

# Austin Advisor

## SEPTEMBER 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
			4			
	9	10				14
15					20	
22	23		25			
<b>International Week of Happiness at Work</b>						
						



# INTERVIEW

with a legend

I remember when I was a cub. My mom used to snuggle with me and told me I would do great things. The forest was all I knew and as I grew up it became a lonely place. And then I started work here and found a new family.

## MEET

### KANE BROWN BEAR

“

I've worked at Austin Millwork & Cabinetry for over 5 years and have grown massively as a bear. I love my job and the amazing people I deal with on a daily basis.

”





**Q.** So, Kane Brown Bear, can I call you Kane for short?

**Kane:** Of course you can. Ask me anything you want to know.

**Q.** How long have you been working at Austin Millwork?

**Kane:** I've been here since 2019. My primary job is security and keeping the employees happy.

**Burt (the owl):** Kane, I've seen you scare more people than make them smile. No wonder your job is security.

**Kane:** Burt, I finally get a feature in the Advisor and you have to poke your nose in it? Weren't you hanging out on Pam Kramers desk? You should go back there.

**Burt (the owl):** Laughs

**Q.** So you two know each other? Are you friends or just coworkers?

**Burt (the owl):** Not friends, and I don't see him enough to be coworkers, since I have landed on Britney Martin's desk. I think we will be seeing more of each other. Besides, I've been here for longer than he has. This interview should be with me.

**Q.** Ok, okay. We are getting off track here. But since Burt has decided to join us, what is your job here at Austin Companies?



**Burt (the owl):** I think I am a cultural trainer. I normally hang out with new employees at their desks for the first few weeks of their employment as long as they need me. Some have thought I have a camera or recorder up my butt, but I am just here for moral support. I have heard my job is essential, I've been here since 2016.

**Kane:** Cultural trainer? So you get paid to sit in one spot for weeks on end? Easy job if you ask me.

**Burt (the owl):** Like being a cardboard cutout of a bear is difficult?

**Q.** I think it's time to wrap this up. Last question for both of you. Where do you see yourselves in 5 years?

**Kane:** I have been back in Austin Millwork for years, but I have never been out in the shop. I would love to be able to build something. Maybe Mr. Ewing could tell me how to join the union and I can start from the bottom as a laborer?

**Burt (the owl):** I have flown all over this building. What really interests me are the projects. I know I would need to be in contracts to move my way up to Project Manager eventually. I wonder if Mrs. Battaglia would be interested in helping me spread my wings?

Well, there you have it, an interview of two of the most loved "characters" in Austin Companies. Wonder where they will end up?

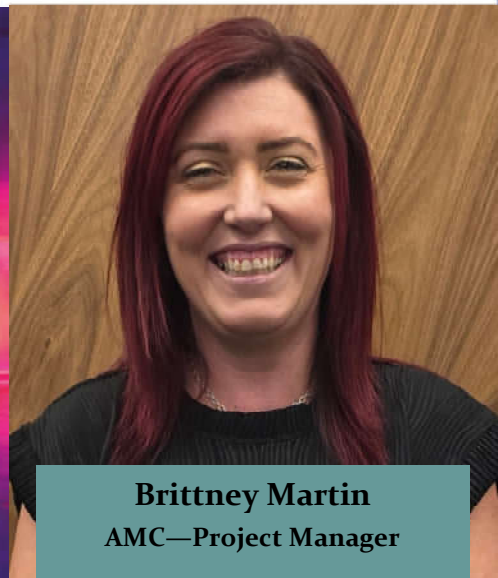


# W e l c o m e

## TO OUR NEW STAFF!



**Mario Thomas**  
AMC— Front Line Drafter



**Brittney Martin**  
AMC—Project Manager

It's not over yet! Temps are dropping but don't drop your guard, it's still hot. We are still averaging around 100. We keep breaking records. The guide below applies to animals as well as children and older folks. Keep yourself hydrated, always carry water and be aware of the "dry" heat in Vegas! Stay Safe!

Just 15 minutes can be enough for a pet's body temperature to climb from a normal 102.5 to deadly levels that will damage the nervous and cardiovascular systems, often leaving the animal comatose, dehydrated and at risk of permanent impairment or death.

STARTING INSIDE CAR TEMPERATURE	TIME			
	5 min	10 min	30 min	60 min
120°	127°	133°	149°	167°
115°	122°	128°	144°	162°
110°	117°	123°	139°	157°
105°	112°	118°	134°	152°
100°	107°	113°	129°	147°
95°	102°	108°	124°	142°
90°	97°	103°	119°	137°
85°	92°	98°	114°	132°
80°	87°	93°	109°	127°
75°	82°	88°	104°	122°
70°	77°	83°	99°	117°

# Things *to do*

In Vegas

In September

Fall is almost here, weather is great. Here are some ideas for your next adventure.



## iHeartRadio Music Festival

September 20–21, 2024

The Strip

This is what happens when a music fest goes mainstream. The iHeartRadio Music Festival celebrates your favorite hitmakers with a lineup that ranges from pop and R&B to country and classic rock, almost like you're changing radio channels. The mainstage at the T-Mobile Arena hosts performances by your favorite chart-toppers with Doja Cat, Keith Urban, Paramore, and the Black Crowes all in the mix this year. Typically, an off-site daytime stage is a showcase for up-and-coming acts, which in the past featured the likes of Olivia Rodrigo and DaBaby before they made it big.

## Broadacres Marketplace

North Las Vegas

There's a reason Broadacres Marketplace draws long lines by the front gate every weekend. The 22-acre park is an outdoor market, street fair, and carnival in one, featuring some of the most authentic Mexican food in Las Vegas. Sip away on a Michelada or Tejuino (masa, lime, ice, and sherbert in an intriguingly addictive drink) while ordering food from various food stands and food courts. Carnitas El Cuñado slow-cooks pork all morning to serve incredible carnitas with the meat, stomach, and skin all available. Mr. Papas fries potatoes in various forms while Machetes serves quesadillas straight off a large flat-top grill. Coco Loco has stands throughout the park, serving fruit platters, scratch-made horchata, and aguas frescas with no sugar added.

## Food Tours

Multiple locations

Lip Smacking Foodie Tours knows how to do culinary crawls the right way.

The company teams up with top restaurants to offer the dishes and drinks you really want to try—all at one price without a wait for tables. Guided tours include the Venetian/Wynn (Afternoon Culinary Adventures), Aria/Park MGM (Savors of the Strip), Downtown (Fremont East or the Arts District), and an indulgent Ultimate Steakhouse Tour at properties on the Strip. Along the way, you'll see a few sights and receive some info and fun facts about each destination. You can even include a helicopter tour to cap off a meal. The company also operates Finger Licking Foodie Tours with more casual, self-guided excursions at Tivoli Village, Green Valley Ranch, Chinatown, and other locations. Keep your eyes peeled for sporadic, special-event tours that focus on one style of food, such as barbecue restaurants or pizza joints.

## Life is Beautiful

September 20–24, 2024

Downtown

The Life is Beautiful appears to be in a state of transition after 11 years in Las Vegas. The festival traditionally takes over 18 blocks of downtown, but this year's version has been reimagined as "A Big Beautiful Block Party" that favors electronic dance music with a smaller footprint at the Plaza hotel west of Fremont Street. Justice, Peggy Gou, and LCD Soundsystem are at the top of the lineup this year. There will be two stages and no overlapping sets. I'm hoping Life is Beautiful's long-standing dedication to education and art doesn't get lost in the shuffle. For what it's worth, organizers are promising the full festival will eventually return.

## Downtown Arts District

Downtown

A small pocket of Downtown known for second-hand shops and art galleries is now one of the fastest-growing neighborhoods for dining and drinks in Las Vegas—without a major corporate chain in sight. James Trees' Esther's Kitchen helped raise the profile of the Downtown Arts District with seasonally driven, farm-fresh Italian and is getting ready to expand to a larger space next door on February 29. You'll also want to try the steaks at Main St. Provisions, barbecue at SoulBelly, sushi at Yu-or-Mi, pizza at Good Pie, pastries and bread at 1228 Main, wine at Garagiste and cocktails at Velveten Rabbit. There's even Bjork, a caviar bar for sit-down tastings. The Arts District overlaps with Brewery Row, with local beer makers and taprooms on almost every corner.

## Valley of Fire State Park

Moapa Valley

When it comes to hiking and rock climbing in Las Vegas, there's usually one problem: It's too damn hot. So take advantage of the mild winter temperatures to thoroughly explore Valley of Fire, a state park famous for its dramatic red, white, and pink sandstone rock formations. You'll see the Mars-like terrain of Rainbow Vista, ancient petroglyphs at Mouse's Tank, and a leftover Western movie set near White Domes.



## Employee Appreciation—AGC Operations

So the team went to Mount Charleston and recreated the 80's? Well, I got the picture, but without context it looks like a recreation of Olivia Newton-John's "Physical" music video.

Below we get to witness Leo Arriaga fall in love with his new Vette.



### 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

# Knowledge

*Noun*

1. Facts, information and skills acquired.
2. Awareness or familiarity gained by experience.

what are other words for knowledge?

erudition, learning, wisdom, scholarship, cognition, science, education, awareness, lore, intelligence



# HAPPY BIRTHDAY

Dawn Gwinn	09/01
Luis G Ramos Onofre	09/01
John Tobisch	09/02
Genaro Corona	09/03
Ryan Flis	09/07
TC Hansen	09/07
Steve Noonan	09/08
Wendy Tagalicud	09/09
Robert Gresham	09/10
Dani Tellez	09/11
Nathan Ruben Avina	09/11
Jose Hernandez	09/12
Sergio Pena Forcado	09/14
Eric Johnson	09/14
Jacob Koffler-Richards	09/16
Jack Williams	09/18
Janielle Bustamante	09/19
Freddie Hernandez	09/21
Michael Stella	09/23
Lisa Eoff	09/23
Luke Johnson	09/27
Jan Nilles	09/27
Guillermo Cerda Hernandez	09/30



## 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

## AUGUST

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

Jacob Koffler-Richards	13
Chad Norris	12
Jeff Kootswatewa	7
Sergio Castillo-Gomez	7
Juan Cornelio Pulido	5
Jaime Rosas Mancilla	4
Janielle Bustamante	4
Hector Sepulveda	1
Jorge Lepe Jimenez	1
Tony Capsouto	1
Jaime Rosas Jr	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.

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