





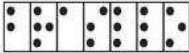






















Austin Advisor

HELLO JANUARY



1  New Years Day observed. Office Closed.	2 New Years Day observed. Office Closed.	3  Festival of Sleep	4 Did you know? It's Trivia Day	5  National Bird Day	6 Bean Day 	7 Blood Donor Month 
8  Bubble Bath Day	9 Braille Literacy Month 	10 Houseplant Appreciation Day 	11  Step in a Puddle and Splash Your Friends Day	12 International Pharmacist Day 	13 They say it's International Sceptics Day But I really doubt it.	14 Dress up your Pet Day 
15  Hat Day	16  Appreciate A Dragon Day	17  Hot Tea Month	18  Thesaurus Day	19 Popcorn Day 	20 World Snow Day 	21  Squirrel Appreciation Day
22  Lunar New Year	23  Handwriting Day	24  Beer Can Appreciation Day	25 Oatmeal Month 	26 Spouse Day 	27  Punch the Clock Day	28 Kazoo Day 
29 	30 Bubble Wrap Appreciation Day	31 BACKWARD DAY				

Beer Park was the place to be on December 9. Jan Nilles helped organize the Austin Companies Holiday Bash! Mike Austin bought more gifts than he ever has for the grand drawing and there was food, fun, and frolic the whole night through! Just check out some of the moments captured below.



AN AUSTIN COMPANIES CHRISTMAS

with family & friends



BRUCE FRITTS



Q What is your favorite line from a movie?

A "Arugula, it's a vege-table".
Steve Martin in My Blue Heaven

Q Where is your happy place?

A Hunting/Disneyland

Q What is your hometown?

A Belleville, MI

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

A You can only do what you can do.

Q What is your biggest pet peeve?

A People loading the dishwasher wrong.

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

A. Being with family and woodworking.

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

A Flying

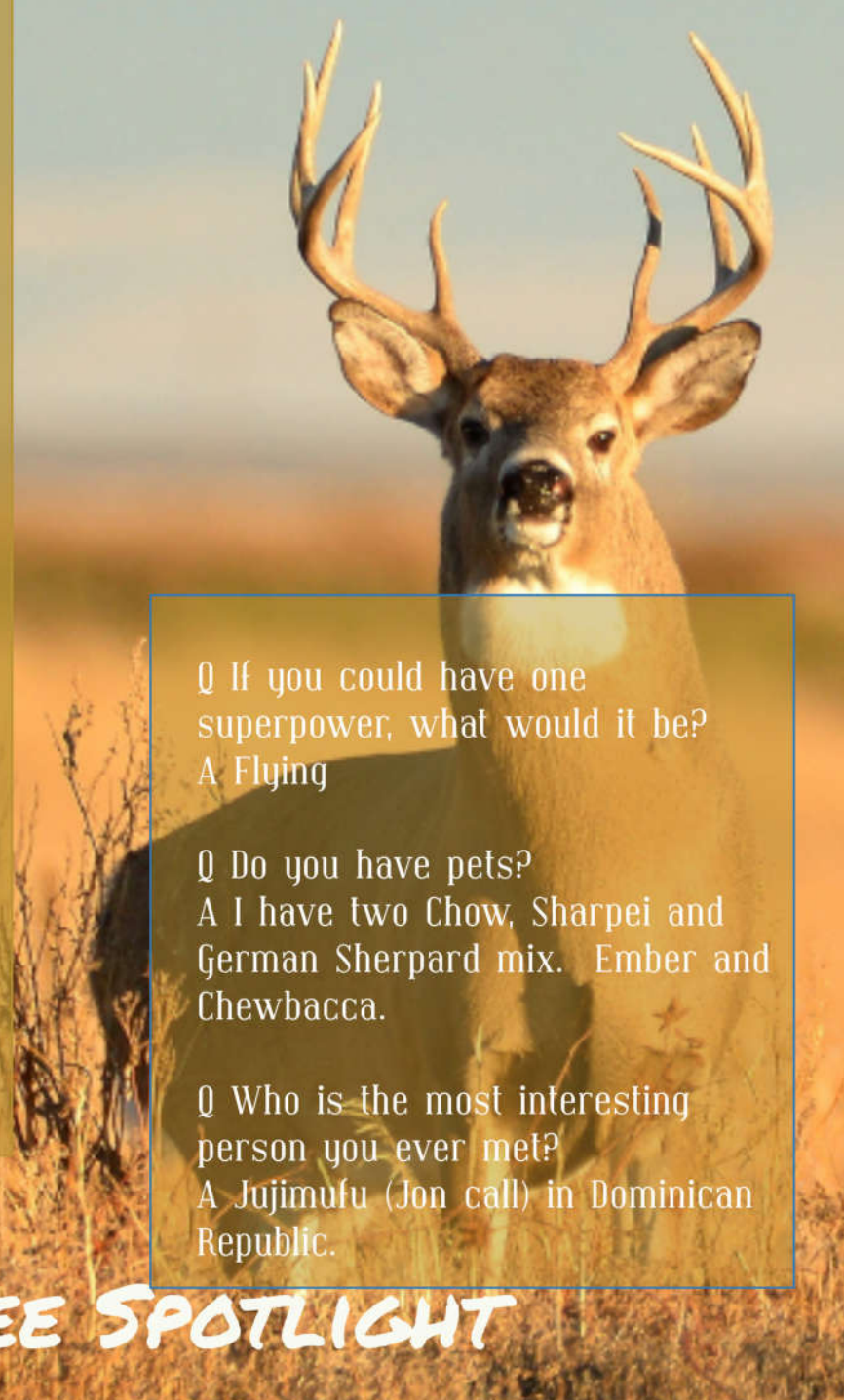
Q Do you have pets?

A I have two Chow, Sharpei and German Sheperd mix. Ember and Chewbacca.

Q Who is the most interesting person you ever met?

A Jujimufu (Jon call) in Dominican Republic.

EMPLOYEE SPOTLIGHT



There was pizza, there was laughter, there were full tummies for all. TC once again bought us all pizza for a Holiday Treat.

During the party, we all surprised Mike Austin with a gift we heard he asked Santa for.

And just so we are clear, he is holding a picture of the grinch, no one in particular.





So here is what is going on at Aria Superfoods.

Above is a before and after shot of Matt Alailima. The left picture is Matt doing some research and double checking plans. To the right (above) is Matt taking a break.

To the right is Pat Moniasque and Cesar Paredes installing the radius speakeasy entrance door.

We can't wait to see the next set of pictures. Or even better, when its complete!

Here's to hard work and perseverance. (Which was our word of the month in November)

Good job guys!



Don't forget to bring your AGC/AMC/ADH pen with you on your next vacation or fun event. Snap a picture and send in your name and where you and your pen have been to dgwinn@agcnv.com.

I was personally jealous when I heard Jan Nilles would be going to Ireland. But then I heard she was going to Paris and London! Look at how much fun our pen was having. I think the pen got drunk in Ireland, so here is a shot of Guinness. We are so global now! (See the rest of the photos on Yammer)



HIDDEN GEMS

HAPPY HUNTING

Listed below is a description of something that is hidden within the advisor. This can be one graphic many times, OR can be different graphics in the same group. Ex: Santa Hat OR Christmas Items. Listed below will be the information for this issues items.

4 items. Construction Themed. Each item might be in the advisor more than once.



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

Encapsulate

Verb

1. Express the essential features of something succinctly.
2. To enclose in or as if in a capsule.

what are other words for encapsulate?

summarize, sum up, capsulize, abridge, condense, synopsisize, epitomize, enclose, envelop, abbreviate



HAPPY BIRTHDAY

Rod Virula	01/02
Wes Brondyke	01/05
Anthony Carrillo	01/06
Michael Masterpole	01/07
Jarod Raines	01/07
Nicholas Robert Axelrod	01/08
Gabriel Orozco Hernandez	01/10
Brent Russell	01/12
Devin Blackwell	01/18
Jeff Kootswatewa	01/21
Celeste Guillory	01/31
Patrick Field	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.

Jorge T Diaz Sanchez	2
Steve Noonan	3
Jimmy Patrick Kahre	4
Christopher Michael Raveling	5
William Eric Young	5
David Allen Watson	6
Rod Virula	6
Robert Franklin Axelrod	7
Raul Garcia Reyes	8
Kody Simons	9
Javier Garcia	13

ADOPT A FAMILY



Monica Jannuzzi whom has been referred to as Saint Monica pulled it all together again to raise our spirits, open our hearts, and remember what the holidays meant to us when we were young. And then asked the question, "Would you adopt a family this year?" Armed only with e-mail she set off to make this year better than before. She even had elves helping her. We know them better as John Tobisch and Jeff Kootswatewa.

This year we had three families and they received family gifts, gift cards and specific gifts for all the kids.

Even Santa needs a little help every now and then.





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 to be used to recognize employee contributions that have exceeded expectations for exceptional performance. The employee contribution must be for an action or accomplishment that is 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 (cbrindle@agcnv.com), or your Supervisor. All Above and Beyond Coin Recognition nomination will be addressed within 3 business days. Nominations will receive an Appreciation Token for Excellence, 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: _____