

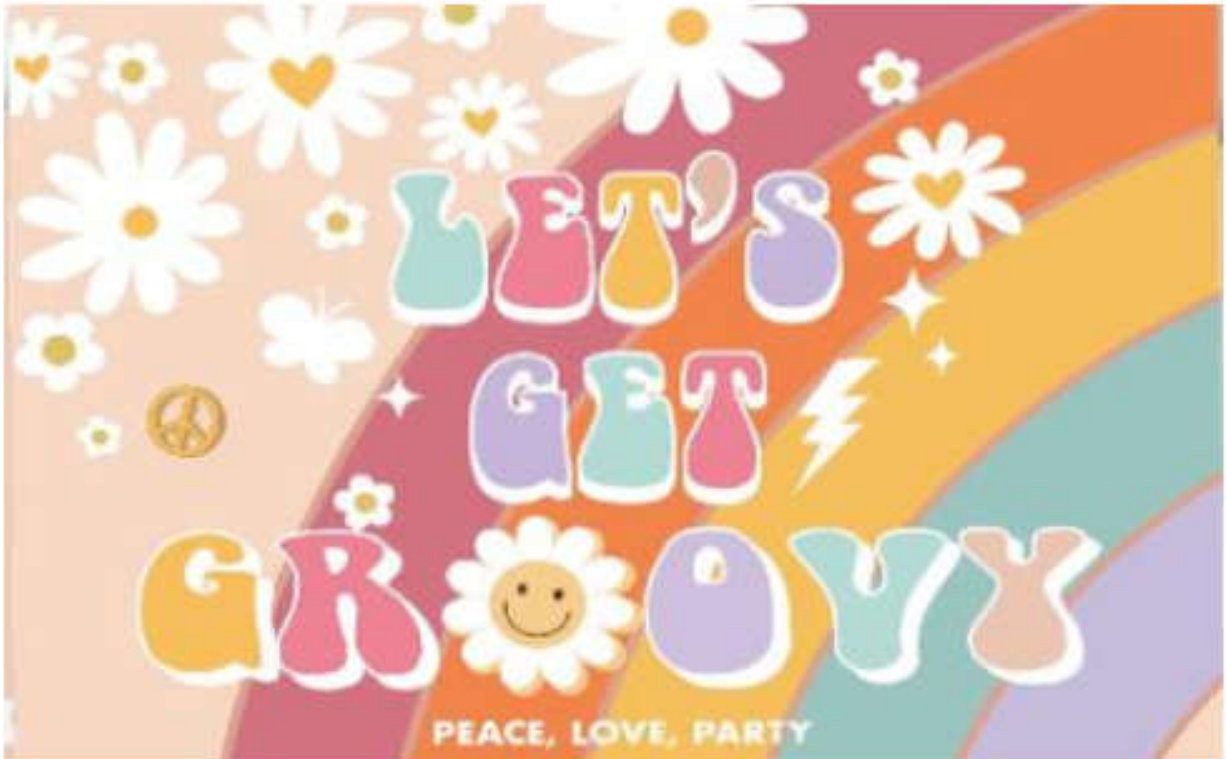
Austin Advisor

MARCH 2024

"Stay true to yourself, yet always be open to learn. Work hard, and never give up on your dreams, even when nobody else believes they can come true but you. These are not cliches but real tools you need no matter what you do in life to stay focused on your path." Phillip Sweet

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						2
		5				9
<p>Read an E-Book Week (Mar 3rd - Mar 9th)</p>						
			13			16
		19				23
24	25			28	29	

SAVE THE DATE



**Annual Austin Companies
Shindig**

Saturday April 20, 2024

12pm to 4pm

6440 Polaris Avenue



W e l c o m e

TO OUR NEW STAFF!



Naomi Valdez
AMC—Front-Line Drafter



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

Item drop-off in Dawn's office through March 24th. Any questions, call 702-204-5120.

ARMANDO OROZCO



Q How would you describe yourself in one sentence?

A Dedicated and Accountable.

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

A Family time, be with my dogs, hobbies and drink Modelo's.

Q What is the weirdest job you ever had?

A Manhole Watch.

Q What is your happy place?

A Puerto Vallarta.

Q What is your lifes motto?

A Work hard and leave a legacy.

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

A My father.

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

A Cure cancer.

Q What is your biggest pet peeve?

A Mumble whispering.

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

A Malli/Yorkie Gibbs, Cane Corso's-Mamba, Makayla, Kaz, Pepe le Pew, English Bulldog Choko, French bulldogs Apollo and Athena - Red slider Turtle - Bowser

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

A Taking time off is needed.

Q What is your hometown?

A Houston, Texas.

Q What is your favorite sports team?

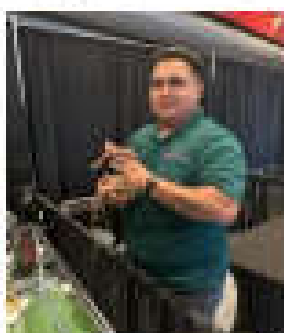
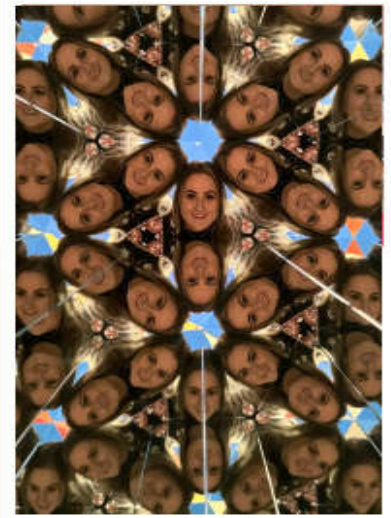
A Houston Astros.

EMPLOYEE SPOTLIGHT

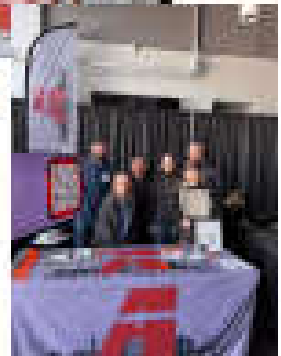
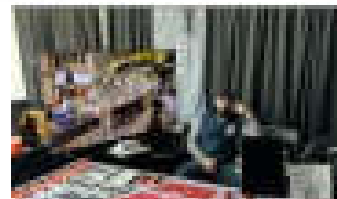


AGC OPERATIONS

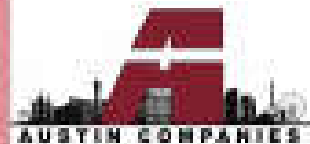
What do you do after Dick's Last Resort? You go to Paradox! Our Operations Team had a good meal and some mind-bending experiences. Who's next?



AUSTIN COMPANIES AT THE Career Fair



When the Austin, TX, J&J Bailey and IJ went out to do some recruiting, Carstairs can work while they learn and maybe inspire some amazing new talents for all the effort you put in to this event. Make sure you check out the individuals on page 4.





Mark Hashimoto—

Mark has been involved in a number of projects in the past and his participation contributes to project success. Most recently, Mark took the lead with providing our external financial auditors with responses to their audit requests. His response time was usually less than one day, and in many cases less than an hour. The auditors were extremely happy with his ability to respond since it helped them get through their audit procedures and complete the fieldwork portion of the audit in a little more than one week.

Thank you Mark!

Armando Orozco—

Jr. successfully coordinated and LED the effort to participate in 2 events for recruiting new talent to join our organization; the UNLV Engineering Mixer and the UNLV Career & Internship Fair. I also want to recognize him for his exceptional representation of AGC. Hearing him speak to each candidate about his experience and passion for our company made me proud to be a part of his team

Thel Jackson & Armando Orozco III—

Both Thel and Jr-Jr were a major support to the success of the AGC Booth at the UNLV Job Fair.

Thel's creative presentation was a great descriptive feature that represented our company very well and Jr-Jr's support with securing the equipment needed in our space and the set up and dismantling was a huge help. It was some really great team work. I'm grateful for their willingness to participate.

Jeff Kootswatewa—

Jeff is always there, work all day, back in at 9:00 pm and drive to California and back to make things happen for us. Always a team player and trust me, I throw a lot at him and he makes it happen.



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

Tenacity

Noun

1. The quality or fact of being able to grip something firmly.
2. The quality of being very determined.

what are other words for tenacity?

persistence, perseverance, tenaciousness, doggedness, pertinacity, obstinacy, firmness, stubbornness



HAPPY BIRTHDAY

Julian Tre-Shon Pringle	03/01
Arthur Fajardo	03/03
Armando Orozco Jr	03/04
Humberto Hernandez	03/05
Julio Cesar Moreno	03/06
Mathew Lazenby	03/07
Jorge T Diaz Sanchez	03/07
Oscar Flores	03/09
Gator Austin	03/13
Mark Skylar	03/13
JB Chidester	03/13
Gonzalo Erik Socorro-Brunk	03/17
Brandon Baxter	03/20
Curtis Quintana	03/20
Carla Canepa	03/21
Chris Barnum	03/24
Emir Bojorquez	03/27
Leo Arriaga	03/28
Manny Esparza	03/31



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

FEBRUARY

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

Michael Austin	19
Angelo Ferrara	13
Ismael Granillo	11
Dawn Gwinn	7
Joe Shotsman	4
Brandon Baxter	3
Jan Nilles	3
Treasa Winkler	3
JB Chidester	2
Ethan M Musolino	1
Patti Gilbert	1



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.

Nominated by: _____ Position: _____