

Austin Advisor

JANUARY 2025

"Imagination is the beginning of creation. You imagine what you desire, you will what you imagine and at last you create what you will."
- George Bernard Shaw

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<p>National Hobby Month</p>			<p>happy New Year Office Closed</p>	2 MOTIVATION & INSPIRATION DAY	3 MIND & BODY WELLNESS DAY	<p>TRIVIA JANUARY 4 <i>day</i></p>
<p>5th Anniversary NATIONAL BIRD DAY</p>	6 APPLE TREE DAY	7	8	9	<p>NATIONAL HOUSEPLANT APPRECIATION</p>	11
<p>Thank You FOR ALL THAT YOU DO! Happy Pharmacist Day</p>	<p>NATIONAL CLEAN OFF YOUR DESK DAY</p>	<p>NATIONAL DRESS UP YOUR PET DAY</p>	15	16	17	18
19	<p>MLK DAY CELEBRATING THE LEGACY OF DR. MARTIN LUTHER KING JR.</p>	<p>NATIONAL HUG DAY</p>	22	23	24	25
<p>Spouse Day</p>	<p>INTERNATIONAL HOLOCAUST REMEMBRANCE DAY</p>	28	<p>HAPPY 2025 CHINESE NEW YEAR</p>	30	<p>FUN DAY AT WORK</p>	<p>OPPOSITE DAY</p>

DECEMBER 2024



Austin Companies Christmas Party

Austin Companies



Christmas

Party @ Wsky

JIMMY KAHRE



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

A Spend time with my kids and wife. I also enjoy disc golfing.

Q Where is your happy place?

A At home watching football with a cold one in my hand.

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

A To be super fast. I am very impatient.

Q. Do you have pets?

A. I dog Yorkshire Terrier named Elvis. I have about 20 fish with no names.

Q What is your lifes motto?

A You can do anything, but not everything.

Q What would we be surprised to know about you?

A I won my house through a Station Casinos football pick-em contest in 2018.

Q What is your favorite sports team?

A Pittsburgh Steelers.

Q What lyrics to you live by?

A It's better to burn out then to fade away. - Neil Young

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

A Robin Williams.

Q What is your biggest pet peeve?

A Bad drivers.

Steelers

EMPLOYEE SPOTLIGHT

W e l c o m e

TO OUR NEW STAFF!



Mike Gushue
AGC—Project Engineer



Edward Olivas
AMC—Procurement Engineer



I wanted to take a minute and thank everyone who participated in the final year of the Adopt-A-Family drive. From those who donated, those who bought raffle tickets, wrapped presents and more. You made Christmas happen for 3 families with a total of 11 kids.

A special thanks to Ron who not only made the delivery (see picture to the left), but made some of the raffle presents. Another special thanks to Tina who helped with everything, but most importantly helped me keep my head on straight.

Next year we will have something new. Keep tuned in for details that should come out around the end of October. Until then, we might have another drive for Project 150 or the NSPCA.

Till then...



AWESOME JOB ALERT



Armando Orozco, Bailey Trodahl, Nick Madrid,
Thel Jackson -

Shout out to -

Armando, Bailey, Nick and Thel for leading the charge with Build They have been willing pioneers utilizing the software untrained with fresh eyes and a fresh perspective.

By doing that we were able to establish a perspective and a list of focus points which are helping make our company specific customization more appropriate for us. This perspective is helping ease the struggles with our formal training and implementation.

They are the team software super users and we are grateful for their initiative.

Welcome
BACK



Earl Whittaker
AMC—Estimator



Arthur Szelag
AMC—CNC Programmer/Drafter



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

Renewal

Noun

1. Resuming an activity or state.
2. Extending the period of validity.
3. Replacing or repair of something that is worn out or broken.

what are other words for renewal?

revival, restoration, resumption, regeneration, renovation, rebirth, revitalization, rejuvenation



HAPPY BIRTHDAY

Ronaldo Armando Orozco	01/01
Ronald Elijah Broadhead JR	01/01
Wes Brondyke	01/05
Bryan Dobis	01/05
Louis W McCawley	01/06
Anthony Carrillo	01/06
Michael Masterpole	01/07
Jarod Raines	01/07
Francisco Javier Santana	01/07
Gabriel Orozco Hernandez Sr	01/10
Victor Manuel Galindo	01/13
Corey Ball	01/13
Devin Blackwell	01/18
Jeff Kootswatewa	01/21
Keshia Rowland	01/25
Jaime Rosas Jr	01/27
Michael Gushue	01/30
Celeste Guillory	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.

Kody J Simons	11
David Allen Watson	8
Raul Garcia Reyes	7
Christopher Michael Raveling	7
Jimmy Patrick Kahre	6
Steven Richard Noonan	5
Jorge T Diaz Sanchez	4
Arthur Fajardo	2
Richard Alberto Yanez	1
Estela Aguirre Valdez	1
Emir Bojorquez	1
Andey Campos	1
Ivan Pimentel	1
Faustino Serna	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: _____