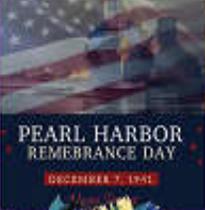
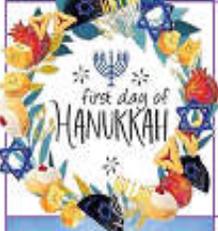


Austin Advisor

DECEMBER 2025

"Never look down to test the ground before taking your next step; only one who keeps their eyes fixed on the far horizon will find the right road."
- Dag Hammarskjold

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	 CYBER MONDAY <i>Sale</i>	 GIVING TUESDAY	3 MAKE A GIFT DAY	 WORLD WILDLIFE CONSERVATION DAY	5	6 MINER'S DAY
 PEARL HARBOR REMEMBRANCE DAY DECEMBER 7, 1941	8	9 CHRISTMAS CARD DAY	 EUMAI NIGHTS DAY 10 of December	11	 GINGERBRAD HOUSE DAY December 12	 NATIONAL HOT COCOA DAY
 first day of HANUKKAH	15	 NATIONAL MAPLE SYRUP DAY	17 BAKE COOKIE DAY	 Happy Christmas! National Ugly Sweater Day!	19	20 GAMES DAY
 FIRST DAY of Winter	22	23 FESTIVUS	 EGGNOGG 24 day DEC	 Merry Christmas Office Closed	26 THANK YOU NOTE DAY	27
28 CALL A FRIEND DAY	29	30	 NEW YEAR'S EVE	 UNIVERSAL HUMAN RIGHTS MONTH		

DYLAN CROWSEY



Q How would you describe yourself in one sentence?

A I'm supercalifragilisticexpialidocious!

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

A Play videogames & watch movies. Spend time with my girl.

Q What is your favorite line from a movie?

A "What's in the f**king box?!" - Se7en.

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

A You can't really be in trouble with anyone unless you broke the law.

Q What is your biggest pet peeve?

A People asking me dumb questions while holding their phone.

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

A Michael Schumacher.

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

A To teleport.

Q What is your favorite sports team?

A F1 Red Bull Racing

Q Who is the most interesting person you ever met?

A It would be a wrong answer if I said anyone else besides John Tobisch.

Q What is your life's motto?

A Life's a garden; just dig it.

Q Do you have pets?

A A grey shorthair cat named Blue and a St. Bernard/Lab named Sebastian. (after musician Johann Sebastian Bach)

Q What is your hometown?

A Born in Palm Springs, raised in Vegas.

EMPLOYEE SPOTLIGHT



PAJAMA DAY 2025

ONE COMFY DAY

PILLOWS NOT INCLUDED!



Thanksgiving Pot Luck

This is how we do it!





SEE DAWN FOR ANGEL TAG

Unwrapped Toys

Angel Tree

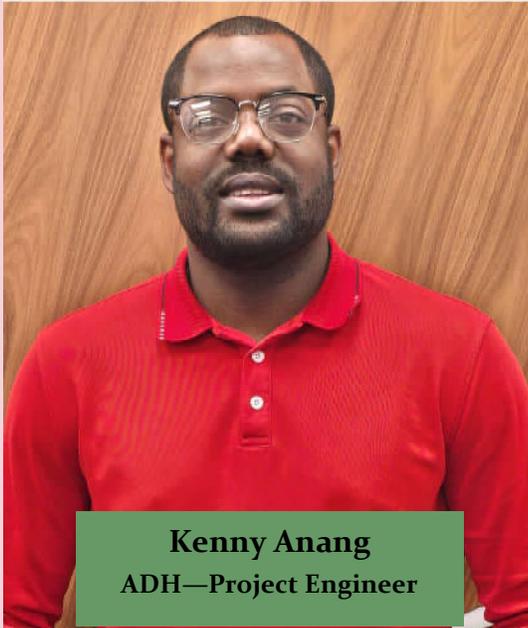
\$10 - \$25
Each Toy

702-204-5120
For More Information

Only a few days left. Toys must be dropped off by December 10th. Make a child's holiday bright by bringing in 2 gifts per kid. There is still time! I'll personally make sure Santa doesn't put coal in your stocking! That's just a bonus.

Welcome

TO OUR NEW STAFF!



Kenny Anang
ADH—Project Engineer



Gerrel "G" March
AMC— Jr. 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



AWESOME JOB ALERT

Ivan Pimentel -

He was walking out of the site at the end of the day, completely ready to leave for the day. He noticed a mess close to the site, that was probably not construction, but would be blamed on us if it was noted by property. He came back to site, cleaned up the small mess, and kept a great attitude of trying to impress the casino group when we discussed it. He could have left noting it was not our mess, but took the time to make sure the entire area was maintained.



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

Believe

Verb

1. Accept (something) as true.
2. Hold (something) as an opinion.

what are other words for believe?

think, trust, consider, suppose, credit, imagine, hold, accept, reckon, presume



HAPPY BIRTHDAY

Jonathan Flemming	12/01
Silvani Alipio	12/04
Darren Perkins	12/06
Christopher Michael Raveling	12/11
Abraham Ramirez-Ramirez	12/12
Brandon Lenox	12/13
Wade Smith	12/13
Luis A Melchor Gaeta Sr	12/14
Angel Adrian Montenegro	12/15
Chrystel Guerrero	12/15
Lana Araujo-Rosa	12/15
Tammy Powell	12/18
Daniel Clubb	12/22
Faustino Serna	12/22
Angelo Ferrara	12/29



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

NOVEMBER

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

Danny Blackwell	15
Brandon Lenox	15
Darren Perkins	11
Cilicia Carlos	11
Damian Ocampo	9
Nick Schneider	6
Abraham Ramirez-Ramirez	5
Steven Venditelli	3
Anthony Millard	2
Freddie Hernandez	2
Mackenzie Johnson	2
Marcus Elias	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: _____