

# Austin Advisor

## FEBRUARY 2024

"Whatever you do, do with determination. You have one life to live; do your work with passion and give your best. Whether you want to be a chef, a doctor, or a mother, be passionate to get the best results." - Alla Bhatt

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<b>BLACK HISTORY MONTH</b>			<i>Optimist Day</i>	<b>HAPPY GROUNDHOG DAY!</b>	<b>National Women Physicians Day</b>	
<b>WORLD CANCER DAY</b> 4 FEBRUARY	5	6	<b>happy SEND A CARD TO A FRIEND DAY!</b>	<b>OPERA DAY</b>	<b>PIZZA DAY</b> FEBRUARY 9	10
<b>MAKE A NEW FRIEND DAY</b>	<b>Clean Out Your Computer Day</b>	<b>WORLD RADIO DAY</b>	<b>HAPPY VALENTINES DAY!</b>	15	<b>Innovation Day</b>	<b>random acts of kindness day</b>
<b>Random Acts of Kindness Week (Feb 13<sup>th</sup> - Feb 19<sup>th</sup>)</b>						
18	<b>PRESIDENT'S DAY</b> Office Closed	<b>National Love Your Pet Day</b>	21	<b>WORLD THINKING DAY</b>	23	<b>National Bartender Day</b>
25	26	<b>POKÉMON DAY</b>	<b>I Celebrate Diversity Day of PINK</b>	<b>FEBRUARY 29 HAPPY-LEAP DAY</b>		

# W e l c o m e

## TO OUR NEW STAFF!



**John Snajczuk**  
AGC—Senior Project Manager



**Shana Jackson**  
AGC—Estimator



Jan Nilles rounded up about 60 Austin Companies employees and families and took them on an excursion to see a game. VIP treatment included a fan tunnel experience.





Find Happiness



## How You Can Help Shelter Pets at Nevada SPCA

### Items always in need:

- Bedding (towels, sheets, fleece blankets)
- Cat litter
- Cleaning supplies (paper towels, bleach,
- Dawn liquid dish soap)
- Collars
- Dry and canned cat/kitten food
- Dry and canned dog/puppy food
- Food for our small animals (guinea pigs, rabbits, and rats)
- Harnesses
- Laundry Detergent (liquid or pods, no powder)
- Leashes
- Peanut Butter (Xylitol-free)
- Timothy Hay



### Items we are NOT able to use:

- Down comforters
- Fabric softener
- Patio furniture & cushions
- Pillows
- Stuffed toys

*Nevada SPCA saves the lives of Southern Nevada's most vulnerable pets, inspires human companions to uphold the best possible care, and increases the human-animal bond through adoption, foster and preventative care. We are a local and independent non-profit organization and receive no donations from government contracts or national organizations.*



Item drop-off will begin February 20th and go through March 24th. Donations to be left in Dawn's office.  
Any questions, call 702-204-5120.

# CURTIS QUINTANA



Q How would you describe yourself in one sentence?

A Simple, efficient, morally determined and easy to please..

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

A Anything in the hills, any city, any state.

Q What is the weirdest job you ever had?

A Mucking stalls for 1 year. The wierd part is I did it for free and it was the happiest job I've ever had.

Q What is your lifes motto?

A Move with purpose, move like fluid...

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

A How to consistently make the perfect hard boiled egg.

Q If you could have one superpower, what would it be?

A Immortality.

Q What is your biggest pet peeve?

A People on their phones when the light turns green.

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

A My grandkids grandkid.

Q What is your hometown?

A Bay Area.

Q What is your hidden talent?

A I have selective x-ray vision.

Q What is your favorite sports team?

A The ones who are winning.

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

A Myself, because everyone else I can figure out... lol

Q Where is your happy place?

A Truckee / Lake Tahoe area.

## EMPLOYEE SPOTLIGHT



## Stupid Dad Jokes

What did the full glass say to the empty glass? You look drunk.

What do you call a dog that's been run over by a steamroller? Spot!

What did one ocean say to the other? Nothing, they just waved.

What do you call a bear with no teeth? A gummy bear!

Two antennas decided to get married, the ceremony was pretty boring, but the reception was great!

Why didn't the bike want to go anywhere? Because it was two-tired!

What do you call someone who doesn't like carbs? Lack-Toast Intolerant.

Have you heard about the band 1023MB? It's probably because they haven't got a gig yet...

I stayed up all night and tried to figure out where the sun was. Then it dawned on me.

My wife and I laugh about how competitive we are. But I laugh more.

I was at the park wondering why this frisbee kept getting bigger... and then it hit me.

I told my doctor that I broke my arm in two places – he told me to stop going to those places.

Two fish in a tank, one looks at the other and says, "How do you drive this thing?"

Have you heard about the guy who stole the calendar?! Well, he got 12 months!



Jan Nilles—

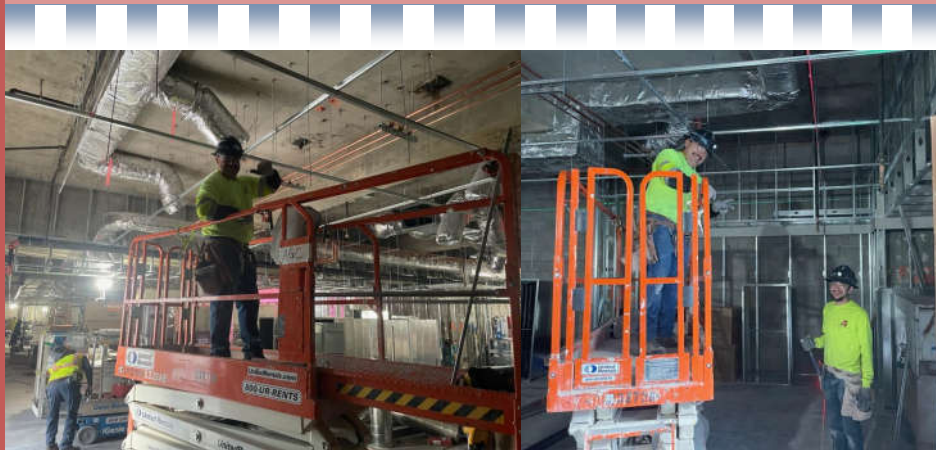
Mission Success!

I would like to send a shout-out to Jan for Leadership of Austin Companies Health and Wellness Programs. She recognized the need, implemented the program and at the end-of-the-day, she and many others realized the necessity to move forward to good health and wellness! Way to go Jan!

BTW, she is working on the next appointment

VR,

TC



Above: Jaime Morales & Justin Raines



Below: Eloy Carmona



### 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

### Initiative

*Noun*

1. The ability to assess and initiate things independently.
2. The power to take charge before others do.

what are other words for initiative?

enterprise, initiatory, action, drive, get-up-and-go, ambition, gumption, push, energy, leadership



# HAPPY BIRTHDAY

Troy Anthony Valenzuela	02/03
Adrian Layman	02/04
Raul F Lopez	02/08
Letitia Flis	02/09
Justin Henry Raines	02/09
Jose Luis Enriquez	02/10
Justin Tyler	02/11
Jose Quintero	02/11
Angel V Padilla Velarde	02/14
Alan Rico	02/17
Hector Perez Cerda	02/20
Jorge Lepe Jimenez	02/24
Brandon K Webb	02/27



## 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

## JANUARY

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

Daniel Liechty	1
Adrian R Dyas	1
Darren Haswell	1
Jeffrey S Akers	1
Angel V Padilla Velarde	1
Chris Barnum	4
Tammy Powell	4
Mathew Lazenby	7
Michael Masterpole	11
TC Hansen	14



### Austin General Contracting Job Openings

No Current Openings

### Austin Millwork & Cabinetry Job Openings

Millwork Drafter

### 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.

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Nominated by: \_\_\_\_\_ Position: \_\_\_\_\_