

Austin Advisor

FEBRUARY 2025

"Only if you have been in the deepest valley, can you ever know how magnificent it is to be on the highest mountain." - Richard M. Nixon

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
BLACK HISTORY MONTH						1
	3			6	7	8
	10		12	13		
16		18	19	20		22
23		25			28	
						

ALEX ESTIN



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

A Having fun with my son Ezra, tinkering with new hardware/software, reading, gaming, movies, gym and ever expanding the media server I've been building out for years.

Q Where is your happy place?

A Either Trafalgar Square in London, Or nearly any beach regardless of the weather.

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

A The ability to travel through time.

Q What is your life's motto?

A I'd rather know the ugly truth than live in blissful ignorance.

Q Who is the most interesting person you ever met?

A Dan Aykroyd.

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

A There is very little one can control, there is peace in letting go.

Q How would you describe yourself in one sentence?

A I am a seeker of knowledge and the wisdom to understand it.

Q What is the wierdest job you ever had?

A Building out a bitcoin mining farm in a scrapyard for a prepper.

Q What is the one thing you cannot resist?

A An imperial stout.

EMPLOYEE SPOTLIGHT



Austin Companies

10 Year Celebration



&
Dinner Party



Cesar Paredes

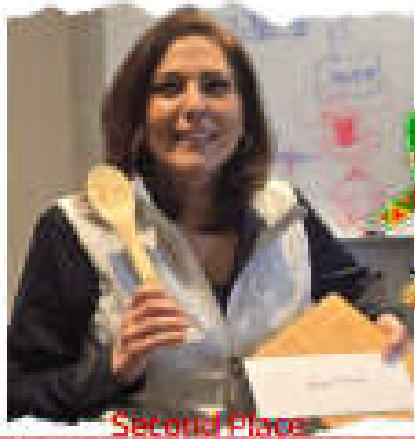


Cilicia Carlos



Darren Perkins

CONGRATULATIONS TO ALL THE RECIPIENTS OF THE 10 YEAR SERVICE AWARD. IT'S THE DEDICATION YOU HAVE SHOWN THROUGHOUT YOUR YEARS THAT MAKES AUSTIN COMPANIES THRIVE.



Second Place



First Place



Third Place



Austin's 5th Annual Chili Challenge



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



Publication Issue 114 October
Austin Advisor

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	CUSTOMER NATIONAL TECHIES DAY	
Breast Cancer AWARENESS MONTH			INTERNATIONAL EMERGENCY NURSES DAY	WORLD MENTAL HEALTH DAY	
PHYSICIAN ASSISTANT DAY					
			Customer Service Week (Oct 7 - Oct 11)		
			HAPPY		



For more info call Dawn
702-204-5120



visit us at
austincompaniesnv.com/aa

W e l c o m e

TO OUR NEW STAFF!



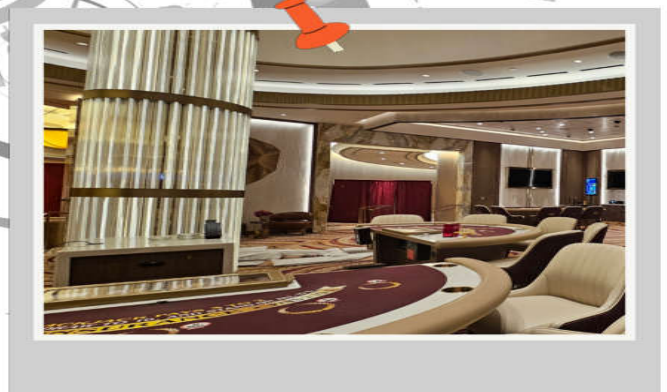
Karen See
AGC—Project Engineer



Dylan Crowsey
AMC—Back-Line Drafter



Dawn Popa
AGC—Billing Clerk



High Limit

AWESOME JOB ALERT



Jose Luis Enriquez -

He is currently working at Edmond building 3rd level

He has been a worker that has been always willing to help and provides good ideas on the field. He always keeps an eye for discrepancies from the existing conditions to the plans. He has the potential to be a foreman. Always performs his



Together
we can
accomplish
anything!

In the corner is a picture of Michael Stella sitting up front at reception. We can joke about him covering for Tina (I know I did), but the real point is, do we help our fellow coworkers? Do they step in to help us? We are stronger when we work together. It makes situations easier when you have a support team. So next time you see someone needing help, jump in and help them, next time it might be you that needs the helping hand!



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

Cultivate

Verb

1. To prepare and use.
2. To acquire and develop.

what are other words for cultivate?

work, nurture, raise, till, foster, grow, develop, nourish, civilize, educate



HAPPY BIRTHDAY

Troy Valenzuela	02/03
Sean Patrick Creagh	02/04
Adrian Layman	02/04
Nicholas Fortuna	02/05
Dylan Crowsey	02/06
Patchez Christopher Riboni	02/06
Raul Lopez	02/08
Letitia Flis	02/09
Jose Luis Enriquez	02/10
Jose Quintero	02/11
Justin Tyler	02/11
Angel V Padilla Velarde	02/14
Alan Rico	02/17
Jorge Lepe Jimenez	02/24



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.

Michael Masterpole	12
Mathew Lazenby	8
Tammy Powell	5
Chris Barnum	5
Angel V Padilla Velarde	2
Daniel Liechty	2
Adrian R Dyas	2
Darren Haswell	2
John Snajczuk	1
Shana Jackson	1
Ricardo S Calvez III	1



Austin General Contracting Job Openings

Project Engineer

Austin Millwork & Cabinetry Job Openings

Millwork Drafter

Millwork Estimator

Austin Door & Hardware Job Openings



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: _____