

# Austin Advisor

## NOVEMBER 2024

*"If you don't like something, change it. If you can't change it, change your attitude." - Maya Angelou*

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						2
				7		
		12		14		
	18		20		22	23
24						

# TISHA FLIS



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

A I enjoy spending time with family, watching movies at home and reading a good book.

Q Where is your happy place?

A My happy place is at home with my family and my doggies.

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

A Mind Reading.

Q. Do you have pets?

A. We have 2 dogs, Bella is a Havanese and is 10 years old and Brunley is a French Bulldog and will be 2 in January.

Q. How would you describe yourself in one sentence?

A. I would describe myself as a mother, a wife, hard working, and a little (maybe a lot) OCD.

Q. What is the weirdest job you ever had?

A. My first job, at 15, was working at a pizza shop called Lotsa Molsa Pizza.

Q. What is your life's motto?

A. Always treat everyone the way you would like to be treated.

Q What is the one thing you cannot resist?

A Cheese.

Q What is your hometown?

A Axtell, Utah.

Q Who is the most interesting person you ever met?

A I met Pink at The Bootlegger Italian Bistro. She was very sweet.

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

A Don't stress the small stuff.

Q What is your hidden talent?

A I snowboard.

## EMPLOYEE SPOTLIGHT

# AUSTIN COMPANIES 2025 CALENDAR EVENTS

JANUARY



FEBRUARY



MARCH



APRIL



MAY



JUNE



JULY



AUGUST



SEPTEMBER



OCTOBER



NOVEMBER



DECEMBER



W e l c o m e

TO OUR NEW STAFF!



**Maria Coan**  
AGC— Asst. Project Manager

## Austin Advisor ONLINE ACCESS INFORMATION

### Where to look

- ✓ Tina will have limited hard copies at her desk.
- ✓ Directly from the Austin Companies website. [austincompaniesnv.com/aa](http://austincompaniesnv.com/aa)
- ✓ On Teams under Austin Advisor Team
- ✓ Under links on the Arcoro website



For more info call Dawn  
702-204-5120



visit us at  
[austincompaniesnv.com/aa](http://austincompaniesnv.com/aa)



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"The only thing you sometimes have control over is perspective. You don't have control over your situation. But you have a choice about how you view it." - Chris Pine

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday
			NATIONAL CUSTODIAN APPRECIATION DAY	NATIONAL TECHIES DAY	
Breast Cancer AWARENESS MONTH			EMERGENCY NURSES DAY	WORLD MENTAL HEALTH DAY	
			Customer Service Week	(Oct 7 - Oct 11)	

AUSTIN COMPANIES  
PRESENTS



MORE INFORMATION  
COMING SOON!

- #10 Edinburgh Castle Museum
- #8 Loch Lamond
- #7 Edinburgh Castle
- #3 Local pub - Bennets Bar
- #4 Petting/Feeding Hairy "Coos" Cows at Ness Farm
- #11 The Fairy Glen in Portree
- #1 Sticky toffee pudding and Aberfeldy Scotch
- #6 Kilt Rock
- #5 Hidden Waterfall in Inverness
- #9 Graveyard in Edinburgh
- #2 Hiking with alpacas down to the Loch Ness

*The*  
**JACKSON**

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SCOTLAND VACATION  
LOCATION ANSWERS

# AWESOME JOB ALERT

## Andy Campos -

Andy has been a laborer on many of my projects over the last year and in that time, he has been one of the most reliable, thorough, and good-natured coworkers I've had the pleasure of working with. While it's understood that labor is one of the more intense and thankless trades, Andy always conducts himself in a professional manner and is happy to help in any way he can. He expresses a genuine interest in the construction field and isn't afraid to ask questions to help him better understand and chart a path forward in it. I would encourage him to continue asking questions and exploring ways to grow in his career.

## Theodore Martin Koffler

On October 15th at 12:30am Jacob Koffler-Richards and his wife Samantha Koffler welcomed Theodore Martin into the world. At 5lbs 7oz and 18" he is a happy and healthy baby boy. Congrats on the new edition to your family Jacob!



### 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

## Mindful

### Adjective

1. Conscious or aware of something.
2. Focusing one's awareness on the present moment, especially as part of a therapeutic or meditative technique.

what are other words for mindful?



careful, aware, heedful, conscious, watchful, attentive, cognizant, solicitous, thoughtful, observant



# HAPPY BIRTHDAY

Issac Rodger Brooks	11/03
Jeff Wahrer	11/04
David Watson	11/05
Sergio Castillo-Gomez	11/05
Kyle A Porter	11/05
Alex Estin	11/07
Miguel Angel Mejia	11/08
Fernando Delgado Reyes	11/09
Brandon Eugene McCracken	11/10
Marc Liechty	11/11
Rochel Raskin	11/11
Ethan Michael Musolino	11/12
Shana Jackson	11/12
Ruben Contreras Vega	11/14
James Resch	11/15
Santana Cleto Ramon Riboni	11/17
Colby Lee Alexander	11/18
Jason Norgan	11/20
Logan Paul Bergmann	11/21
Eloy Carmona	11/22
Nicholas Ryan West	11/22
Raul Rico	11/25



## 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

## OCTOBER

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

Derrick Walters	13
Letitia Flis	12
Jerad Ewing	12
Alan Rico	6
Jason Norgan	4
Thel Jackson	3
Raul Lopez	2
Jose Manuel Jimenez Aranda	2
Issac Rodger Brooks	1
Abraham Mejia	1



### Austin General Contracting Job Openings

Project Engineer

### Austin Millwork & Cabinetry Job Openings

Millwork Drafter

### Austin Door & Hardware Job Openings

Project Manager



## 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: \_\_\_\_\_