

Austin Advisor

HELLO December



							1 Eat a Red Apple Day 	2 Safety Razor Day
3 Roof over your Head Day 	4 Santa's List Day 	5 Bathroom Party Day 	6 Mitten Tree Day 	7 Letter Writing Day 	8 Jingle Mingle 	9 Christmas Card Day 		
10 Bingo Month 	11 International Mountain Day Raffle Drawing 	12 Poinsettia Day 	13 Violin Day 	14 International Monkey Day 	15 Lemon Cupcake Day 	16 Stupid Toy Day 		
17 Maple Syrup Day 	18 Happy Hanukkah 	19 Look for an Evergreen Month 	20 Go Caroling Day 	21 Flashlight Day 	22 Date Nut Bread Day 	23 National Pfeffermüsse Day 		
24 Egg Nog Day 	25 Office Closed 	26 Candy Cane Day 	27 Make Cutout Snowflakes Day 	28 Card Playing Day 	29 Still Need To Do Day 	30 Bacon Day 		
31 Make up Your Mind Day 								

AUSTIN COMPANIES
PRESENTS

HELP
OF SOUTHERN TEXAS

AUSTIN COMPANIES



BRING A TOY

GIVE JOY

We have 4 families this year. All single mothers. The list is located outside Dawn Gwinn's office. Select an item or two or ten and write your name and highlight it.

Please bring unwrapped gift(s) to Dawn's office no later than December 14th.

Wrapping Party info Coming Soon!

Win The Ultimate Prize!
Custom VGK Cutting Board
Mystery Gift
VGK Goodie Basket

First name drawn gets selection of 3. Second name drawn gets selection of remaining 2. Third name drawn gets remaining prize. Must be present to win (or via zoom meeting). Drawing held 12/11/23 at 1pm.

Tickets \$2 each or 12 for \$20. See Dawn or Tina for tickets.



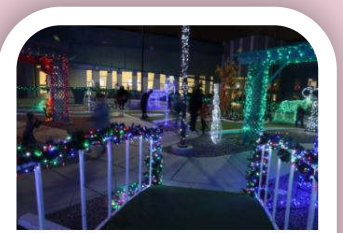
Leslie Vanderhule is organizing team volunteering for the Magical Forest. She will send out additional information on how to sign up. The Magical Forest supports Opportunity Village and volunteering is an excellent way to give back this holiday season. Did I mention that by volunteering that you will receive 2 free tickets?? It's true! And kids 14 and older can volunteer also (More free tickets!!)

The roles will be assigned upon arrival and you could be selected to volunteer at any of the following:

- * Avalanche Slide
- * Blizzard Rollercoaster
- * Cheyennes Enchanted Carousel
- * Green Jackets Mini Golf
- * Dancing Sales & Carnival Games
- * Photo Booth
- * Forest Express Train (Leslie's Favorite)
- * Treat & Eats
- * Welcoming Committee
- * Whirl & Twirl T-Cups

They are open from 5 PM to 9 PM the following nights: (Volunteers 30 minutes earlier/later)

- * November 30th—December 3rd
- * December 7th—December 10th
- * December 14th—December 31st



Rod's Mini Golf

Take your best shot at this one-of-a-kind course and don't let Santa or his elves distract you from that hole-in-one. Grab a ball and putter and enjoy this family-friendly 8-hole course.



Avalanche Slide

Are you brave enough to race down the Avalanche Slide with your friends and family? his snow-covered mountain stands 50 feet tall and only the brave will hop in their sack to experience this exhilarating decline.



Midway Games

The Magical Forest will bring out the kid in all of us! Midway Carnival Games, such as Ring Toss, Duck Pond, Goblet Toss and Ball in the Bucket are set up throughout the park for families to enjoy and get those competitive juices flowing.



Forest Express Passenger Train

All aboard! Take an unforgettable ride on the Forest Express Passenger Train, perhaps our most iconic attraction, and make memories as you enjoy the enchanting lights of the Magical Forest. All riders must be 42" tall unless riding with a guardian.

While working at Ole Red the crew had a visitor. Yes, none other than Nick Madrid. It just so happened that at about the same time, Blake Shelton stopped by and I think the story goes that he asked Nick to take a picture with him. Obviously!

Over the past several months, we have seen this building take shape. Can't wait to see the final product. Another project to add to the Austin Companies portfolio.

And it only gets better from here!

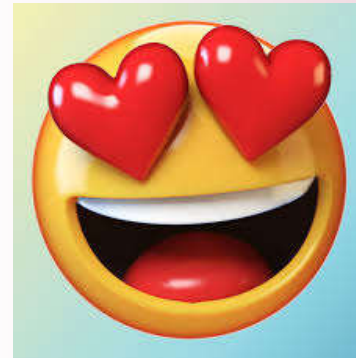


Current Projects

Hanging out with Nick Madrid and Blake Shelton



AWESOME JOB ALERT



Nicole Battaglia & Thel Jackson—

I would like to nominate Nicole and Thel for a coin and recognition for putting together the Oktoberfest for AMC/ADH. They did a great job, and we would have never been able to have it without them.

John Ewing

Crew at Ole Red—

I sincerely want to thank everyone, especially Mike Masterpole, Mathew Lazenby, and Jimmy, for your hard work making today such a great success. It was a home run! The Ryman team, and Blake Shelton's team (including Blake himself) were floored with the progress you've made. You all should be extremely proud! I sincerely appreciate all of your support for today's events, and all of the hard work you put in those far. Trust me! I fully recognize how hard everyone is working to make this project a success, and I personally appreciate it very much. We've got just a short time left to finish this one up! I can't wait to have a hamburger and drink on the rooftop when we are open.

Sincerely,

Matthew Crawford

Stacy LaFata—

Stacy has been such a huge help and support for me as I have transitioned into the HR position. She took on extra duties so that I could concentrate on certain tasks to get me acclimated. I have had to text her or call her after she leaves the office, and she is always so eager and happy to help.

We are implementing a new software for HR and her willingness to be a part of all the meetings and training shows her true commitment to our team. She wants to learn so that she will have the skills and knowledge to assist and be a back-up if ever needed.

She is truly a hard worker with a great work ethic and a valuable employee for AGC. She goes above and beyond when it comes to making sure each one of us gets paid timely and correctly. She is here on holidays when we are off and enjoying family time. If it's a short week she may have to be here on Saturday or Sunday, but she does whatever it takes to get her job done.

Stacy is a pleasure to work with and she helps make my job enjoyable. Our working cooperatively and great communication makes our jobs so much easier. I look forward to our future here at AGC.

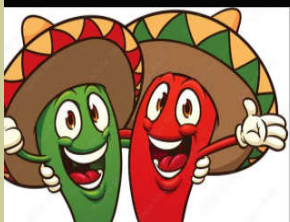




CELEBRATE
2023
YEAR
REVIEW



100TH
ISSUE



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

Authentic

Adjective

1. Of undisputed origin; genuine.

Word of the year 2023 from Merriam-Webster.

what are other words for authentic?

true, genuine, reliable, real, bona fide, veritable, authoritative, trustworthy, valid, original



HAPPY BIRTHDAY

Silvani Alipio	12/04
Darren Perkins	12/06
Shayan Ghobadi	12/06
Benjamin Xavier Zgorecki	12/07
Christopher Michael Raveling	12/11
Abraham Ramirez-Ramirez	12/12
Brandon Lenox	12/13
Chrystel Guerrero	12/15
Salvador Osegueda	12/15
Jacob Billy Carl Townsend	12/16
Tammy Powell	12/18
Faustino Serna	12/22
Tony Capsouto	12/22
Christian Powell	12/24
Lisa Alfaro	12/26
Mike Clark	12/29
Jose Alejandro Castillo	12/29
Angelo Ferrara	12/29



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

OCTOBER

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

Danny Blackwell	13
Brandon Lenox	13
Cilicia Carlos	9
Darren Perkins	9
Isidro Serna	8
Monica Jannuzzi	8
Anthony Millard	4
Nick Schneider	4
Jack Williams	3
Abraham Ramirez-Ramirez	3
Damian Ocampo	1
Flor Yesenia Mier Favela	1
Steve Venditelli	1



Austin General Contracting Job Openings

No Current Openings

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: _____