

Austin Advisor

AUGUST 2025

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

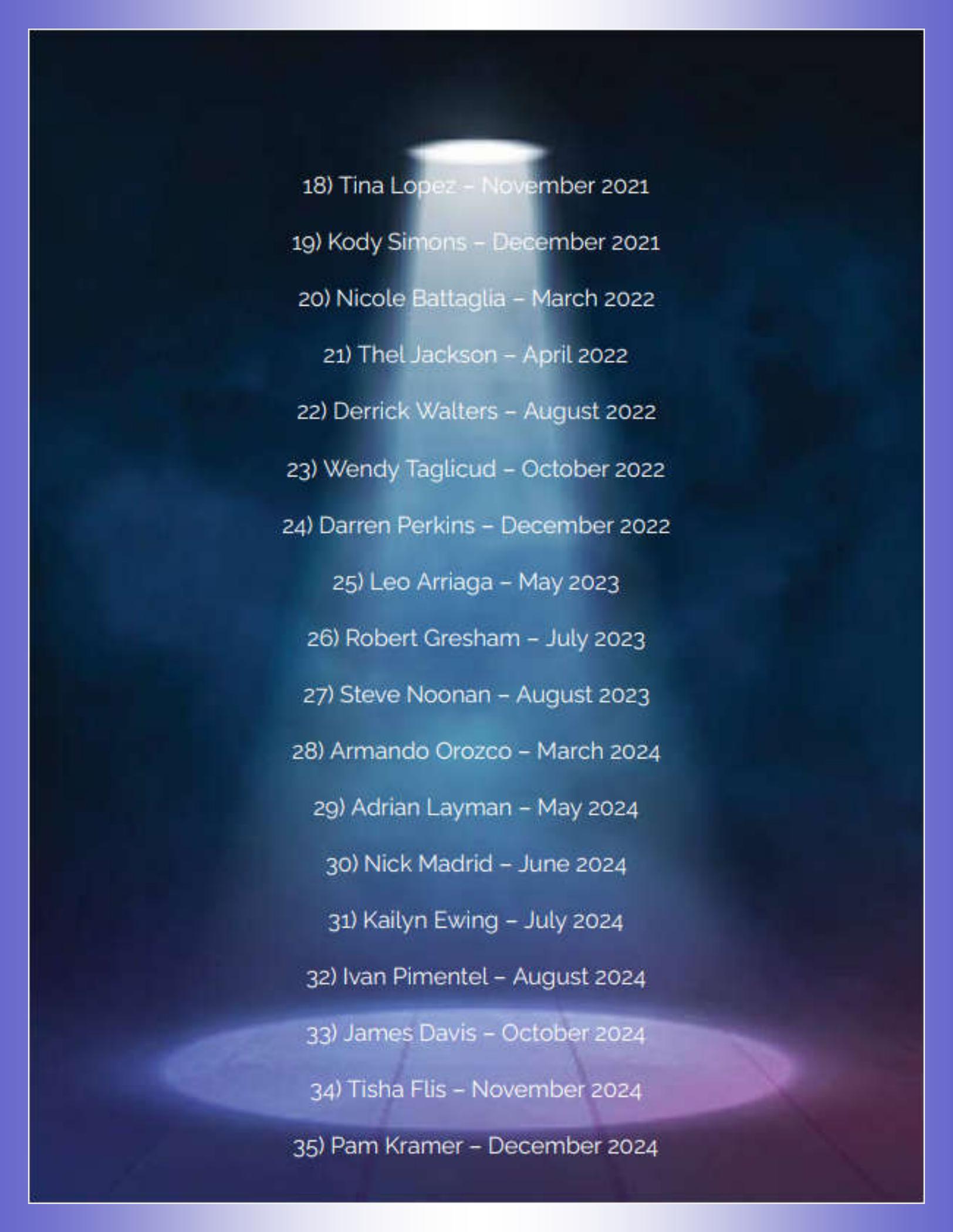
- Richard M. Nixon

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
NATIONAL WELLNESS MONTH					World Wide Web Day	NATIONAL COLORING Book Day
3	HAPPY INTERNATIONAL FRIENDSHIP DAY	5	6	FARMWORKER APPRECIATION DAY	8	national PURPLE HEART DAY
10	11	VINYL RECORD DAY	14	HAPPY LEFT HANDERS DAY	15	Roller Coaster Day
18	19	PHOTOGRAPHY DAY	20	21	22	23
25	26	27	29	BOW TIE DAY!	30	TOASTED MARSHMALLOW DAY
31	BE KIND TO HUMANKIND WEEK (August 25th - August 31st)					

WHO SAID IT?

ANSWERS

- 1) John Ewing – May 2017
- 2) Ryan Flis – April 2018
- 3) Celeste Guillory – May 2018
- 4) Shelby Stoneman – September 2018
- 5) Mike Austin – January 2019
- 6) Brittney Martin – February 2019
- 7) Ron Tripodi – June 2019
- 8) John Tobisch – July 2019
- 9) Mathew Lazenby – January 2020
- 10) Michael Stella – March 2020
- 11) Michael Masterpole – April 2020
- 12) Bailey Trodahl – July 2020
- 13) Dave Madruga – November 2020
- 14) Jan Nilles – June 2021
- 15) Cilicia Carlos – July 2021
- 16) Dawn Gwinn – August 2021
- 17) Oscar Flores – September 2021

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- 18) Tina Lopez – November 2021
 - 19) Kody Simons – December 2021
 - 20) Nicole Battaglia – March 2022
 - 21) Thel Jackson – April 2022
 - 22) Derrick Walters – August 2022
 - 23) Wendy Taglicud – October 2022
 - 24) Darren Perkins – December 2022
 - 25) Leo Arriaga – May 2023
 - 26) Robert Gresham – July 2023
 - 27) Steve Noonan – August 2023
 - 28) Armando Orozco – March 2024
 - 29) Adrian Layman – May 2024
 - 30) Nick Madrid – June 2024
 - 31) Kailyn Ewing – July 2024
 - 32) Ivan Pimentel – August 2024
 - 33) James Davis – October 2024
 - 34) Tisha Flis – November 2024
 - 35) Pam Kramer – December 2024

JONATHAN FLEMMING



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

A Spending time in the wilderness.

Q What is your life's motto?

A Do what is right. Not what is easy.

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

A Teleportation.

Q Who is the most interesting person you ever met?

A My father.

Q What would we be surprised to know about you?

A I was born in Brazil and I have tri-citizenship.

Q What is the wierdest job you ever had?

A Babysitting drunk adults in a nightclub.

Q What is your hidden talent?

A I can eat some of the hottest peppers in the world.

Q What is your biggest pet peeve?

A People who steal.

Q Where is your happy place?

A Spending time with my family.

Q Do you have pets?

A Yes, her name is Lucy and she is a King Charles Cavalier.

Q How would you describe yourself in one sentence?

A Someone who truly cares and has passion for everything I do in life.

Q What is the one thing you cannot resist?

A Finding humor in an uncomfortable or sticky situation.

Q If you could interview on person, who would it be?

A Nikola Tesla

EMPLOYEE SPOTLIGHT

W e l c o m e

TO OUR NEW STAFF!



Jennifer Maglaya
ADH—Office Coordinator



**Our New Office
Groundbreaking
Ceremony**

July 22, 2025

Las Vegas offers a variety of fall events. Something for everyone.

Life is Beautiful Music & Art Festival:

This major event typically takes place in September, attracting large crowds with its diverse lineup of musical artists and art installations.

iHeartRadio Music Festival:

Another prominent music festival in September, offering a wide range of musical performances.

Gilcrease Orchard:

The fall harvest season at Gilcrease Orchard includes pumpkin picking, apple cider, and other fall activities.

Halloween Town Pumpkin Patch:

Multiple locations offer pumpkin picking, carnival rides, and seasonal food during the Halloween season.

Haunted Harvest at Springs Preserve:

Experience a festive Halloween atmosphere at the Springs Preserve with haunted attractions and activities.

Fall at the Terrace at Green Valley Ranch:

This seasonal outdoor lounge offers fall-inspired food and drinks, including themed events like a "Mean Girls" weekend and a Día de Los Muertos celebration.

Sports:

Vegas Kickoff Classic: College football fans can enjoy a high-profile game between USC and LSU at Allegiant Stadium in September.

NASCAR: The Las Vegas Motor Speedway hosts NASCAR races in October.

Professional Bull Riders (PBR) Team Series Championship: Catch the excitement of the PBR at T-Mobile Arena in October.

Vegas Golden Knights: Hockey fans can cheer on the Golden Knights at the T-Mobile Arena during their season.

Oktoberfest at Hofbrauhaus:

Enjoy traditional German food, beer, and festivities at Hofbrauhaus, which hosts Oktoberfest on weekends throughout September and October.

Las Vegas Book Festival:

Literature enthusiasts can attend this festival in October.

Dia de los Muertos Festival at Springs Preserve:

Celebrate the Day of the Dead with cultural events and activities at the Springs Preserve in November.



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

Innovate

Verb

1. Make changes in something established by introducing new methods, ideas, or products.

what are other words for innovate?

introduce, invent, pioneer, initiate, establish, originate, develop, coin, inaugurate, conceive



HAPPY BIRTHDAY

Jesse Perez Ruiz	08/03
Juana Valadez	08/03
Freddi Becerril	08/04
Luis Serrano-Sanchez	08/05
Scott Alby	08/05
Nick Schneider	08/07
Daniel Moran	08/08
Andey Campos	08/08
Raymond Haniva Boulder	08/09
Ernesto Velasco-Felix	08/12
Isabella Victoria Chavez	08/12
Matt Alailima	08/12
Oscar Daniel Rubio Ortega	08/14
Adrian Zarate Becerra	08/16
Tory William Scott	08/17
Brodey Wade Lilley	08/18
Treasa Winkler	08/21
Joe Shotsman	08/27
Johnell Denise Antonio	08/28
Luis Brayan Bernal Quintana	08/29
Kody Simons	08/30



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

JULY

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

Jason Roe	16
Kyle Reed	13
John Tobisch	8
Ron Tripodi	8
Leo Arriaga	8
Pat Moniasque	8
Randall Tyler	8
Jaime Herrera	7
Oscar Flores	7
Armando Orozco III	7
Abe Kassamanian	4
Nick Madrid	4
Jose Luis Enriquez	4
Jose D Hernandez	4
Jose Quintero	2
William N Woods	2
Adrian Zarate Becerra	2
Scott G Alby	2
Robert Eugene Coleman	2
Lorenzo Ornelas	2
Corey Ball	2
Victor Miguel Ramirez Cas-	1
Angel Montenegro Martinez	1
Eric Johnson	1
Bernabe Perez Miramontes	1
Tory William Scott	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: _____