











Austin Advisor

HELLO

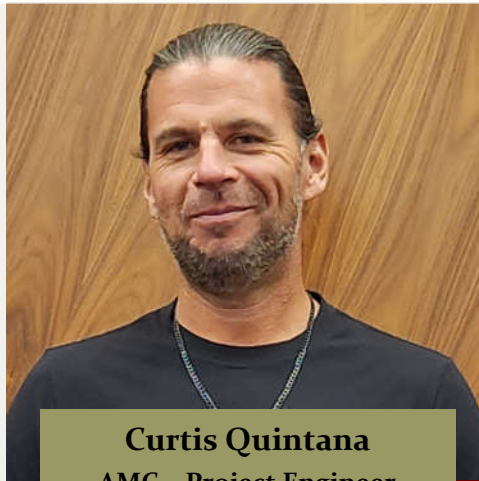
October



1 World Vegetarian Day 	2 Custodial Worker Day 	3 Butterfly and Hummingbird Day 	4 Golf Day 	5 World Teacher's Day 	6 Mad Hatter Day 	7 Bathtub Day 
8 Octopus Day 	9 Fire Prevention Day 	10 Power of 10 Day $10^4 = 10^3 \cdot 10$ $10^5 = 10^4 \cdot 10$ $10^6 = 10^5 \cdot 10$	11 World Sate Day 	12 Old Farmer's Day 	13 National Chess Day 	14 national lower case day
15 Popcorn Popping Month 	16 Dictionary Day 	17 4 Prunes Day 	18 Pizza Month 	19 Rainforest Day 	20 Adopt a Shelter Dog Month 	21 Count Your Buttons Day 
22 Nut Day 	23 National Canning Day 	24 Balogna Day 	25 World Pasta Day 	26 Pharmacist Month 	27 HAPPY NEVADA DAY! 	28 Visit a Cemetery Day 
29 National Cat Day 	30 Candy Corn Day 	31 				

W e l c o m e

TO OUR NEW STAFF!



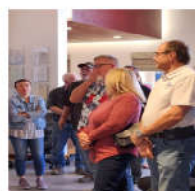
Curtis Quintana
AMC—Project Engineer



Gus
Bailly



Family
is forever



KATHY BOGHOSIAN



Q How would you describe yourself in one sentence?

A Everyday is a new opportunity to become a better version of yourself.

Q What do you like to do in your spare time?

A I cook in my spare time.

Q What is the weirdest job you ever had?

A I witnessed the strangest things while working at a bail agency in Southern California.

Q What is your life's motto?

A Keep pushing forward.

Q What is the most important thing you've learned in the last five years?

A I've learned that I can do anything I set my mind to.

Q Do you have pets? What type and what are their names?

A Yes. I have 3 dogs: Ace (2 years old) Boston Terrier, Leiha (8 years old) Bo-Chi, and Morgan (12 years old) Deer head Chihuahua.

Q If you could interview one person (dead or alive) who would it be?

A An interview with Mother Teresa would teach me so much and change my perspective on life.

Q What is your hometown?

A Detroit, MI.

Q What is your biggest pet peeve?

A My biggest pet peeve is giving up before trying.

Q What is your favorite sports team?

A Phoenix Suns circa 92-96.

Q Who is the most interesting person you've ever met?

A My maternal grandfather.

Q Where is your happy place?

A My parents house was always my happy place.

EMPLOYEE SPOTLIGHT

October 31, 2023

Please join us on Tuesday, 10/31/23, for our annual Halloween Costume Contest and Pizza Lunch. Lunch will be served at 11:30am in the Main Conference Room.

There will be prizes for 1st, 2nd, and 3rd place costumes!

HALLOWEEN

Costume/Pizza Party



Second Place



First Place



Third Place



Austin's 4th Annual Chili Challenge



AWESOME JOB ALERT



Jarod Raines & Eloy Carmona—

Jarod and Eloy study their project very diligently to find all schedule, cost, and drawing impacts. They make their teams' lives a million times easier by sending emails to track issues & RFIs and have a great record for following up on unsolved items. They take the time to mark up drawings, reference sheets, and write out RFIs so the AOR, EOR, and their team know exactly what is being asked without me having to figure out what they are looking for and having to search through drawings to attach something for the answering team to reference. I am confident that this project will run smoothly because of their involvement and efforts, and am grateful that they call and send messages and emails to follow up on items. It makes me feel more involved with the project, and I know what is happening in the field. They make it critical to have weekly meetings in the field and office to ensure that the team and subcontractors are aware of any happenings. Their field reports are always done, and I know that I can check them to get information I need, and they will include all problems and details necessary.

Botanical Gardens. Phoenix, Arizona.

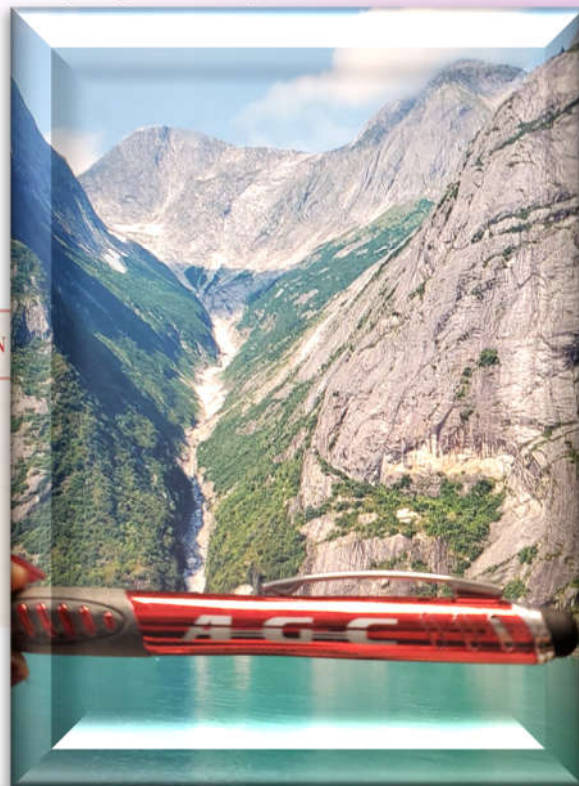


Don't forget to bring your AGC/AMC/ADH pen with you on your next vacation or fun event. Snap a picture and send in your name and where you and your pen have been to dgwinn@agcnv.com.

Cilicia Carlos went to Alaska (below). Sounds like the beginning of a joke, but seriously, she went to Juneau and Skagway. As cold as it must be, it's breathtaking. More pictures are posted on Yammer.

Michael Stella sent us a picture he snapped at the Botanical Gardens in Phoenix, Arizona. The lighting alone is way cool.

THE TRAVELING PEN



Some photos pulled out of the archives. Enjoy this walk down Austin's Memory Lane.



Austin Companies
Blast
from the
Past



HIDDEN GEMS

HAPPY HUNTING!

Listed below is a description of something that is hidden within the advisor. This can be one graphic many times, OR can be different graphics in the same group. Ex: Santa Hat OR Christmas Items. Listed below will be the information for this issues items.

4 item types. Halloween Themed. Each item might be in the advisor more than once.



MISSION STATEMENT

"Austin General Contracting is comprised of a team dedicated to working together to achieve a level of unsurpassed customer service and quality. We are focused on building a lifelong relationship with our clients."

VISION STATEMENT

"To Build Lasting Legacies"

CORE VALUES

- ◆ **Accountability:** Starts and ends with every member of the team
- ◆ **Character:** We function with integrity, respect, and always lead by example
- ◆ **Creativity:** We honor innovation
- ◆ **Customer Service:** We put our customers' needs at the center of everything we do
- ◆ **Team Player:** The individual's reward is earned through team success

CORE FOCUS

"Together We Build Greatness"

Word of the Month

Transformation

Noun

1. A thorough or dramatic change in form or appearance.
2. A metamorphosis.

what are other words for transformation?

shift, transmutation, change, metamorphosis, conversion, transfiguration, transmogrification, alteration



HAPPY BIRTHDAY

Jeffrey S Akers	10/01
Juan Cornelio Pulido	10/02
Cesar Paredes	10/03
Jaime Lepe	10/04
Victor Gabriel Robles	10/04
David Madruga	10/05
Joseph E Rudd	10/06
Laura Ochoa	10/08
Colin Kelly	10/09
Alfred Mendez	10/10
Bailey Trodahl	10/12
Nicole Battaglia	10/12
Travis Keith Sabin	10/12
Nick Madrid	10/14
Kyle Tyler	10/16
Felipe D Avila Chavarin	10/17
Clayton Andrew Barnum	10/24
Pam Kramer	10/25
Armando Orozco III	10/26
Shelby Stoneman	10/26
Robert Cook	10/26
Edwin Eliseo Arteaga	10/27
Pat Moniasque	10/31
Juan Jose Perez	10/31



Anniversaries

I would like to personally give a heartfelt thank you to the following people for the distinguished and loyal service to the Austin family. Without the contributions each of you bring to our organization we would not have been able to reach the levels of success we have achieved.

Thank you!!! - Mike Austin

SEPTEMBER

Years of Service is based on 700 hours worked per year. It is shown for the month prior to capture an accurate record.

Genaro Corona	12
Jarod Raines	11
Manuel Esparza	10
Kyle Tyler	8
Carla Canepa	8
Debbie Lopez	5
Robert Cook	4
Nicole Battaglia	2



Austin General Contracting Job Openings

Project Engineer
Estimator

Austin Millwork & Cabinetry Job Openings

No Current Openings

Austin Door & Hardware Job Openings

No Current Openings



Employee Recognition Program

Purpose

The Employee Recognition Program is a means for the company to promote productivity and to provide immediate and visible recognition of employee contributions. Recognizing and rewarding employees is an effective method to reinforce positive contributions.

Eligibility

All active full and part-time company employees up to the director level are eligible to receive this type of award. Employee must be employed more than 90 days to be eligible.

The "Above and Beyond Coin" is used to recognize employee contributions exceeding expectations for exceptional performance. The employee contribution must be for an action or accomplishment beyond the scope of the employee's regular day-to-day activities, duties, and assignments. Below are some examples of a "coin-worthy" recognition:

- Actions that embody the organization's core values
- The ability to manage or champion change
- Innovation
- Systems improvements
- Customer or client retention
- Morale-building
- Technological advances
- Significant personal development
- Excellence in performance
- Peer-to-peer communication and association
- Leadership qualities
- Team accomplishments
- Milestones crossed

To nominate an employee for the "Above and Beyond Coin Recognition" please complete this form or email Mike Austin (maustin@agcnv.com), Human Resources (jnilles@agcnv.com), or your supervisor. All Above and Beyond Coin Recognition nominations will be addressed within 3 business days. Nominations will receive an Appreciation Token for Excellence, a gift certificate, and a wall certificate.

Company Name: _____ Date: _____

Employee Name: _____

Position: _____

Please describe how the nominee has gone "Above & Beyond". Remember: This is for going ABOVE & BEYOND their regular job duties.

Nominated by: _____ Position: _____