

Austin Advisor

HELLO
January

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			3			6
7		9	10	11	12	
14		16		18	19	
21	22	23		25		27
28		30				

W e l c o m e

TO OUR NEW STAFF!



Michael Jackson
ADH—Project Manager



We all chipped in to get Mike his Christmas gifts... For those of you not there when he opened them, he got the Lego sets he wanted and a MontBlanc pen. The smile on his face says it all.
Merry Christmas Mike!

Way to Go

@Joe Shotsman



100K RED ROCK CANYON ULTRA

9TH PLACE

14:41:35





Austin Companies

10 Year Celebration



&
Dinner Party



Ismael Granillo

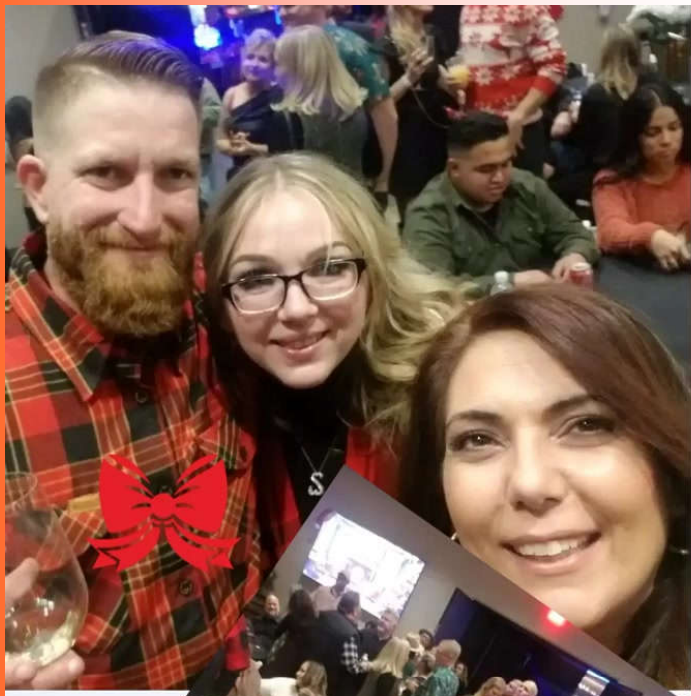


Kody Simons



Mark Hashimoto

CONGRATULATIONS TO ALL THE RECIPIENTS OF THE 10 YEAR SERVICE AWARD. IT'S THE DEDICATION YOU HAVE SHOWN THROUGHOUT YOUR YEARS THAT MAKES AUSTIN COMPANIES THRIVE.



AUSTIN COMPANIES ANNUAL CHRISTMAS PARTY



Just for Fun



I didn't know when I got the picture, but this is our very own John Ewing aka Cousin Eddie from National Lampoons Christmas Vacation.

Nice shorts John!

To the right is Robert Gresham stuffing his face with a donut he picked up down the AGC Operations hallway. He's on his phone so I guess that is him technically "working".



Below we see some people at the Christmas party trying to "Measure Up". I guess it's a game for all! Men and women included. I never did ask who won though.



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

Supercalifragilisticexpialidocious

Adjective

1. Extraordinarily good. Wonderful.

There are no birds for a word this big. But here they are anyway just to say, it's actually a word now. Look it up!



HAPPY BIRTHDAY

Ronaldo Armando Orozco	01/01
Humberto Hernandez	01/03
Bryan Dobis	01/05
Wes Brondyke	01/05
Anthony Carrillo	01/06
Israel Gutierrez	01/06
Francisco Javier Santana	01/07
Michael Masterpole	01/07
Jarod Raines	01/07
Aldo Rene Ochoa	01/12
Corey Ball	01/13
Robert Michael Garbooshian II	01/15
Ralph Vincent Gibson	01/16
Devin Blackwell	01/18
Jeff Kootswatewa	01/21
Eduardo Natividad	01/25
Jaime Rosas Jr	01/27
Celeste Guillory	01/31
Maria Fraga	01/31



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

DECEMBER

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

Kody Simons	10
David Watson	7
Robert Franklin Axelrod	7
Raul Garcia Reyes	6
Christopher Michael Raveling	6
Jimmy Kahre	5
Steve Noonan	4
Jorge T Diaz Sanchez	3
Arthur Fajardo	1
Cody Allan Dykstra	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: _____