Recognize, and many other incredible experience initiatives. We are a cross-functional team with representatives united from 25 unique areas of Blue Mountain with the mission of elevating both Guest and Employee experiences. Our areas of focus are Guest and Employee Experience, Wellness, Social Responsibility and Sustainability"

THE JOZO WEIDER PINNACLE AWARD

This is a top-tier recognition given to an individual that has achieved the highest level of excellence in a particular field, and signifies a lasting impact on Blue Mountain's culture, Guests, and/or operations.

Eligibility Criteria:

The person who receives this award

- Has demonstrated exceptional leadership, inspiring others and shaping our culture
- Has been instrumental (or influential) in promoting outstanding Guest service standards
- Is an industry influencer
- Has introduced new ideas, processes, or initiatives that have a long-term impact
- Embodies and promotes our values and behaviours
- Has dedicated 10+ years of service



Sustainability and Social Responsibility at Elevate

It goes without saying that an event like Elevate requires months of careful planning. We are proud to show you the environmental and community efforts put in place for the 2025 event.

Ring Pop Station - Give Back While You Snack

- o All donations collected at the Ring Pop station will go toward a charity of your choice. In which Blue Mountain will match. In purchasing a Ring Pop, you can choose to support:
- o Bruce Trail Conservancy
- o Home Horizon – Barbara Weider House
- o Hospice Georgian Triangle

TerraCycle Foil Wrapper Collection Station

- o We've set up TerraCycle containers near the Ring Pop station to collect all foil candy wrappers- items that typically can't be recycled through traditional municipal programs. With TerraCycle, these hard-to-recycle materials will be shipped to a TerraCycle facility, where they'll be properly processed, repurposed, and diverted from landfills.

Bio-Balloons get to party more than once!

- o Biodegradability: Qualatex latex balloons are biodegradable, meaning they decompose naturally.
- o Sustainability: Qualatex sources its raw latex from sustainably managed farms, according to the manufacturer.

Food Waste Reduction

- o Any leftover food from tonight's event will be donated to Elephant Thoughts, helping to support local community programs while minimizing food waste.

Sustainable Signage and Materials

- o All pamphlets have been printed on recycled paper.
- o All chloroplast event signs will be collected and recycled by the manufacturer post-event.
- o The Wall of Diamonds will remain posted for the entirety of the year in our Hubs

Local Flowers

- o Tonight's beautiful floral arrangements were provided by Bloomin May Flowers, a local flower farm. Guests are welcome to take home a bouquet at the end of the evening!

No Single-Use Products

- o To further reduce our footprint, no single-use plastics or disposable items will be used during the event by F&B.

Celebrating Diversity

- o Team Blue now hails from all over the world! To honour the diversity of our employees, we have consciously provided menu items that are notably different than our local cuisine
- o Stick around until later, DJ EfSharpe will be playing your favourite music requests from all over the globe



Thank You

To all the Teams working tonight,

To the **Banquet team** who is working hard tonight so that the rest of us can enjoy. This event would not happen without you. While your coworkers gather to celebrate the year behind to share laughs, memories, and milestones it is your efforts that make it all possible. **Banquets team**, your professionalism, attention to detail, and commitment to excellence never go unnoticed.

We also want to extend our heartfelt thanks to the **lodging employees**, who continue to provide exceptional service to our guests throughout the festivities, the **security team**, who ensure everyone's safety with calm and care, the **porters and housekeeping team** who are making sure the Courts is left in good condition when we're done partying, and the **shuttle drivers**, who help our teams and guests arrive and depart comfortably and safely. Your work is essential to making this celebration run smoothly, and we are so grateful for your dedication.

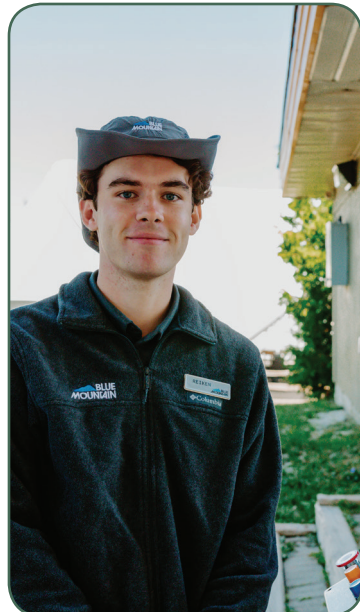
We are incredibly lucky to have each of you, not just tonight, but every day. You are a vital part of what makes this place what it is. Thank you for your time, your energy, and your care.

We also want to thank our vendors who helped us substantially in making tonight what it was. We highly recommend their professional services, please think of them for your future events – both work and personal!

1. Amy Milne – Meetings Made Simple <https://www.meetingsmadesimple.ca/dreamteam>
2. Lisa May – Bloomin May Flowers <https://www.instagram.com/bloominmayflowerfarm/>
3. Rich Roth – Roth Media <https://rothmedia.ca/>
4. AV Canada – <https://av-canada.com/>
5. Ryan Edwards – <https://www.mentalism.ca/>
6. DJ EfSharpe – <https://evolvedentertainment.com/>



Autographs



BLUE MOUNTAIN
Elevate.
A Celebration Of Excellence est. 1997

SUNDAY | JUNE 1 | 2025

Doors open at 5:15pm
The Courts, Village Conference Center

Award Ceremony | Dinner & Drinks
Entertainment & Prizes | Dj & Dancing

DENIM
and Diamonds

Free for employees, \$25 per guest
includes dinner and a drink ticket

You are invited to dress to match the
theme of the evening!

Resup 

 Lodging

