

Austin Advisor

Hello February



		1 American Heart Month 		2 Groundhog Day		3 Take a Cruise Day		4 Thank a Mailman Day	
5 National Weatherman's Day		6 National Chopsticks Day		7 Send a Card to a Friend Day		8 Kite Flying Day		9 Chocolate Day	
10 Umbrella Day		11 Make a Friend Day		12 Canned Food Month		13 National Cherry Month		14 Ferris Wheel Day	
15 National Hippo Day		16 Do-a-Grouchy-a-Favor Day		17 Champion Crab Races Day		18 Battery Day			
19 Chocolate Mint Day		20 Office Closed Presidents Day 2023		21 National Sticky Bun Day		22 Walking the Dog Day		23 Tennis Day	
24 Tortilla Chip Day		25 Pistol Patent Day		26 Once Upon a Time Tell a Fairy Tale Day		27 Polar Bear Day		28 Floral Design Day	





INSPIRING CHILDREN FOUNDATION

Austin Millwork partnered with Martin Harris Construction to volunteer our time to help remodel housing for teens through the Inspiring Children Foundation. The Inspiring Children Foundation lifts up underprivileged youth by providing a student-lead, principle-based, and restorative mental health and wellness program. The students in this program engage through mentoring, tennis, entrepreneurship, leadership development, and project-driven learning programs.

Over the last six months, AMC employees volunteered their time on the weekends to install new base in three houses to help give these kids new and improved housing to walk into. We'd like to shout out and give a huge THANK YOU! to the following AMC employees for donating their time to make this project a success: Oscar Flores, Ron Tripodi, John Tobisch, Phillip Peart, Chris Raveling, Carrie Valigura, Jeff Kootswatewa, Jesse Kootswatewa, Jaime Herrera, Darren Perkins, Abraham Ramirez, Jorge Diaz, Roberto Salgado, Vincent Hackett, Keith Munoz, John Ewing, Ruben Guerrero, Kody Simons, Eric Young, James Musick, and Sal Mora.

We'd like to give a special shoutout to Oscar Flores and Ron Tripodi, who volunteered their time to install at all three houses.

Thank you all for coming together and contributing your time for a great cause! The smiles on the kids' faces during the house unveilings made this project worth it.



MARC LIECHTY



Q What is your life's motto?
A Don't ever stop learning.

Q Where is your happy place?
A Watching MMA with a cold beer.

Q What is your hometown?
A Don't have one. I lived in 7 states (one twice) and a Canadian province by the time I was 12.

Q What is the most important thing you've learned in the last five years?
A Worrying about what might happen is more harmful than what actually happens.

Q What is your favorite sports team?
A Green Bay Packers

Q. What do you like to do in your spare time?
A. I have a newborn and a toddler, so I'm not really sure anymore.

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

Q Do you have pets?
A Pancho, my pit bull/bull terrier mutt who wandered off the street into a cabinet shop I worked at.

Q What would we be surprised to know about you?
A I have an achilles tendon from a cadaver sewn into my chest

EMPLOYEE SPOTLIGHT

W e l c o m e

TO OUR NEW STAFF!



Marc Liechty
AMC Project Manager



Mike Masterpole - Nick Madrid
Abe Kassamanian

Ole Red Groundbreaking





Martha Aragon and Maria Cervantes did a Awesome job of trashing out at Blue Iguana AND packing the dumpster to its full capacity! Thank You ladies 🥰

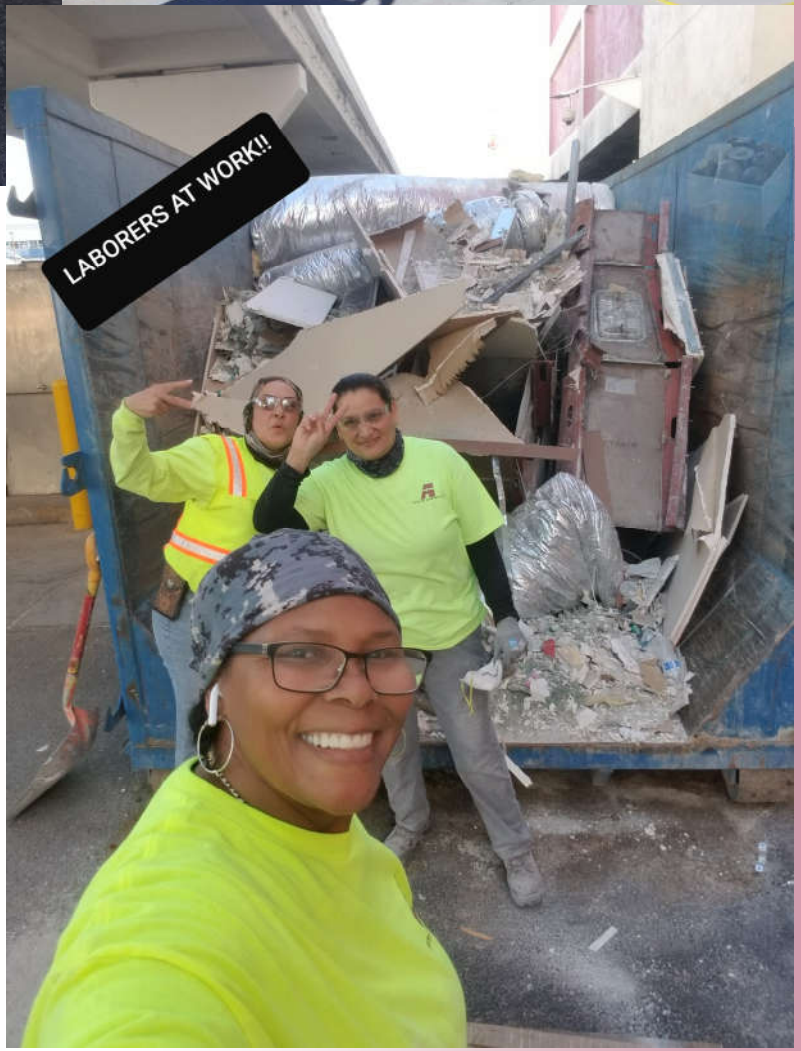


The A TEAM

A TEAM is working at Circus Circus Refinishing the Pool deck
Jose Hernandez, Flor Mier, Damian Ocampo, Jose D Cervantes, Juan Jose Sandoval, William Tellez, Jose Cervantes

The Ladies

Circus Circus
Blue Iguana
Martha Aragon and Maria Cervantes





Jarod Raines

Manny Esparza

January 13th a dinner was held at Trattoria in the Ahern Hotel to celebrate the 10 year anniversaries of Austin Companies employees. We appreciate your loyalty and dedication.



Raul Rico

Letitia Flis

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 item types. Valentines 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

Communication

Noun

1. The imparting or exchanging of information or news.
2. Means of sending or receiving information.

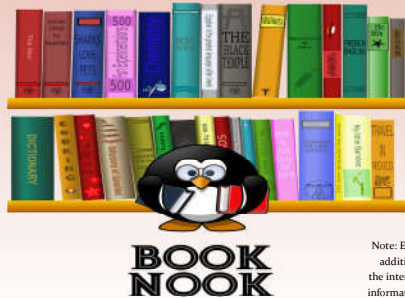
what are other words for communication?

contact, message, intercourse, connection, report, communion, information, transmission, statement, conversation



HAPPY BIRTHDAY

Raul F Lopez	02/08
Letitia Flis	02/09
Jose Luis Enriquez	02/10
Justin Tyler	02/11
William R Tellez, Jr	02/14
Alan Rico	02/17
Miguel Topete	02/21
Maria Cervantes Sanchez	02/24
Brandon K Webb	02/27
Jason Bayard Nichols	02/27



Note: Employees submitted book titles, additional information gathered from the internet to give you some additional information regarding the books. Oprah is not an employee.

This is not Oprah's Book Club (Although there might be some items from it). A suggestion was to gather what books your fellow workers were reading, so the question was asked, and here are the responses.

Abe Kassamanian—Fire & Blood by George R.R. Martin. It's a prequel to A Song Of Ice And Fire (Game of Thrones). Set 300 years before Game of Thrones. Genre:Fantasy

Michael Stella—The Civil War Trilogy Box Set by Shelby Foote. Interestingly enough, the books were written in such a way that you can immerse yourself in the setting. The retelling of the Civil War based on historical fact and was selected by the Modern Library as one of the 100 best nonfiction books of all time. History doesn't have to be boring.

Letitia Flis—False Memory by Dean Koontz. Violet Darger Series by LT Vargus & Tim McBain. Tracy Crosswhite Series by Robert Dugoni. Amos Decker Series by David Baldacci. 4MK Killer Series by J.D. Barker. Tisha says she always reads murder mystery/psychological thrillers. So, if this is your genre, Tisha can point you in the direction of many good books.

Bailey Trodahl—Water for Elephants by Sara Gruen. Genre:Historical Fiction/Romance. It's set in the early part of the Great Depression and takes place in a circus. It was later adapted into a movie, but most of the time, the book is so much better.

Oprah Winfrey—That Bird Has My Wings by Jarvis Jay Masters. Genre:Autobiography. A story of an innocent man on Death Row. Made Oprah's book club in 2022.



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.

Chris Barnum	3
Tammy Powell	3
Mathew Lazenby	6
Michael Masterpole	12
Luis Castillo	12
TC Hansen	13



John Ewing

Jerad Ewing

Congratulations!



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: _____