

Austin Advisor

DECEMBER 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
1 	2		4	5		
			11			14
15	16		18			
22						
29						

PAM KRAMER



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

A My favorite things to do is watching live music, watching my girls play soccer and volleyball.

Q Where is your happy place?

A The beach at Morro Bay, watching the waves crash against the rocks.

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

A The ability to move in time.

Q. Do you have pets?

A. I have a dog, she is a Corgi and her name is Daisey.

Q What is your lifes motto?

A Always have a smile for someone. Kindness is always best. Live in the moment.

Q What is your hidden talent?

A I love to sing.

Q What is your biggest pet peeve?

A Breaking promises or plans.

Q If you could interview one person (dead or alive) who would it be?

A Eddie Van Halen.

Q What is the one thing you cannot resist?

A To dance or sing when I hear a song I love.

Q What is your hometown?

A Morro Bay, CA.

Q Who is the most interesting person you ever met?

A Kip Winger (my favorite musician).

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

A Never take anything for granted. Be grateful. Hard work pays off. Stuff isn't important, people are.

EMPLOYEE SPOTLIGHT

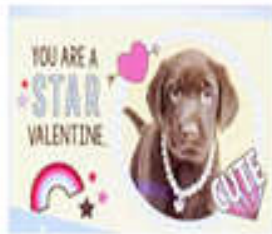
AUSTIN COMPANIES

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!



Walter Garcia
AMC— CNC Programmer/Drafter

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
- ✓ On Teams under Austin Advisor Team
- ✓ Under links on the Arcoro website



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OCTOBER 2024

"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 HAPPY	(Oct 7 - Oct 11)	



For more info call Dawn
702-204-5120



visit us at
austincompaniesnv.com/aa

AUSTIN COMPANIES
PRESENTS



COSTUME
CONTEST
WINNERS

#2

#1

#3



AWESOME JOB ALERT



John Snajczuk -

He was dealing with the 3 jobs at Cesar's palace food court, with an owner that was already not happy with the company and keep on making changes and not giving us all the information needed. Somehow, he was able to calm them down every time and was a big part of why we were able to get the spaces done on time by him keeping the field away from the owner rep changes every 5 minutes.

Canyon Ranch (Multiple Thanks!)

I would like to give my appreciation to the following AGC Employees Jason Roe/Dave Watson/Celeste Guillory/Jaime Rosas/Jaime Morales/Ismael Granillo/Juan Pulido/Nathan Avina/Jesse Perez/Robert Gresham/Pete Palmer. Subcontractors Adrian Ramirez(Mojave Elec.) Henry Cerpa & Crew (Hansen Plumbing), Darrin Klopp (Southland Fire Protection) on Tuesday 11/12/24 @ The Canyon Ranch Salon Project We had an existing lower 10' o" ceiling/Soffit fail/fall to the ground in the Salon Manicure Room. Plumbers were working above the ceiling for water lines demo/replacement for new rough-in locations. 5 sprinkler heads broke and caused a lot of water to flow for approximately 60 seconds before the Sprinkler Riser # 58 was able to be shut down at the Venetian Tower stairwell and drained. Water migrated to the lower floor fitness areas through numerous new plumbing core holes. Jason Roe/Dave Watson/Celeste Guillory went into immediate emergency mode and made sure no one was injured first and foremost. They notified AGC Safety TC, Property Fire Command and started the water containment and cleanup. All AGC Employees Carpenter/Laborers onsite immediately jumped into help as well as all trades on site Mojave/Hansen/Southland. Jaime Morales was the first to call and notify Jason Roe. Adrian Ramirez w/Mojave Electric had been shown previously how to shutdown Salon Area system by Jason Roe and ran to the riser and broke the lock, shut the valve, and opened the drain within approximately 60 seconds from the time the incident occurred. Jason/Dave/Celeste knew what needed to be done without hesitation and performed outstandingly. They showed leadership & integrity. They went thru first task at hand safety, second task at hand water shutdown, containment, fitness area equipment protection and water cleanup. All Hands On Deck! By the end of the afternoon Jason had reordered the ceiling tiles for fitness area water damage replacement. The following morning by 10:30 am all ceiling tiles were replaced all cleanup was complete. On Wednesday 11/13/24 Mark Bodnar Canyon Ranch General Manager, Arturo Alvarez Canyon Ranch Director of Facilities & Michael Sabb Canyon Ranch Wellness Manager walked the fitness area and told me how great the team handled the situation and knew what needed to be done. Mark said everyone did a great job and it is amazing that we had everything cleaned up and replaced and back on for operations in such a short amount of time. Thank you everyone. I appreciate the great team that we have very much. By the way, I was at home sick laying in bed when I first got the call from Jason Roe, he continued to communicate with me throughout the day and into the night and was calm, under control and handled the situation like a true professional. I was truly amazed how Jason handled the situation and how Celeste and Dave all worked together like a well-oiled machine. Everyone split up and handled the situations at hand. All true professionals.

Jarod Raines



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

Joy

Noun

1. A feeling of great pleasure and happiness.

what are other words for joy?



delight, pleasure, gladness, joyfulness, bliss, rejoice, enjoyment, happiness, rapture, satisfaction



HAPPY BIRTHDAY

Silvani Alipio	12/04
Doug Whitson	12/09
Brandon Lenox	12/13
Luis A Melchor Gaeta Sr	12/14
Tammy Powell	12/18
Faustino Serna	12/22
Tony Capsouto	12/22
Angelo Ferrara	12/29
Matthew Glenn Peterson	12/04
Darren Perkins	12/06
Ronald Elijah Broadhead III	12/06
Shayan Ghobadi	12/06
Christopher Michael Raveling	12/11
Abraham Ramirez-Ramirez	12/12
Chrystel Guerrero	12/15
Naomi Valdez	12/28
Michael Clark	12/29



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

NOVEMBER

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

Danny Blackwell	14
Brandon Lenox	14
Cilicia Carlos	10
Darren Perkins	10
Isidro Serna	9
Nick Schneider	5
Abraham Ramirez-Ramirez	4
Anthony Millard	4
Damian Ocampo	2
Flor Yesenia Mier Favela	2
Steven Venditelli	2
Mackenzie Johnson	1
Luis B Bernal Quintana	1
Freddie Hernandez	1
Shayan Ghobadi	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.

Nominated by: _____ Position: _____