

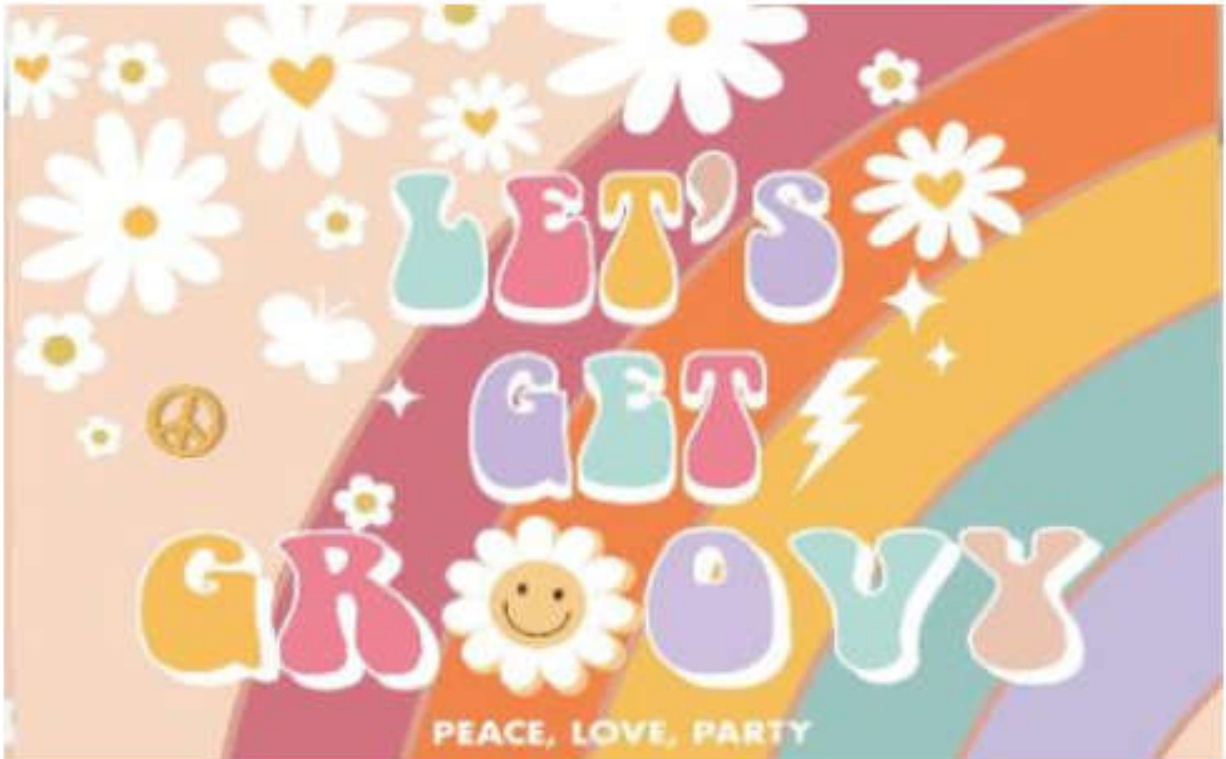
Austin Advisor

APRIL 2024

"As long as we are persistent in our pursuit of our deepest destiny, we will continue to grow. We cannot choose the day or the time when we will fully bloom. It happens in its own time." - Denis Waitley

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	 APRIL FOOLS	2	 Celebrate World Party Day!	4	 WALK TO WORK DAY	 ARMY DAY
 WORLD HEALTH DAY	8	9	 APRIL 10 HAPPY SIBLINGS DAY!	 NATIONAL PET DAY	12	 APRIL 13, NATIONAL SCRABBLE DAY
14	 TAX DAY	 HAPPY Librarian DAY	17	 WORLD Heritage DAY	 BICYCLE DAY	 Shindig April 20
 WORLD CREATIVITY INNOVATION DAY	 HAPPY Earth DAY	 Happy National Picnic Day!	24	 National Telephone Day	 HAPPY ARBOR DAY	 World Veterinary Day
 CUBICLE DAY	 Make A Wish WORLD WISH DAY. 29th April	 Jazz Day	Administrative Week (April 21 st - April 27 th)			 STRESS AWARENESS MONTH

SAVE THE DATE



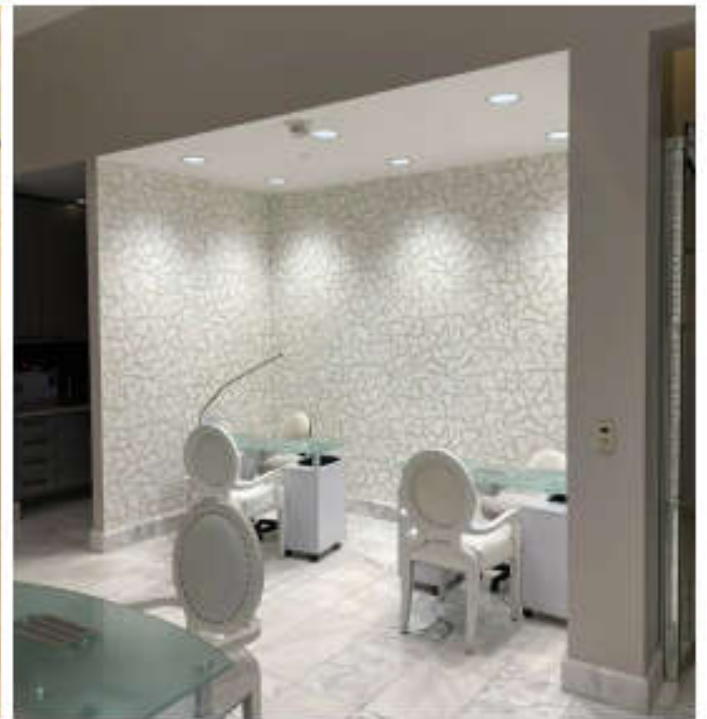
**Annual Austin Companies
Shindig**

Saturday April 20, 2024

12pm to 4pm

6440 Polaris Avenue





CLV Med Spa



MICHAEL JACKSON



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

A Hiking, Church, Sporting Events.

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

A Snoop Dogg.

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

A To be invisible.

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

A Give and then give more.

Q What is the one thing you can't resist?

A Candy.

Q What is your favorite sports team?

A LV Raiders.

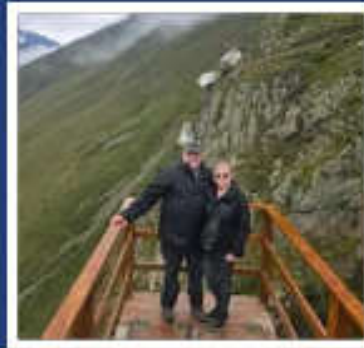
Q What is your biggest pet peeve?

A Clutter.

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

A Jesus

EMPLOYEE SPOTLIGHT



Jan
NILLES

GOES TO PERU
MORE PHOTOS ON TEAMS



Employee Appreciation



AGC Estimating & Field Operations



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

Observe

Verb

1. Notice or perceive (something) and register it as being significant.
2. Make a remark.

what are other words for observe?

watch, note, notice, keep, respect, remark, follow, celebrate, see, detect



Both Estimating and Field Operations spent their Employee Appreciation at K1 Go Karts. It appears as though Mike Austin won first place, but sources report that he in fact just got his picture taken. The real winners were Danny Blackwell from Team Field and Tony Capsouto from Team Estimating. My sources have not revealed the drivers in the picture in the upper left hand side but if anyone has information leading to the whereabouts, please let us know!

Go Kart Team!!

HAPPY BIRTHDAY

Richard Alberto Yanez	04/02
Johnel Agregado Duran	04/03
Robert Eugene Coleman	04/04
George Daniel Sanchez-Reyes	04/05
Solomon James K Henriques-Akau	04/09
Mark Hashimoto	04/09
Damian Ocampo	04/12
Kyle Reed	04/13
Jose Manuel Jimenez Aranda	04/17
Jaime Herrera	04/19
Chris Mendoza	04/19
Alejandro Ocegueda	04/20
John Snajczuk	04/21
Steve Venditelli	04/22
Alexander Troy Anderson	04/25
John Ewing	04/27
Abraham M Bernal	04/27
Ruben Avina	04/28
Derrick Walters	04/28



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

MARCH

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

Armando Orozco Jr	17
Ruben Avina	14
John Ewing	12
Colin Kelly	8
Robert Gresham	3
Jaime Lepe	3
Roberto Salgado	3
Eric Auflick	2
Sal Mora	2
Chrystel Guerrero	1
Ernesto Velasco-Felix	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: _____