Workplace Champions

Mega company: Swinerton Builders
Small company: Confirm Biosciences
Medium company: Hughes Marino
Large company: C&S Companies

Profiles of the winners and the list of the 100 Best Places to Work in San Diego County
See pages 21-41
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1. Aya Healthcare Inc.
2. Dowling & Yahnke LLC
3. Tourmaline Construction
4. BNBuilders Inc.
5. Fragmob LLC
6. Penn Mutual/Sterling Wealth Strategies
7. J Public Relations
8. PayLease
Trust, Passion and Teamwork Are Confirm’s Building Blocks

**WORKFORCE: Focus Is on Attracting and Retaining Right Talent**

This is Confirm Biosciences’ third year in a row on the Best Places to Work list. CEO Zeynep Ilgaz oversees its thriving culture with official “ambassadors” who shepherd a wide variety of enrichment programs including fitness, sustainability, community and team support.

The company strives to create an environment where the team can thrive, grow and be heard. Confirm’s team members operate on a “founder’s mentality.”

“I love this about our family here,” Ilgaz said. “I believe our culture helps build this trust and ownership. We really want to take care of our team on every level, not to get a better return on them, but really to be there for them.

“A great outcome has been that everyone here is treating our business as if it was their own. And before you know it, magic happens.”

Attracting and retaining the right talent is a priority for the organization. Thus, measuring the ROI of different benefits becomes crucial.

The company budgets its program costs, marketing costs, wellness costs and everything related to running the business equally.

According to Ilgaz, “as we started to grow our team we really paid attention to have our benefits be relevant. When we first started off we only were able to cover 25 percent of health benefits. I am so happy that we are now covering 100 percent.”

Healthy living and an active environment is encouraged, and the company continues to introduce new programs for its staff. In 2016 an onsite gym (that the team built) was opened offering treadmills, weight lifting and many more amenities. A new scholarship program which will cover up to $5,000 of a team member’s tuition expenses came as a result of goals meetings where employees expressed an interest in getting a higher education. A company book club also has been formed to round out many activities that bring the company’s employees together.

Confirm encourages an active volunteer program working with the community to help people in need. A recent event brought staff together to assemble more than 2,000 hygiene kits for victims affected by Hurricane Harvey.

Ilgaz says her company culture has sustained it through ups and downs in the economy over the years. “We are well positioned for other changes in the economy, our building blocks that we live by here revolve around trust, passion and teamwork; both in good times and bad times,” she said. “We really operate as a family in that sense.”

“A great outcome has been that everyone here is treating our business as if it was their own. And before you know it, magic happens.”

—Zeynep Ilgaz
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Creating ‘Hughes Marino Family’ Is Bond That Co. Builds On

**WORKFORCE:** Caring Translates to Better Customer Experiences

_Hughes Marino_ has proven time and again that employees are their most treasured asset. This is the fourth year for the company’s acknowledgement as a Best Places to Work winner.

“We believe that if our team members are happy, fulfilled and motivated, then their output will in turn yield great results for the company,” said President, COO, and co-owner _Shay Hughes_.

To that end the company built out its innovative downtown workspace as a contemporary model for a relaxed but engaging and supportive office space. It boasts a comfortable “living” space, including a large room with a flat screen TV, billiards, shuffleboard and Ping-Pong tables, gourmet kitchen, a putting green in the entertainment area, and an on-site gym with shower facilities.

_Hughes Marino_ encourages music within the workplace, with a guitar and baby grand piano on-site for the musicians on the team.

The office itself is LEED certified as a green building.

“While perhaps unconventional, we have always led with the idea that our team members are an extension of family,” Hughes said. “When you start from that standpoint, and combine that with our 10 core values that everyone on our team embodies, it’s a pretty simple recipe for a happy, tight-knit team and strong foundation to build on. It encourages them to deliver quality service to our clients and our company. As a result, our programs allow individuals the opportunity to be happy, fulfilled and ultimately successful in both their personal and professional lives.”

This year the company added yet another employee incentive with the debut of the “Hugo Marino Award” where each team member votes for a fellow teammate who had been the most inspirational during the year.

It is also currently working on evolving support for new parents. According to Hughes, “It’s tricky when you are a relatively small company and there are countless laws that actually discourage being generous. But we’re committed to being an incredibly supportive place for parents to work.”

The company has seen some challenges with maintaining its unique culture while expanding its workforce up the West Coast, most recently to Seattle.

“We are very protective of the culture we have created, and we want to ensure that each and every new hire into Hughes Marino is a team member that will enhance our culture, and fit right in with our close-knit team,” she said. “That being said, we see this as a very positive challenge to have, as we have hundreds — if not thousands — of applicants for any single job we post.”

_Hughes Marino_ has seen the profitable bottom line results of its approach.

“We believe that if our team members are happy, fulfilled and motivated, then their output will in turn yield great results for the company.”

—Shay Hughes
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C&S Focusses On Employee Recognition and Employee Support

**WORKFORCE:** From Giving to Mentorship, It Is About Growth

As a national full-service engineering, planning, and construction services firm, C&S Cos. has used its resources to create employee programs that resonate with their far-flung staff no matter where employees are located.

The company uses a number of ways to track effectiveness of its engagement programs. ROI is based on employee engagement surveys and staff retention. The value of the programs are based on employee response and not driven by budget, though cost is evaluated once a program has been in place for two years according to Melissa Stern, one of C&S’s business development representatives.

Another indication of the success of the various programs is in employee retention as compared with other companies. “Most of our programs were developed during the recession,” Stern said. “Our employee retention was higher than other firms in our region and industry.”

Ongoing programs that highlight exceptional service are a key foundation of the company’s culture. A number of employee recognitions are given out throughout the year to highlight performance and community involvement.

A Founders Award was established to recognize staff members that exhibit the spirit of the founders in their day-to-day duties. All employees, other than C&S board of directors, are eligible for this award.

The company also recognizes an employee who has made a significant contribution in her or his community. Locally C&S employees regularly donate time and funds to Feeding San Diego, Habitat for Humanity, and homeless outreach.

C&S also prioritizes the health of its employees. The company has established a Well at Work program that is committed to increasing health awareness through education and providing opportunities for active participation in health promoting activities for the productivity and longevity of its employees.

C&S reimburses not only full-time, but project-oriented and part-time employees 50 percent of membership fees to a health facility.

The company nurtures the aspirations of its staff as well. According to Stern, “We have a great mentorship program for effective mentoring of employees throughout all the C&S Cos.; to provide support and encouragement in an effort to build and sustain a culture that fosters meaningful partnerships and connections among employees to increase skills, knowledge, satisfaction, and engagement to continue to grow our internal talent.”

C&S recently launched C&S University, which offers a wide range of programs and experiences to help employees grow throughout every stage of their careers.

“We believe in our people and want them to succeed because great people make for a great company.”

—Melissa Stern
## Best Places to Work - Small

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<td><strong>13</strong></td>
<td>Proven Recruiting</td>
<td>344 Waples St., Suite 440, San Diego 92121</td>
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<td>Ingram Losner</td>
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<td><strong>15</strong></td>
<td>LevitZacks, Certified Public Accountants</td>
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<td>Theresa Drouillard</td>
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Swinerton Constructs a Positive and Inclusive Environment

WORKFORCE: Co. Saves on Training as Workers Find Good Fit

Now celebrating 129 years in business, San Francisco-headquartered Swinerton Builders has had a presence in San Diego for the past 20 years. As a 100-percent employee-owned company, Swinerton has fine-tuned its company culture to be family-centric. It has joined the winners circle of Best Places to Work organizations six times, including the past five years.

Sustainability has become a trademark of the company from its first green roof in 1971. Its San Diego office building is Net Zero, LEED Platinum with solar panels mounted on the roof.

From its Rancho Bernardo offices its Swinerton Renewable Energy division has recently expanded from a small monitoring center to a state of the art control center that, when fully operational, will monitor utility-scale solar and wind power plants from the East Coast to Hawaii.

Diversity and outreach on the company’s construction sites is a top priority. Swinerton actively recruits at diverse schools and participates in specialized minority outreach events. The company maintains its own community outreach programs and is on target to contract more than $759 million dollars with the minority community.

Local support for nonprofit organizations has traditionally been a core value for the builder. Swinerton Foundation supports hundreds of organizations nationwide. In San Diego the top three are Junior Achievement, American Heart Association San Diego and Susan G. Komen 3-Day for the cure.

On a day-to-day basis, Swinerton supports a full range of employee benefits and encourages flexibility to work from home. Catered lunches are offered, and outdoor areas promote fitness.

Fun events throughout the year run the gamut from monthly happy hours, a summer picnic, and trips to the race track, concerts, Padres games, Gulls games, a Kids’ Day and Ping-Pong tournaments.

Locally, employees and their families are eligible for all expense paid perks such as ski trips to Mammoth.

Swinerton has seen a tangible return on its employee investment. According to company representative Victoria Saynorath, “Through employee engagement, our employees understand that they are truly appreciated, and engagement leads to the development of deeper relationships with our workers.”

—Victoria Saynorath

“Through employee engagement, our employees understand that they are truly appreciated, and engagement leads to the development of deeper relationships with our workers.”

—Victoria Saynorath
### Best Places to Work - Small

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### Best Places to Work - Medium

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<td>Jason Hughes President</td>
<td>2011</td>
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<td>2 Silvergate Bank</td>
<td>4275 Executive Square, Suite 800, La Jolla 92037</td>
<td>139</td>
<td>100</td>
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<td>N</td>
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<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Banking</td>
<td>Alan Lane CEO</td>
<td>1988</td>
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<td>3 WestPac Wealth Partners</td>
<td>750 B St., Suite 2740, San Diego 92101</td>
<td>67</td>
<td>50-74</td>
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<td>N</td>
<td>Financial Services - Other</td>
<td>Nash Subbdic CEO</td>
<td>2012</td>
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<td>4 Fairway Technologies</td>
<td>7825 Fay Ave., Suite 100, La Jolla 92037</td>
<td>51</td>
<td>100</td>
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<td>Y</td>
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<td>Y</td>
<td>Technology</td>
<td>Brett Humphrey President, CEO</td>
<td>2002</td>
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<td>5 Seismic</td>
<td>12770 El Camino Real, Suite 300, San Diego 92130</td>
<td>70</td>
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<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Technology</td>
<td>Doug Winter Co-Founder, CEO</td>
<td>2010</td>
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<td>6 Burwood Group Inc.</td>
<td>11030 Towne St., San Diego 92131</td>
<td>25</td>
<td>75-99</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Consulting</td>
<td>Joanna Robinson Regional VP</td>
<td>1987</td>
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<td>7 CPC Strategy</td>
<td>707 Broadway, Suite 1900, San Diego 92101</td>
<td>83</td>
<td>75-99</td>
<td>N</td>
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<td>N</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Advertising/Public Relations/Marketing</td>
<td>Rick Backus CEO</td>
<td>2007</td>
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## Best Places to Work - Medium

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<tr>
<th>Rank</th>
<th>Company Name</th>
<th>Company Address</th>
<th>Phone</th>
<th># of employees: San Diego U.S.</th>
<th>% medical coverage paid by employer</th>
<th>Profit sharing</th>
<th>Stock options</th>
<th>Profit sharing</th>
<th>Paid parental leave</th>
<th>Paid community vol.</th>
<th>Paid sick leave</th>
<th>Paid holidays</th>
<th>Wellness program</th>
<th>Business description</th>
<th>Local executive(s)</th>
<th>Title(s)</th>
<th>Year est.</th>
<th>Industry Category</th>
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<td>8</td>
<td>Preferred Employers Insurance</td>
<td>9979 Aero Drive, Suite 208, San Diego 92123</td>
<td>wwwpreferredemployers.com</td>
<td>107</td>
<td>Y Y Y Y Y Y</td>
<td>Y Y</td>
<td>75-99</td>
<td>Insurance (non-health care)</td>
<td>Steven Saldanha</td>
<td>President</td>
<td>2002</td>
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<td>9</td>
<td>Host Healthcare Inc.</td>
<td>4225 Executive Square, Suite 1500, La Jolla 92037</td>
<td><a href="http://www.hosthealthcare.com">www.hosthealthcare.com</a></td>
<td>63</td>
<td>N N Y Y Y Y</td>
<td>N N</td>
<td>50-74</td>
<td>Staffing</td>
<td>Adam Francis</td>
<td>President</td>
<td>2009</td>
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<td>10</td>
<td>SkillStorm</td>
<td>10105 Pacific Heights Blvd., Suite 130, San Diego 92121</td>
<td><a href="http://www.skillstorm.com">www.skillstorm.com</a></td>
<td>15</td>
<td>Y Y Y N N N N</td>
<td>75-99</td>
<td>200</td>
<td>Staffing</td>
<td>Hany Gergis</td>
<td>Chairman</td>
<td>2012</td>
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<td>The Control Group Media Co. Inc.</td>
<td>4110 Mission Blvd., Suite 200, San Diego 92109</td>
<td><a href="http://www.thecontrolgroup.com">www.thecontrolgroup.com</a></td>
<td>78</td>
<td>N N Y Y Y Y</td>
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<td>75-99</td>
<td>Technology</td>
<td>Kris Kibak</td>
<td>President</td>
<td>2009</td>
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<td>12</td>
<td>Signature Analytics</td>
<td>10120 Pacific Heights Blvd., Suite 110, San Diego 92121</td>
<td><a href="http://www.signatureanalytics.com">www.signatureanalytics.com</a></td>
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<td>N N Y Y Y N</td>
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<td>Accounting</td>
<td>Peter Heald</td>
<td>President</td>
<td>2013</td>
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<td>13</td>
<td>Accredited Debt Relief</td>
<td>4250 Executive Square, Suite 500, La Jolla 92037</td>
<td><a href="http://www.accrediteddebtrelief.com">www.accrediteddebtrelief.com</a></td>
<td>120</td>
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<td>Financial Services - Other</td>
<td>Shawn Syndergaard</td>
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<td>14</td>
<td>Atlas General Insurance Services LLC</td>
<td>4365 Executive Drive, Suite 400, San Diego 92121</td>
<td><a href="http://www.atlasminds.com">www.atlasminds.com</a></td>
<td>130</td>
<td>Y Y Y Y Y Y Y</td>
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<td>167</td>
<td>Insurance (non-health care)</td>
<td>Bill Toone</td>
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<td>15</td>
<td>Cask</td>
<td>9330 Waje Way, Suite 219, San Diego 92123</td>
<td><a href="http://www.caskinc.com">www.caskinc.com</a></td>
<td>47</td>
<td>N N Y N N Y</td>
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<td>130</td>
<td>Consulting</td>
<td>Elizabeth Guzziu</td>
<td>President</td>
<td>2008</td>
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<td>16</td>
<td>Zeeto</td>
<td>925 S St., Fifth Floor, San Diego 92101</td>
<td><a href="http://www.zeeto.io">www.zeeto.io</a></td>
<td>70</td>
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<td>73</td>
<td>Technology</td>
<td>Stephen Goss</td>
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<td>Penn Mutual-Sterling Wealth Strategies</td>
<td>4250 Executive Square, Suite 980, La Jolla 92037</td>
<td><a href="http://www.pennmutual.com">www.pennmutual.com</a></td>
<td>28</td>
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<td>75-99</td>
<td>55</td>
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<td>Michael Geary</td>
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<td>18</td>
<td>Mortgage Capital Trading Inc.</td>
<td>408 North Ave., Suite 211, Carlsbad 92010</td>
<td><a href="http://www.mct-trading.com">www.mct-trading.com</a></td>
<td>57</td>
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<td>67</td>
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<td>Curtis Richins</td>
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<td>TargetCW</td>
<td>9475 Chesapeake Drive, San Diego 92110</td>
<td><a href="http://www.targetcw.com">www.targetcw.com</a></td>
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<td>Payroll &amp; Staffing</td>
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<td>350 100th Ave., Suite 100, San Diego 92101</td>
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<td>Reid Carr</td>
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<td>21</td>
<td>Seer Interactive</td>
<td>1510 First St., Suite 400, San Diego 92101</td>
<td><a href="http://www.seerinteractive.com">www.seerinteractive.com</a></td>
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<td>Francis Shovlin</td>
<td>President</td>
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<td>Goal Structured Solutions Inc.</td>
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<td><a href="http://www.goalsolutions.com">www.goalsolutions.com</a></td>
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<td>Financial Services - Other</td>
<td>Ken Ruggiero</td>
<td>President</td>
<td>2006</td>
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<td>23</td>
<td>Miva Inc</td>
<td>16745 West Bernardo Drive, Suite 400, San Diego 92127</td>
<td><a href="http://www.miva.com">www.miva.com</a></td>
<td>93</td>
<td>N N Y Y Y Y</td>
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<td>E-commerce</td>
<td>Rick Wiltson</td>
<td>President</td>
<td>2006</td>
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<td>Rehab United Sports Medicine &amp; Physical Therapy</td>
<td>8881 Fletcher Parkway, Suite 355, La Mesa 91942</td>
<td><a href="http://www.rehabunited.com">www.rehabunited.com</a></td>
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<td>N N Y Y Y Y</td>
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<td>Health care - Provider</td>
<td>Bryan Hill</td>
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<td>2006</td>
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<td>OneTrust Home Loans</td>
<td>3131 Camino Del Rio N., Suite 1880, San Diego 92108</td>
<td><a href="http://www.onetrusthome.com">www.onetrusthome.com</a></td>
<td>76</td>
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<td>198</td>
<td>Mortgage</td>
<td>Joshua Erskine</td>
<td>CEO</td>
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<td>BVAccel</td>
<td>560 W. Broadway, Suite 450, San Diego 92101</td>
<td><a href="http://www.bvaccel.com">www.bvaccel.com</a></td>
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<td>Advertising/Public, Relations/Marketing</td>
<td>Dylan Whitman</td>
<td>CEO, Co-Founder</td>
<td>2006</td>
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<td>9350 Scranton Road, Suite 458, San Diego 92121</td>
<td><a href="http://www.paylease.com">www.paylease.com</a></td>
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<td>Dave Dutch</td>
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<td>1620 Fifth Ave., Suite 700, San Diego 92101</td>
<td><a href="http://www.jpublicrelations.com">www.jpublicrelations.com</a></td>
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<td>Jamie Lynn Sigler</td>
<td>Founder</td>
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<td>29</td>
<td>Manpower Inc.</td>
<td>2225 Camino del Río S., Suite E, San Diego 92108</td>
<td><a href="http://www.manpower.com">www.manpower.com</a></td>
<td>51</td>
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<td>96</td>
<td>Staffing</td>
<td>Mel Katz</td>
<td>Executive Officer</td>
<td>2006</td>
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</table>
SMALL EMPLOYER CATEGORY (15 - 49 U.S. EMPLOYEES)

2 3 SCREENS

CEO: Ben Nowacky
Company: 3 Screens
Address: 157 E. Grand Ave.
Ste. 110
Escondido CA 92025
Industry: Technology

It seems it might always be recess at this company that offers unlimited annual leave. Staff activities range from office Ping-Pong tables to yoga and boxing. Families are a priority and flexible hours are always available to accommodate school events, or taking a family member to the doctor.

3 POWER DIGITAL MARKETING

CEO: Grayson Lafrenz
Company: Power Digital Marketing
Address: 2251 San Diego Ave.
San Diego CA 92110
Industry: Advertising/Public Relations/Marketing

Power Digital’s generous benefits package includes pet insurance and healthy eating programs capped by a Wellness Wednesday complete with smoothie bar and catered health centric lunches. In 2016, the company earned a spot on the San Diego Business Journal’s the Best Places to Work list and in 2017 on INC.’s Best Places to Work.

4 TICKTBOX ENTERPRISES LLC

CEO: Andrew Ly
Company: TicktBox Enterprises LLC
Address: 7670 Opportunity Road
San Diego, CA 92111
Industry: Technology

TicktBox Enterprises keeps the fun factor a main priority along with the more traditional benefits. The company sponsors a fantasy movie league providing weekly monetary prizes to employees that participate. This provides the staff a way to engage with other employees, while earning gift cards for shopping.

5 EVOTEK INC.

President: Jeffrey Klenner
Company: EVOTEK Inc.
Address: 6150 Lusk Blvd.
Ste. 8204
San Diego, CA 92121
Industry: Technology

EVOTEK embraces technology whenever possible to provide streamlined processes and offer flexibility to candidates and employees. Annual company retreats are hosted at a resort destination where employees can bring their spouses.

38 awards on the West Coast & still counting...

Thank you to our employees and brokers for making Kidder Mathews the largest independent commercial real estate firm on the West Coast and one of the best places to work.

858.509.1200
kiddermathews.com
## Best Places to Work - Large

<table>
<thead>
<tr>
<th>Rank</th>
<th>Company</th>
<th>Address</th>
<th>Website</th>
<th># of employees: San Diego U.S.</th>
<th>% medical coverage paid by employer</th>
<th>Benefits</th>
<th>Local executive(s)</th>
<th>Title(s)</th>
<th>Year est. locally</th>
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<td>1</td>
<td>Athens Administrators</td>
<td>404 Camino Del Rio S., Suite 550, San Diego 92108</td>
<td><a href="http://www.athensadmin.com">www.athensadmin.com</a> 619-400-1451</td>
<td>27</td>
<td>75-99</td>
<td>N N Y Y Y N</td>
<td>Financial Services - Other</td>
<td>Sabrina Darvey</td>
<td>Division Claims Manager</td>
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<td>1</td>
<td>Cooley LLP</td>
<td>4401 Eastridge Mall, San Diego 92121</td>
<td><a href="http://www.cooley.com">www.cooley.com</a> 858-550-6000</td>
<td>211</td>
<td>75-99</td>
<td>Y Y Y Y Y Y</td>
<td>Legal</td>
<td>Michael Attanasio</td>
<td>Partner in Charge</td>
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<td>1</td>
<td>Trace3</td>
<td>11350 El Camino Real, Suite 200, San Diego 92130</td>
<td><a href="http://www.trace3.com">www.trace3.com</a> 858-345-2600</td>
<td>32</td>
<td>75-99</td>
<td>N N N N Y Y</td>
<td>Technology</td>
<td>Chad Cardenas</td>
<td>President</td>
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<td>1</td>
<td>BNB Builders Inc.</td>
<td>9255 Towne Centre Drive, Suite 800, San Diego 92121</td>
<td><a href="http://www.bnbbuilders.com">www.bnbbuilders.com</a> 858-550-9433</td>
<td>110</td>
<td>75-99</td>
<td>N Y Y Y Y Y</td>
<td>Construction</td>
<td>James Axford</td>
<td>Principal</td>
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<td>1</td>
<td>ACTemvix</td>
<td>2010 Mission Road, Escondido 92029</td>
<td><a href="http://www.actemvix.com">www.actemvix.com</a> 888-333-9222</td>
<td>49</td>
<td>75-99</td>
<td>N N N N</td>
<td>Environmental Management</td>
<td>Jeff Ruhl</td>
<td>General Manager</td>
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<td>1</td>
<td>Medical Solutions LLC</td>
<td>591 Camino De La Reina, Suite 100, San Diego 92121</td>
<td><a href="http://www.medicalsolutions.com">www.medicalsolutions.com</a> 886-633-3548</td>
<td>21</td>
<td>75-99</td>
<td>N N N Y Y N</td>
<td>Staffing</td>
<td>Kevin Walsh</td>
<td>Director of Sales</td>
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<td>1</td>
<td>La Jolla Institute for Allergy and Immunology</td>
<td>9420 Athena Circle, La Jolla 92037</td>
<td><a href="http://www.lji.org">www.lji.org</a> 858-752-6525</td>
<td>300</td>
<td>75-99</td>
<td>N N Y Y Y N</td>
<td>Nonprofit - Health and Human Services</td>
<td>Chris Lee</td>
<td>Chief Advancement Officer</td>
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<td>1</td>
<td>Sheppard, Mullin, Richter &amp; Hampton LLP</td>
<td>501 W. Broadway, Floor 19, San Diego 92101</td>
<td><a href="http://www.sheppardmullin.com">www.sheppardmullin.com</a> 619-338-6643</td>
<td>194</td>
<td>75-99</td>
<td>Y Y Y N N N</td>
<td>Legal</td>
<td>Guy Hagren</td>
<td>Chairman</td>
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<tr>
<td>1</td>
<td>Supreme Lending</td>
<td>1615 Murray Canyon Road, Suite 1020, San Diego 92108</td>
<td><a href="http://www.supremelending.com">www.supremelending.com</a> 858-264-1367</td>
<td>106</td>
<td>75-99</td>
<td>N N Y N N N Y</td>
<td>Mortgage Lending</td>
<td>Mark Schellfrise</td>
<td>Regional VP</td>
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<td>1</td>
<td>Aya Healthcare Inc.</td>
<td>5630 Carneontone Court W., San Diego 92121</td>
<td><a href="http://www.ayahospitalcare.com">www.ayahospitalcare.com</a> 858-352-6020</td>
<td>326</td>
<td>75-99</td>
<td>N N N Y N Y N</td>
<td>Staffing</td>
<td>Alan Braymin</td>
<td>CEO</td>
</tr>
<tr>
<td>1</td>
<td>Kidder Mathews</td>
<td>12230 El Camino Real, Suite 400, San Diego 92130</td>
<td><a href="http://www.kiddermathews.com">www.kiddermathews.com</a> 858-509-1200</td>
<td>52</td>
<td>75-99</td>
<td>Y Y Y Y N N N</td>
<td>Real Estate</td>
<td>Mark Reed</td>
<td>Executive VP, Brokerage</td>
</tr>
<tr>
<td>1</td>
<td>Amobee</td>
<td>9444 Waples Street, Suite 350, San Diego 92121</td>
<td><a href="http://www.amobee.com">www.amobee.com</a> 858-636-1515</td>
<td>92</td>
<td>75-99</td>
<td>Y Y Y Y Y Y</td>
<td>Advertising/Public Relations/Marketing</td>
<td>Amanda Carrie</td>
<td>Senior VP</td>
</tr>
</tbody>
</table>

## Best Places to Work - Mega

<table>
<thead>
<tr>
<th>Rank</th>
<th>Company</th>
<th>Address</th>
<th>Website</th>
<th># of employees: San Diego U.S.</th>
<th>% medical coverage paid by employer</th>
<th>Benefits</th>
<th>Local executive(s)</th>
<th>Title(s)</th>
<th>Year est. locally</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Moss Adams LLP</td>
<td>4747 Executive Drive, Suite 1300, San Diego 92121</td>
<td><a href="http://www.mossadams.com">www.mossadams.com</a> 858-627-1480</td>
<td>90</td>
<td>75-99</td>
<td>Y Y Y Y Y</td>
<td>Accounting</td>
<td>Carisa Winterson</td>
<td>Managing Partner</td>
</tr>
</tbody>
</table>

### CONTINUED ON PAGE 36
For more information or a space evaluation please contact:
Alysse Cooper, President
Alysse@icesd.com
www.icesd.com

SILVERGATE BANK
CEO: Alan Lane
Company: Silvergate Bank
Address: 4275 Executive Square
Ste. 800
La Jolla, CA 92037
Industry: Banking

Silvergate Bank supports its employees with multiple programs from a unique 401(k) plan with no fees and a matching program that all new hires are auto-enrolled into at a match of 25 percent of the first 6 percent. Medical, optical and dental benefits for employees are 100 percent paid for by the company and it offers three levels of pet insurance.

WESTPAC WEALTH PARTNERS
CEO: Nash Subotic
Company: Westpac Wealth Partners
Address: 750 B St.
Ste. 2740
San Diego, CA 92101
Industry: Financial Services

Employees can qualify for the “Leaders and Presidents Clubs” if production requirements are met. These clubs meet annually with an all-expense paid trip to exclusive destinations around the world. This year Westpac is paying for employees and spouses to stay at the Omni Resort Hotel in Carlsbad.

FAIRWAY TECHNOLOGIES INC.
CEO: Brett Humphrey
Company: Fairway Technologies Inc.
Address: 7825 Fay Ave.
Ste. 100
La Jolla, CA 92037
Industry: Technology

Fairway Technologies has continued to be one of the top employee-centric organizations in the region and has garnered winning status in Best Places to Work for a total of six years. Supporting the goal of corporate sustainability the company offers a hybrid/PZEV car bonus of $1,000 for employees who purchase those cars.

SEISMIC
CEO/Co-founders: Doug Winter
Company: Seismic
Address: 12770 El Camino Real
Ste. 300
San Diego, CA 92130
Industry: Technology

The awards showcasing the company’s workplace environment include Best Places to Work for three years straight and the 18th Top Company Culture by Entrepreneur Magazine. The company allows autonomous work schedules and a flexible sick time policy for employees to get well.

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For more information or a space evaluation please contact:
Alysse Cooper, President
Alysse@icesd.com
www.icesd.com
Each nomination was reviewed/evaluated by Best Companies Group. Companies are selected based on a score derived from confidential surveys of employees, employer surveys of the business’ policies, benefits, culture and work environment.

Please see the top 10 winners in each of the other categories (Small, Medium, Large, Mega) on other pages.

| Rank | Company Name | Address | Phone | # of employees: San Diego U.S. | % medical coverage paid by employer | Profit sharing | Stock options | Scott plan | Flexible spending | Paid holidays | Company Vol. | Retirement plan | Employee Vol. | Wellness Program | Business description | Local executive(s) Title(s) | Year est. locally |
|------|--------------|---------|-------|-------------------------------|-----------------------------------|----------------|--------------|------------|----------------|--------------|--------------|-----------------|---------------|---------------|----------------|----------------|----------------|---------------------|----------------------|----------------|
| 3    | Balfour Beatty US | 10620 Treasa St., Suite 300, San Diego 92131 | 858-435-7400 | 125 | 75-99 | Y | N | Y | Y | Y | Y | Y | Construction | Brian Cahill | Division President | 1983 |
| 5    | RSM US LLP | 1450 Frazier Road, Suite 600, San Diego 92108 | www.rsmus.com 619-281-7764 | 75 | 75-99 | N | N | Y | Y | N | Y | Y | Accounting | Jerry Varga | Managing Partner | 1977 |
| 6    | Navy Federal Credit Union | 8660 Re San Diego Drive, San Diego 92108 | www.navyfederal.org 888-842-6328 | 487 | 75-99 | N | N | Y | Y | Y | Y | Y | Credit Union | Richard Allen | Regional Manager, Branch Operations | 1974 |
| 7    | Lockton Insurance Brokers LLC | 4275 Executive Square, Suite 600, La Jolla 92037 | www.lockton.com 858-587-3100 | 70 | 75-99 | Y | N | Y | Y | Y | Y | Y | Insurance (non-health care) | James Sleen | President | 2002 |
| 8    | CBRE Group Inc. | 4365 Executive Drive, 16th Floor, San Diego 92121 | www.cbre.com/sandiego 858-546-4600 | 242 | 50-74 | N | N | Y | Y | Y | Y | N | Commercial Real Estate Services | John Fregel | Executive Managing Director | 1959 |
| 9    | Turner Construction Co. | 15378 Avenue of Science, Suite 100, San Diego 92128 | www.turnerconstruction.com 858-217-6700 | 73 | 75-99 | N | N | Y | Y | Y | Y | Y | Construction | Richard Bachman | Senior VP | 1983 |
| 10   | BDO USA LLP | 3570 Camel Mountain Road, Suite 490, San Diego 92130 | www.bdo.com 858-404-9200 | 102 | 75-99 | Y | N | Y | N | Y | Y | Y | Accounting | Lee Dulaney | Audit Office Managing Partner | 2007 |

Judging process: Each nomination was reviewed/evaluated by Best Companies Group. Companies are selected based on a score derived from confidential surveys of employees, employer surveys of the business’ policies, benefits, culture and work environment.

Please see the top 10 winners in each of the other categories (Small, Medium, Large, Mega) on other pages.

Researchers: Best Companies Group
**LARGE EMPLOYER CATEGORY** (250 - 1,999 U.S. EMPLOYEES)

### 2. ATHENS ADMINISTRATORS

**President:** James R. Jenkins  
**Company:** Athens Administrators  
**Address:** 404 Camino Del Rio S.  
Ste. 550  
San Diego, CA 92108  
**Industry:** Financial Services

The company created a popular “Fraction of the Action” which qualifies employees for additional time off every quarter. Along with a team approach to wellness the company uses inventive programs such as the “Get Fit Crime Mystery Challenge” which tracks physical activity while traveling along a virtual map of London to discover clues and win prizes.

### 3. COOLEY LLP

**CEO:** Joe Conroy  
**Company:** Cooley LLP  
**Address:** 4401 Eastgate Mall  
San Diego, CA 92121  
**Industry:** Legal

Cooley

Among the popular employee incentives Cooley provides spot recognition through “Snooze or Cruise” certificates, which allow employees to “snooze” and come in two hours late one day, or “cruise” and leave two hours early one day.

### 4. COMMONWEALTH FINANCIAL NETWORK

**CEO:** Wayne Bloom  
**Company:** Commonwealth Financial Network  
**Address:** 110 W. A St.  
Ste. 1800  
San Diego, CA 92010  
**Industry:** Financial Services

Commonwealth Financial Network has garnered an impressive eight years of recognition as a Best Places to Work since 2009, along with numerous other recognitions for its enriching culture. The company’s Shine On! employee recognition program allows colleagues to formally recognize one another for a job well done.

### 5. TRACE 3

**CEO:** Tyler Beecher  
**Company:** Trace3  
**Address:** 11250 El Camino Real  
Ste. 200  
San Diego, CA 92130  
**Industry:** Technology

Trace3 successfully supports employees on a number of levels. The company also offers comprehensive adoption assistance such as reimbursement of agency fees, travel fees, and legal assistance, as well as paid time off before or after adoption.

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E: Kevin_Gonzales@hancock.com  
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SAN DIEGO BUSINESS JOURNAL 37

SEPTEMBER 25, 2017
1. Angels Foster Family Network
2. HoyleCohen LLC
3. La Jolla Institute for Allergy and Immunology
4. Proven Recruiting
5. Ignite Visibility
6. Siege Marketing
7. Canale Communications Inc.
8. Medical Solutions LLC
MEGA EMPLOYER CATEGORY (2,000 OR MORE U.S. EMPLOYEES)

2 MOSS ADAMS LLP
Partner: Carisa Wisniewski
Company: Moss Adams LLP
Address: 4747 Executive Drive
Ste. 1300
San Diego, CA 92121
Industry: Accounting

Once again Moss Adams LLP has been acknowledged as a Best Places to Work organization — this year makes four times. Retention and growth are key initiatives. A Network Buddy Program develops skills by pairing less experienced employees with upper-management buddies who introduce them to events and field professionals. This program, initiated in the San Diego office, has been adopted firmwide as an innovative best practice.

3 BALFOUR BEATTY US
President: Ray Bond
Company: Balfour Beatty US
Address: 10620 Treana Street
Ste. 300
San Diego, CA 92131
Industry: Construction

Balfour Beatty US’ San Diego office brings its own priorities into play when it comes to employee support. As a construction firm, safety is of utmost importance. Every morning, all employees (along with contractors on job sites) participate in “stretch-and-flex” to help loosen their bodies and prevent injuries during the workday.

4 SUNDT CONSTRUCTION INC.
President: Mike Hoover
Company: Sundt Construction Inc.
Address: 1660 Hotel Circle N.
Ste. 400
San Diego, CA 92108
Industry: Construction

The firm has been employee-owned since its inception in 1890 and has consistently been acknowledged with awards for its company culture. This marks the eighth year for Sundt’s Best Places to Work award. A healthy workforce has always been a core value for the company. Sundt was the first construction company to receive CEO Cancer Gold Standard accreditation, recognizing its commitment to reducing cancer risk.

5 RSM US LLP
Managing partner: Joe Adams
Company: RSM US LLP
Address: 1455 Frazee Road
Ste. 600
San Diego, CA 92108
Industry: Accounting

Diversity in the workplace is a key initiative and RSM works closely with student chapters of diverse organizations such as the National Association of Black Accountants for recruiting. RSM was named to Working Mother’s 2015 “Best Companies” list (under the former company name, McGladrey).

A century-old fuel facility gets a modern facelift.

After a century of serving its country, Point Loma dug in to modernize its aging fuel storage tanks. Without interrupting daily operations at one of the U.S. Navy’s largest and busiest refueling facilities, the $193 million project maintained storage capacity and met safety and environmental requirements, achieving LEED® Silver certification.

Learn more about this groundbreaking upgrade at burnsmd.com/PointLoma.
Organizations of every size and scope celebrated San Diego’s most dynamic companies as the San Diego Business Journal held its 18th popular Best Places to Work Awards on Thursday, September 14.

An enthusiastic crowd of more than 500 gathered at picturesque Paradise Point Resort & Spa on Mission Bay where 100 organizations from throughout the region were honored for their forward-thinking approach to the workplace environment.

Gold sponsors for the event included Abacus Next, HUB International and Kidder Mathews and in association with GreenRope and VAI Sport & Social Club.
1. Event attendees
2. David Crabb, Gold Sponsor Kidder Mathews
3. Irene Shin, Keith Allison, Bryan Moss, Jared Martinez, all with winning company Trace3
4. The team from DMV.org
5. Jamie Satchell, Associate Sponsor VAVi Sport and Social Club
6. (Top) Jessie Hatheway, Anna Ryczyn, Mike Esperanca, (Bottom) Blanca Kasawdush, Shelby Rustin, Monetta Allison, all with InnoVision LLC
7. Whitney Drechsler, winning company Commonwealth Financial Network
8. Kimberly Weils, Gold Sponsor HUB International
9. Peter Burke, Best Companies Group
10. The team from Spirit Award winner Titan SEO
11. Huntey Paton, President and Publisher, San Diego Business Journal
12. Greg Schwartz, Erich Hasselmann, Yanna Constantinou, Eric Chittick, all with winning company Fairway Technologies Inc.
13. Joe Truong, Taylor Chase, Nicole McGuire, Jill Williams, Andy Bergen, all with winning company Seismic
14. The team from winning company Silvergate Bank
15. (Top) Sophia Pollock, Daniel Rohaler, Pat Kriedler, Bryce Hamlin, (Bottom) Nicole Grodesky, Makenna Johnson, Christiana Minga, all with winning company Power Digital Marketing
16. Torrie Bradley, winning company EVOTEX Inc.
17. Derek McDougall, Ken Ghahremani, both with winning company WestPac Wealth Partners
18. The team from winning company Moss Adams LLP
19. The team from Goal Structured Solutions

Photos by Bob Thompson, Fotowerks. Additional photos from the event are at the following link: http://Fotowerkssd.smugmug.com.