






























Austin Advisor

Hello April



<p>2 </p> <p>National Peanut Butter and Jelly Day</p>	<p>3 Read a Road Map Week</p> <p></p>	<p>4 </p> <p>World Rat Day</p>	<p>5 </p> <p>Guitar Month</p>	<p>6 </p> <p>Keep America Beautiful Month</p>	<p>7 </p> <p>International Beaver Day</p>	<p>1 </p> <p>April Fool's Day</p> <p>8 </p> <p>Draw a Picture of a Bird Day</p>
<p>9 </p> <p>HAPPY EASTER!</p>	<p>10 </p> <p>Golfer's Day</p>	<p>11 </p> <p>Cheese Fondue Day</p>	<p>12 </p> <p>Big Wind Day</p>	<p>13 </p> <p>Garden Week</p>	<p>14 </p> <p>Look up at the sky Day</p>	<p>15 </p> <p>Rubber Eraser Day</p>
<p>16 </p> <p>Librarian Day</p>	<p>17 </p> <p>Bat Appreciation Day</p>	<p>18 </p> <p>International Juggler's Day</p> <p></p> <p>TAX DAY</p>	<p>19 </p> <p>Garlic Day</p>	<p>20 </p> <p>Chinese Language Day</p> <p>狗 Dog Day</p>	<p>21 </p> <p>National Tea Day</p>	<p>22 </p> <p>Jelly Bean Day</p> <p>EARTH DAY</p>
<p>23 </p> <p>Lover's Day</p>	<p>24 </p> <p>Pig in a Blanket Day</p>	<p>25 </p> <p>World Penguin Day</p>	<p>26 </p> <p>Pretzel Day</p>	<p>27 </p> <p>Save the Frog Day</p>	<p>28 </p> <p>International Astronomy Day</p>	<p>29 </p> <p>LET'S FIESTA</p>
<p>30 </p> <p>International Jazz Day</p>	<p></p> <p>April</p>					

ADAM KIEFER



Q How would you describe yourself in one sentence?

A Easy going & open minded.

Q Where is your happy place?

A With my 6yr old son on our property in Missouri during deer season.

Q What is your hometown?

A Chesterfield, Missouri.

Q Who is the most interesting person you ever met?

A A personal friend whose legal name is "Rambo".

Q What is your hidden talent?

A. I can fall asleep during the first 30 seconds of watching a movie.

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

A To be present and engaged wherever life takes you.



Q If you could have one superpower, what would it be?
A To know what happens to us when we die.

Q What is the one thing you cannot resist?

A Chocolate @ 3 am. Beer @ 5:30 pm.

Q What is your lifes motto?

A Always help others when you can. You never know what someone else is going through.

EMPLOYEE SPOTLIGHT



AWESOME JOB ALERT

Bruce Fritts and Rene Mejia—

I would like to nominate my two guys for appreciation because I told everyone that the silk in the hallway couldn't be wrapped on those arches including the two of them and they clearly disobeyed me and wrapped the arches anyway! Proved me wrong and looks so much better.

Susy Martinez—

The Flamingo Pool Restrooms & Bar Install project was her first ground up, new build project she's ever drawn and her architectural plans were approved with zero comments from CCBD. Her attention to detail on that project was excellent and the building department clearly agrees as well. As a drafter, getting your drawings through the building department on any project with no comments, is a great feeling, but for it to happen on her first new build is very exciting. I'm really proud of her.

Kyle Reed—

I feel Kyle deserves this small bit of recognition for the way in which he has stepped up consistently across multiple high-pressure projects over the last couple of months. It's hard to quantify how important a good general foreman is to a superintendent's success, but I can attest that my team would not have achieved the favorable project outcomes we've experienced over the last two quarters without Kyle. As a superintendent, I know that I can count on Kyle to be the de facto super when I can't be there. He executes his job duties quietly, and efficiently with AGC's best interest in mind. His advice is valued, appreciated, and given freely without need for credit or accolades. In my opinion, Kyle Reed is an exemplary General Foreman and an example for others to follow.

Nick Madrid—

I'd like to nominate Nick Madrid for an appreciation coin for his exceptional work on the ILV Casino Floor Tile Project. This was a challenging project with a demanding owner which Nick took on and ran with efficiency, care, and dedication. Nick isn't one to take credit for himself, but Nick was the instrumental player on this project. Throughout the preconstruction effort he consistently endeavored to provide rock solid document control to meet AGC needs all while being as flexible as possible to owner needs and demands. This is a skill of much more seasoned PM and Nick displays this as a PE.

During construction, Nick consistently displayed courage and poise in his interactions with facilities' leadership and ALWAYS had AGC and his field crew's best interests in mind in the solutions that were brought to property. With Nick's help, we were able to sell property on a 4 day work schedule that accelerated our project and helped realize additional revenue based on a shortened overall construction duration. Finally, Nick ensured property was pleased with our work at completion and has continued to engage with property as we move into the warranty phase.

For these reasons, as well as (probably) countless others that escape me on this project, I feel Nick Madrid should be recognized for going above and beyond the duties of a Project Engineer and ensuring that we delivered a great product for our customer and hopefully repeat business for AGC.

FIRE EXTINGUISHER TRAINING

TC HANSEN



W e l c o m e

TO OUR NEW STAFF!

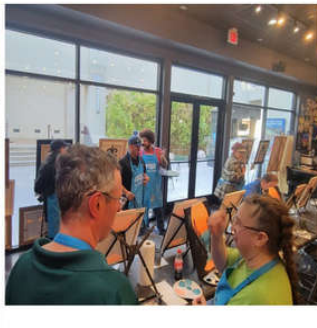


Chrystel Guerrero
AMC Project Manager





AMC OPERATIONS/FIELD Employee Appreciation



AMC had an afternoon of art and food. First at Pinot's Palette and then at Farmtable for lunch. Bob Ross made an appearance showing the class how to make happy little trees and then sitting in an egg. I can't imagine what momma bird looked like.

WHAT ARE WE DOING

- OPULENCE
- CREATIVE
- RAVISHING
- FASHION
- ELEGANCE
- BEAUTY
- LUXURY
- MAGNIFICENCE

Glamour Shots

When Jaime Lepe and Matt Alailima decide to have a little fun while taking pictures for their bio's. This is what happens...



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.

Hannah Austin went to Paris and Barcelona and took a traveling pen with her. The shots of the Eiffel Tower are breathtaking. We hope she had a wonderful time exploring the city, because we are enjoying the pictures.



THE TRAVELING PEN



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. Outdoor 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

Advocate

Noun/Verb

1. Person who publicly supports a cause or policy.
2. To publicly recommend or support.

what are other words for advocate?

counsel, recommend, support, proponent, champion, supporter, urge, back, lawyer, attorney



HAPPY BIRTHDAY

Johnel Agregado Duran	04/03
Mark Hashimoto	04/09
Brett Roth	04/11
Damian Ocampo	04/12
Chris Zelenik	04/12
Kyle Reed	04/13
Jose Manuel Jimenez Aranda	04/17
Jaime Herrera	04/19
Chris Mendoza	04/19
Steven Venditelli	04/22
John Ewing	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.

Eric Auflick	1
Robert Axelrod	1
Philip Peart	1
Robert Gresham	2
Jaime Lepe	2
Roberto Salgado Romero	2
Colin Kelly	7
John Ewing	11
Ruben Avina	14
Armando Orozco Jr	16



job postings

Austin General Contracting Job Openings

- Sr. Project Manager
- Project Engineer
- Project Manager
- Construction Billing Specialist
- Experienced Construction Estimator

Austin Millwork & Cabinetry Job Openings

- Millwork Drafter

Austin Door & Hardware Job Openings

- Commercial Door Hollow Metal Shop



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: _____