

Austin Advisor



MAY 2025

"Zeal is a volcano, the peak of which the grass of indecisiveness does not grow." - Khalil Gibran

| Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
|--|---|---------------------------------------|--|---------------------------|-----------------------------------|------------------------|
| NATIONAL PHYSICAL FITNESS AND SPORTS MONTH | | | | 1 MAY DAY | 2 | NATIONAL SPACE DAY |
| THE 4TH BE WITH YOU | CINCO de MAYO | NATIONAL Teacher APPRECIATION DAY | 7 | 8 | 9 | 10 |
| TEACHER APPRECIATION WEEK (May 5th - May 9th) | | | NATIONAL NURSES WEEK (May 6th - May 12th) | | | |
| HAPPY mother's DAY | Nurses DAY | 13 | National Receptionist Day | 15 | BIKE WORK DAY | ARMED FORCES DAY |
| WORLD BAKING DAY | 19 | HAPPY STREAMING DAY | 21 MEDITATION DAY | 22 SHERLOCK HOLMES DAY | COOLER DAY | 24 |
| EMS (EMERGENCY MEDICAL SERVICES) WEEK (May 18th - May 24th) | | | | | | |
| 25 | MEMORIAL DAY REMEMBER AND HONOR Office Closed | 27 NOTHING TO FEAR DAY | 28 NATIONAL FLIP-FLOP DAY | 29 | HAPPY NATIONAL CREATIVITY DAY | WEB DESIGNER DAY |

KAREN SEE

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

A You can find me golfing with my son, at the range, or hiking.

Q Where is your happy place?

A Playing Keno.

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

A Flying would be cool so I don't have to go through TSA.

Q Who is the most interesting person you ever met?

A You always meet famous people living in Vegas!

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

A Everything always seems to work itself out

Q What is your favorite sports team?

A Pittsburg Steelers.



Q What is your life's motto?

A Be more carin' and less Karen.

Q What is the weirdest job you ever had?

A I was in the Arms. Does that count as weird? Probably not, but it's different than any civilian job.

Q What is the one thing you cannot resist?

A Mochi.

EMPLOYEE SPOTLIGHT

80

W e l c o m e

TO OUR NEW STAFF!



Pablito Mercado
AGC—Project Engineer

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



For more info call Dawn
702-204-5120



visit us at
austincompaniesnv.com/aa



Publication Issue 1.14 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 | | | EMERGENCY NURSE'S DAY | WORLD MENTAL HEALTH DAY | |
| PHYSICIAN ASSISTANT DAY | | | Customer Service Week (Oct 7 - Oct 11) | | |
| | 14 | 15 | HAPPY | 17 | |



April 12, 2025

We had a circus. Complete with horse rides, a boardwalk with games, Hot Dogs, Cotton Candy, Peanuts, Bounce House, and more. Oh, lets not forget the drinks! Hope you had fun. See ya next year!



April 12, 2025

Above AND BEYOND

Patti Gilbert -

John Snajczuk, and I would like to take the time to nominate Patti for excelling at her Project Coordinator role.

On top of making sure that our client is heard and receives what is needed she has figured out how to work with me. (I know that is not easy) She taken care of subcontracts and followed up to make sure they were entered into Sage and Prolog as a challenge to herself. She continues to take initiative as opposed to always asking what needs to be done. Closed out all 3 Cesar's restaurants and started Austin Flow for me

I would like to point out that she also has been helping out other departments in her time with AGC.

Bailey Trodahl -

I would like to nominate Bailey for an award.

I am grateful to have her on my team.

She has single handedly taken on all the responsibility for the submittal process for Canyon Ranch, she also puts together all the RFI's for self-perform along with all the ones for Sub-contractors.

She has established communication with AOR and the ID team and has steered them in the direction that's better suited to AGC.

She is doing an outstanding job,

Thank you so much!

Manny Esparza—

I'd like to nominate Manny Esparza for an appreciation coin. His work on PHLV Pool Patio Rooms was a true demonstration of his strong work ethic. He was flexible and rolled with every change in the field like a true pro. Ownership was extremely happy with his productivity and communication. Sam, Tony, and Pam all sing him praises, and it is well deserved. Thank you for the support, hard work, and dedication Manny!

The photo to the right was submitted by Dylan Crowsey. Who doesn't love a picture of Kane Brown Bear? Oh wait, is that the famous Lucha Libre wrestler Johnny Tobisch? All I can say is that Kane won this round. And the next one... and the next...



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

Perpetuate

Verb

1. To make something continue indefinitely.

what are other words for perpetuate?

immortalize, eternalize, continue, preserve, maintain, eternize, sustain, keep up, conserve, keep alive



HAPPY BIRTHDAY

| | |
|------------------------------|-------|
| Randall Tyler | 05/02 |
| Ruben Guerrero | 05/04 |
| Pete Palmer | 05/08 |
| Marcus Christopher Elias | 05/08 |
| Gene Gerdes | 05/14 |
| Isidro Serna | 05/15 |
| Juan Carlos Guzman-Hernandez | 05/16 |
| Raul Garcia Reyes | 05/16 |
| Anthony Millard | 05/17 |
| Jaime Rosas Mancilla | 05/18 |
| Abe Kassamanian | 05/18 |
| Tina Lopez | 05/24 |
| Adan Garcia Pacheco | 05/24 |
| Henry Bryan Rodriguez | 05/28 |
| Jason Roe | 05/30 |



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

APRIL

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

| | |
|---------------------|----|
| Ryan Flis | 14 |
| Devin Blackwell | 14 |
| Celeste Guillory | 8 |
| Shelby Stoneman | 8 |
| Hector Rodriguez | 7 |
| Gene Gerdes | 7 |
| Alex Estin | 3 |
| Ruben Guerrero | 3 |
| Chris Mendoza | 3 |
| Matt Alailima | 3 |
| Nathan Ruben Avina | 2 |
| Sergio Pena Forcado | 1 |
| James Davis | 1 |
| Luke Johnson | 1 |



[Austin General Contracting Job Openings](#)

[Austin Millwork & Cabinetry Job Openings](#)

[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: _____