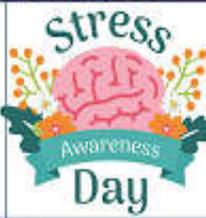
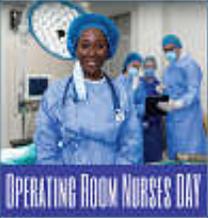
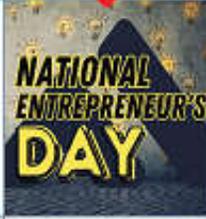


Austin Advisor

NOVEMBER 2025

"Believe in yourself, take on your challenges, dig deep within yourself to conquer fears. Never let anyone bring you down. You got to keep going."
- Chantal Sutherland

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1 EXTRA MILE DAY
FALL BACK <i>Daylight Savings Time Ends</i> 	World Sandwich Day 	4  Office Closed	Stress Awareness Day 	6 13 WORLD KINDNESS DAY	7  15 OPERATING ROOM NURSES DAY	8
9 16	TAKE A HIKE DAY 	NATIONAL ENTREPRENEUR'S DAY 	12 19 	20 21 	22	29 SMALL BUSINESS SATURDAY
23 30	24 	25 	26 CAKE DAY	HAPPY THANKSGIVING  Office Closed	BLACK FRIDAY  Office Closed	29
GAMES & PUZZLES WEEK (November 23rd - November 30th)						

JEFF KOOTSWATEWA



Q How would you describe yourself in one sentence?

A Atomic Warhead - Distasteful and sour but sweet on the inside.

Q What is the weirdest job you ever had?

A Sorting screws. Counted frozen food in a freezer warehouse at -40°.

Q What is the one thing you cannot resist?

A A handshake, an honest paycheck.

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

A Don't wait. Five years goes fast.

Q What is your biggest pet peeve?

A Having to change the toilet paper roll because others are too lazy.

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

A My grandfather. He passed 2 weeks before I was born.

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

A I would like to telepathically slap out stupidity.

Q What lyrics do you live by?

A 99 bottles of beer on the wall.

Q What is your life's motto?

A If it smells bad, don't eat it.

Q Do you have pets?

A 2 dogs - Ollie and Chancy and 2 cats - Tobey and Sonni.

Q What is your hometown?

A The tiny town of Ririe, Idaho.

Q Where is your happy place?

A Spending time with my new grandson.

EMPLOYEE SPOTLIGHT

COSTUME CONTEST WINNERS



HALLOWEEN 2025



Welcome

TO OUR NEW STAFF!



Tim Reed
AMC—Project Manager

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 114 October

Austin Advisor

A calendar for October 2024 from the Austin Advisor publication. The calendar features a background image of a windmill in a field. The text "OCTOBER 2024" is prominently displayed. Below the title, there is a quote: "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. The calendar grid shows various events and holidays, including Breast Cancer Awareness Month, National Custodian Appreciation Day, National Techies Day, World Mental Health Day, and Customer Service Week. The days of the week are listed at the top: Sunday, Monday, Tuesday, Wednesday, Thursday, Friday.

Turkey Tips

- **Thawing:** Ensure the turkey is completely thawed before cooking. Allow approximately 24 hours of refrigerator thawing time for every 4-5 pounds of turkey. A 20-pound turkey will need about 4 full days.
- **Don't Wash:** Do not wash the raw turkey, as this can spread bacteria to your sink and kitchen surfaces. The heat of the oven will kill any bacteria.
- **Brine (Optional but Recommended):** Brining (wet or dry) adds moisture and flavor deep into the meat. If using a pre-salted, self-basting, or kosher turkey, skip this step as it's already seasoned. A dry brine is less messy and helps achieve crispier skin.
- **Bring to Room Temperature:** Let the turkey stand at room temperature for 30-60 minutes before roasting to help it cook more evenly.
- **Season Generously:** Rub the inside cavity and the outside of the bird generously with butter or olive oil, salt, and pepper. For extra flavor, use a compound butter (butter mixed with herbs like rosemary, thyme, and sage) under and over the skin.
- **Add Aromatics:** Fill the cavity loosely with aromatics like quartered onions, lemons, garlic, apples, and herbs to infuse flavor into the bird and drippings for gravy.
- **Cook Stuffing Separately:** For food safety and even cooking, it is recommended to cook your stuffing in a separate casserole dish.
- **Oven Temperature:** Many recipes recommend starting the turkey at a high temperature (e.g., 425°F) for the first 30-60 minutes to promote browning, then reducing the oven temperature to 325°F or 350°F for the remainder of the cooking time.
- **Use a Roasting Pan and Rack:** Place the turkey on a rack in a shallow roasting pan to allow air to circulate evenly around the bird.
- **Tent with Foil:** Loosely tent the turkey breast with aluminum foil part-way through roasting to prevent the breast meat from drying out or the skin from burning.
- **Don't Baste (Optional):** Basting can cause the oven temperature to drop and extend the cooking time, potentially leading to a dry turkey. The butter or oil applied before cooking is usually sufficient.
- **Rely on a Meat Thermometer:** This is the most crucial tip. The turkey is done when an instant-read thermometer inserted into the thickest part of the **thigh** and **breast** (without touching the bone) registers a minimum of **165°F (74°C)**.
- **Resting Time:** Once cooked, remove the turkey from the oven and let it **rest for at least 30 minutes** before carving. This allows the juices to redistribute throughout the meat, ensuring it stays moist and carves more easily. Tent it loosely with foil while it rests.
- **Carve with a Sharp Knife:** Use a large, sharp knife and carve in sections,



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

Generosity

Noun

1. The quality of being kind and generous.

what are other words for generosity?

unselfishness, liberality, munificence, magnanimity, benevolence, goodness, bounty, kindness, largesse, charity



HAPPY BIRTHDAY

Issac Rodger Brooks	11/03
Jeff Wahrer	11/04
Sergio Castillo-Gomez	11/05
David Watson	11/05
Alex Estin	11/07
Brandon McCracken	11/10
Marc Liechty	11/11
Rochel Raskin	11/11
Ethan Michael Musolino	11/12
Shana Young (Jackson)	11/12
Santana Cleto Ramon Riboni	11/17
Daniel Frost	11/19
Nicholas West	11/22
Pablito Mercado	11/22
Raul Rico	11/25
Karen See	11/30



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

OCTOBER

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

Derrick Walters	14
Jerad Coleman Ewing	13
Letitia Flis	13
Alan Rico	7
Thel Jackson	4
Raul F Lopez	3
Jose Manuel Jimenez Aranda	3
Issac Rodger Brooks	2
Robert John Erosky	1
Raymond Glen Ewing	1
Luis A Melchor Gaeta Sr	1
Guillermo Cerda	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: _____