For 13 years the San Diego Business Journal has lauded the top 100 organizations in the region for their dynamic growth and contributions to our expanding economy. This year, in response to a significant increase in qualified nominees, the list was expanded to 150 companies. Within these pages we have profiled the top 10 organizations that comprise an even more exclusive group that has surpassed major milestones and recorded significant growth in revenues.

The top 150 Fastest-Growing Private Companies were extensively evaluated for inclusion. They represent every sector of San Diego’s business community from high tech pharmaceuticals to family owned caterers. These companies are the core of what has rejuvenated our regional economic base, adding jobs and contributing vital tax revenue that sustains our city’s infrastructure. Through innovation and collaboration, both internally and externally, these organizations have succeeded with a forward-thinking mindset that blends today’s technological tools with traditional drive and determination.

The San Diego Business Journal would like to acknowledge our sponsors for this yearly report and awards event — title sponsors are Cox Business and RSM US LLP; gold sponsors include BBVA Compass, Energy Upgrade California, ESET North America, Kaiser Permanente, MRC Smart Technology Solutions, and Robert Half; and in association with GreenRope.

We congratulate each and every company who made this year’s prestigious list.

Armon Mills, President & Publisher

Our Methodology

To be considered for this listing, organizations were required to be in business the entire year of 2013 and have generated revenues in excess of $350,000, the starting point for our comparison. We reviewed the financial details of each organization’s business operations in 2013, 2014 and 2015. The information was extensively analyzed and verified by independent certification. Businesses were required to be San Diego County-based, independent and privately held; and not a division or subsidiary of another organization, public or private.

Alternative Energies, Data Management, Digital Marketing and Innovative Financing

This Year’s Fastest-Growing Private Companies List Has Outgrown Its Own Boundaries

Since the San Diego Business Journal began our annual Fastest-Growing Private Companies list in 2003, it has always numbered 100. However, this year an unprecedented number of organizations met the criteria for inclusion, and the list was expanded to 150. The change echoes the major economic recovery our region has undergone since the Great Recession, and the makeup of the companies on the list reveals a seismic shift away from the traditional industries that have dominated for the past years. Defense contracting and private construction, though still strong elements of our local economy, are not growing as industries. Innovation and technology companies are establishing themselves as thought leaders and influencers in San Diego’s increasingly diversified economy.

What’s trending now? A gumbo of startups, mixed with established firms that have reimagined themselves for our region’s unique market.

Our quintessential SoCal lifestyle is reflected in the number of craft brewers, paddleboard and surfboard makers, and leisure- and lifestyle-focused businesses that rank high on the list. The phenomenal rise of sustainable goods and services on a global scale is reflected in the growing number of expanding local solar and alternative energy companies, along with locally manufactured products that are changing the way we interact with our fragile planet. Financial and lending services are a strong segment, reflecting a renewed confidence in building and renovation – in both private housing and industrial headquarters.

Digital platforms are the core of a significant percentage of organizations from health care management to marketing to cybersecurity. Life sciences and biotech sectors have seen record expansions, creating an intellectual pod of highly trained professionals who are enhancing our reputation as one of the most advanced scientific communities in the country.

The process that has led to these organizations’ successes has continued to dominate the conversation. A team approach, guided by enlightened owners and CEOs, continues to prove an essential element in growth. Supporting a culture of encouragement and collaboration, along with establishing an enriching environment, is attracting and keeping the necessary talent from millennials to seasoned veterans.

Ultimately San Diego itself continues to be the star attraction with its quality of life an overarching incentive for companies to remain, expand and entrench here for the long haul.
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“We like the idea of taking old, forgotten stuff and making it cool again and actually revitalizing neighborhoods through our loans,” Alexander Pellegrino

Sequoian Investments is a place where people go when they need immediate cash for a real estate project or other deal might fall through without funding.

“Our clients are typically opportunists who need money fast,” said Alexander Pellegrino, who created Sequoian in 2012 with longtime friend and partner Alexander “Sasha” Favelukis.

“If a deal makes sense, we can finance them very quickly,” Pellegrino said. “We can finance part of someone’s construction, we can finance the acquisition, we can cross collateralize multiple assets, we can do second mortgages if the loan-to-value is low enough.”

In one instance, Pellegrino said Sequoian financed a project within a matter of hours, but it usually takes a day or two. The company can move quickly because it doesn’t have to contend with the increased regulations that banks face.

“It’s that banks, in their current situation, are slow to act,” Pellegrino said. “The difference is we’re loaning our own money, loaning money for our investors, so we make the call.”

Sequoian is a “hard money” lender, meaning its loans are secured by real estate or other assets. Typically, interest rates are higher than what banks charge because there are fewer restrictions to qualify and the loans last anywhere from a few months to a few years. As of June Sequoian’s loans had an interest rate of 10 to 12 percent, Pellegrino said.

“A huge number of our loans are getting deployed where real estate tends to be blighted and our clients are lifting up neighborhoods,” Pellegrino said. “We like the idea of taking old, forgotten stuff and making it cool again and actually revitalizing neighborhoods through our loans.”

Defaults never happen, Pellegrino said, “because it would be Christmas for us,” with Sequoian taking over whatever property was pledged as collateral.

Of late, Sequoian has been doing more commercial loans which last from one to two years, and lending money to high-tech and biotech firms, Favelukis said. The company also has been buying property as an investment to either develop or resell.

For example, Sequoian bought and rehabbed a building in North Park as its headquarters. The remodeled building also has a general clothing store, a web development company and three one-bedroom apartments. Real estate and so-called mezzanine debt are among Sequoian’s fastest growth areas, Pellegrino said.

In mezzanine financing, a client may have a bank loan to cover part of his project’s financing, but would come to a company like Sequoian for the rest of it, Favelukis said.

“Somebody may come to us with a piece of real estate where the property is completely messed up,” Favelukis said. “We’ll loan them the money to get the project done and once they get the project done, we become part owners of the property.”

Sequoian’s business model has been hugely successful. Between 2013 and 2015, revenue grew by nearly 800 percent.

Pellegrino expects the company to continue to grow, but at a slower pace. The company’s hard money lending has declined slightly, and the company is holding onto some of the property it’s acquired, while Pellegrino and Favelukis decide whether to develop it or flip it.

“My guess is we’re going to build it,” Pellegrino said.
HERE’S TO GOING TO GREAT LENGTHS.

WE’RE KAISER PERMANENTE OF SAN DIEGO, and we’re committed to helping you achieve total health. We have over 20 facilities throughout San Diego, including North County, and we’re continuing to grow – adding a new state of the art hospital and new medical offices – to provide San Diegans the best care possible, close to home. We’re also staffing those facilities with some of the brightest medical minds in their fields. In fact, you can choose from over 1100 amazing physicians across 90 specialties. Plus, we provide online tools that make it easy and convenient for you to manage your health. When it comes to helping you live well and be well, we’re going the extra mile and then some. To learn more, visit us at kp.org/sandiego.
Nick Slettengren likes to think of the Power Digital Marketing firm he founded in 2012 with Grayson Lafrenz and Rob Rodrigues as “the Navy SEALs team of marketing.”

“We come in and we run these missions and they’re all custom tailored. Like a Navy SEALs team or a special ops team, we only bring in the right people,” Slettengren said.

As its name suggests, Power Digital’s focus is on digital advertising — using social media like Facebook, Twitter, YouTube and Instagram — but beyond that, it analyzes digital data it collects on everything from the likes and dislikes of potential customers for its clients to assessing how customers interact with a client’s webpage.

Using a variety of analytical tools, Power Digital can tell a client how much a particular marketing campaign will cost and how much revenue it will bring in.

“We do a lot of blogging, a lot of interactive content,” Lafrenz said. “We also do a lot of public relations and outreach, helping people take great stories about their businesses and pitch them.”

Customizing is the key, Lafrenz said.

“What works for one company likely won’t work for another company,” Lafrenz said. “Every business is at a different part of its life cycle. Every industry has its own goals.”

The three partners were closely connected before they formed Power Digital Marketing. Slettengren and Lafrenz are cousins and Lafrenz and Rodrigues were college roommates at the University of Arizona.

Slettengren had worked at a number of San Diego advertising agencies, big and small.

“I kind of saw the good, the bad and the ugly,” Slettengren said.

Boutique agencies were fun, Slettengren said, but, they were too small to attract “the big brands,” and at larger agencies, “it became very cookie-cutter.”

Lafrenz and Rodrigues got the same impression from the customer’s side as entrepreneurs who hired marketing firms to work with their businesses. “They would have options A, B, and C,” Lafrenz said.

From that simple beginning, Power Digital has grown dramatically, moving from the warehouse to a small Kearny Mesa office suite in 2013, then, in 2014, to a spiffier and roomier space in Old Town, where it’s expanding again this year. “This is kind of our wildest dreams in terms of how it’s grown,” Slettengren said.

From 2013 to 2015, company revenue rose by 787.65 percent to $3.2 million, and this year looks even better. “In 2016, we’ve already eclipsed what we did last year,” Lafrenz said.

Slettengren and Lafrenz said that the culture they’ve established is a key to the company’s success. “We try to encourage our team to take educated chances and not be afraid to make mistakes because that’s how we evolve,” Lafrenz said. “We’re just a very open organization. We don’t have many layers of management. We really incentivize our team members.”

Slettengren said that they try to make Power Digital feel “the most like home, basically. We flew our team to Hawaii in 2015. This year we flew our team to Costa Rica.” It’s all part of the drive to attract and keep the best people for his team. “They’re building something with us that is important,” Slettengren said.
# FASTEST-GROWING PRIVATE COMPANIES

Ranked by percent of verified revenue growth from 2013 to 2015

<table>
<thead>
<tr>
<th>Rank</th>
<th>Company Name</th>
<th>Telephone</th>
<th>Fax</th>
<th>Percent Growth in revenue from 2013 - 2015</th>
<th>Revenue: (millions) 2013</th>
<th>Revenue: (millions) 2014</th>
<th>Revenue: (millions) 2015</th>
<th>Local full-time employees as of February 1, 2016</th>
<th>Year established</th>
<th>CEO</th>
<th>CFO</th>
<th>Company Description</th>
<th>Size or numerical rank indicates its quality</th>
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<tr>
<td>1</td>
<td>Cireson</td>
<td>619-961-4100</td>
<td>297.65</td>
<td>$2.42 million</td>
<td>$2.03 million</td>
<td>$2.93 million</td>
<td>Growth in revenue from 2013 - 2015</td>
<td>4,084 employees as of February 1, 2016</td>
<td>2013</td>
<td></td>
<td></td>
<td>Finance, real estate</td>
<td>6,000 employees as of February 1, 2016</td>
</tr>
<tr>
<td>4</td>
<td>Pro Back Office LLC</td>
<td>858-622-1681</td>
<td>406.51</td>
<td>$3.00 million</td>
<td>$3.1 million</td>
<td>$3.5 million</td>
<td>Growth in revenue from 2013 - 2015</td>
<td>1 employee as of February 1, 2016</td>
<td>2012</td>
<td></td>
<td></td>
<td>Human resources, accounting, financial consulting</td>
<td>200 employees as of February 1, 2016</td>
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<tr>
<td>5</td>
<td>OneTrust Home Loans</td>
<td>877-706-5656</td>
<td>378.1</td>
<td>$16.47 million</td>
<td>$17.14 million</td>
<td>$18.84 million</td>
<td>Growth in revenue from 2013 - 2015</td>
<td>5 employees as of February 1, 2016</td>
<td>2018</td>
<td></td>
<td></td>
<td>Residential mortgage loans</td>
<td>150 employees as of February 1, 2016</td>
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<td>6</td>
<td>Abacus Data Systems Inc.</td>
<td>800-736-3339</td>
<td>347.44</td>
<td>$30.35 million</td>
<td>$31.8 million</td>
<td>$37.9 million</td>
<td>Growth in revenue from 2013 - 2015</td>
<td>2 employees as of February 1, 2016</td>
<td>2006</td>
<td></td>
<td></td>
<td>Fully managed technology solutions</td>
<td>300 employees as of February 1, 2016</td>
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<tr>
<td>7</td>
<td>Ignite Visibility</td>
<td>619-752-1955</td>
<td>335.17</td>
<td>$4.03 million</td>
<td>$4.1 million</td>
<td>$4.9 million</td>
<td>Growth in revenue from 2013 - 2015</td>
<td>2 employees as of February 1, 2016</td>
<td>2013</td>
<td></td>
<td></td>
<td>Digital marketing sales and ppc</td>
<td>300 employees as of February 1, 2016</td>
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<tr>
<td>8</td>
<td>Cognitivemedicine.com</td>
<td>858-509-4949</td>
<td>307.03</td>
<td>$13.03 million</td>
<td>$14.4 million</td>
<td>$15.9 million</td>
<td>Growth in revenue from 2013 - 2015</td>
<td>2 employees as of February 1, 2016</td>
<td>2012</td>
<td></td>
<td></td>
<td>Health care, software</td>
<td>300 employees as of February 1, 2016</td>
</tr>
<tr>
<td>9</td>
<td>Adroit Energy Inc.</td>
<td>858-483-3668</td>
<td>300.0</td>
<td>$10.6 million</td>
<td>$10.6 million</td>
<td>$11.61 million</td>
<td>Growth in revenue from 2013 - 2015</td>
<td>2 employees as of February 1, 2016</td>
<td>2012</td>
<td></td>
<td></td>
<td>Engineering, procurement, and construction firm for solar thermal, solar PV, radiant &amp; geothermal</td>
<td>300 employees as of February 1, 2016</td>
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<tr>
<td>11</td>
<td>Sheneagus LLC</td>
<td>888-990-4652</td>
<td>271.38</td>
<td>$11.61 million</td>
<td>$10.54 million</td>
<td>$10.54 million</td>
<td>Growth in revenue from 2013 - 2015</td>
<td>3 employees as of February 1, 2016</td>
<td>2012</td>
<td></td>
<td></td>
<td>Retail</td>
<td>200 employees as of February 1, 2016</td>
</tr>
</tbody>
</table>

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A Signature Approach to Balancing the Books

By Ray Huard

"We take more of a top-down approach, sitting down with our client or perspective client to understand what their goals are, are they looking to sell their business in the next three years, are they staying in business for 20 years?" Jason Kruger

When the San Diego accounting and financial services firm of Signature Analytics was incorporated in 2008, it had a staff of one — founder Jason Kruger.

As of mid-2016, Signature Analytics had a staff of 65 with offices in seven cities across the country, plans for more, and annual revenue that topped $4 million in 2015. By the end of the year, Kruger said he expects to have a staff of 80 across the nation with 29 based in San Diego, and he expects to finish the year with annual revenue twice what it was last year.

“It’s been fun; it’s been a challenge," Kruger said.

The company is growing so fast that it has added a full-time recruiter to find the talent it needs.

Signature Analytics started with Kruger’s simple idea — many companies were growing big enough to require more sophisticated accounting and financial planning services than a single bookkeeper could provide; but not so big that they needed their own full-time accounting staff or full-time chief financial officer. For those companies, Kruger figured that it would make more sense to outsource their accounting services.

Kruger had been an audit senior manager in Deloitte & Touche’s San Diego office, but he decided he could fill what was a growing niche. For the first few years, Kruger said he was working pretty much by himself as an independent consultant, hiring others to help under contract as needed. Then, Kruger said he connected with his partner, Ryan Selhorn and, in 2013, the two hired their first full-time employee.

The company provides a wide range of services, from simple accounting to functioning as a full-fledged accounting department for its clients, even providing someone to act as a company’s chief financial officer when that’s needed.

“We take more of a top-down approach," Kruger said, "sitting down with our client or perspective client to understand what their goals are, are they looking to sell their business in the next three years, are they staying in business for 20 years?" From those discussions, Signature Analytics will develop an action plan outlining what financial services a client needs and help implement them.

In addition to doing the books and preparing financial reports, Signature Analytics can help clients establish lines of credit, develop banking relationships, and make presentations to investors.

“We can work at their locations, we can work remotely. Usually it’s a combination of the two," Kruger said. "We want you to see us as part of your team, part of your company.”

Typically, Signature Analytics’ clients are small to mid-size businesses, with revenues ranging from $4 million to $50 million, Kruger said. Clients have ranged from a brewery and a fitness center to a laboratory services company and a food distributor. “Our clients are recurring clients," Kruger said. "We like to establish long-term relationships. If I have a client for less than a year, we don’t feel that’s necessarily a positive arrangement.”

Incorporating new technology has been an important factor in the success of Signature Analytics. "If we’re not physically at our client’s location, they can call us at any time. We can remote into their systems. We can get them the information they need.”

Signature Analytics
Founder/President:
Jason Kruger
CFO/COO:
Ryan Selhorn
Location:
10590 W. Ocean Air Drive
Suite 220
San Diego 92130
2015 Revenue:
$4.01 million
2013 - 2015 Growth:
532.99 percent
No. of Local Full-time Employees: 29
Website:
www.signatureanalytics.com
FASTEST-GROWING PRIVATE COMPANIES  
Ranked by percent of verified revenue growth from 2013 to 2015

<table>
<thead>
<tr>
<th>Rank</th>
<th>Company Name</th>
<th>Address</th>
<th>Telephone</th>
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<th>Revenue: (millions) 2013</th>
<th>Revenue: (millions) 2014</th>
<th>Revenue: (millions) 2015</th>
<th>Local full-time employees as of February 1, 2016</th>
<th>Business description</th>
<th>+CEO +CFO</th>
<th>Year established</th>
<th>Year established locally</th>
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<tr>
<td>14</td>
<td>Cypher Analytics Inc.</td>
<td>2408 Historic Decatur Road, Suite 130, San Diego 92106</td>
<td>619-884-7578</td>
<td>133.11</td>
<td>$13.33</td>
<td>$7.27</td>
<td>$5.22</td>
<td>$4.13</td>
<td>58</td>
<td>Defense contractor</td>
<td>Nelson Tum</td>
<td>Kelli Marvin</td>
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<td>JAIME Partners Inc.</td>
<td>205 B St., Suite 601, San Diego 92101</td>
<td>619-593-1320</td>
<td>230.84</td>
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<td>$1.5</td>
<td>$1.0</td>
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<td>Rodolfo Farber</td>
<td>Kent McIlvain</td>
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<td>17</td>
<td>Anergy</td>
<td>1431 Pacific Highway, Suite H4, San Diego 92101</td>
<td>949-400-6236</td>
<td>214.73</td>
<td>$1.6</td>
<td>$0.65</td>
<td>$0.51</td>
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<td>Tom Broadhead</td>
<td>2012</td>
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<td>18</td>
<td>TraumaLine Properties Inc.</td>
<td>644 Archer St., San Diego 92109</td>
<td>858-431-6102</td>
<td>183.92</td>
<td>$12.66</td>
<td>$10.32</td>
<td>$8.46</td>
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<td>Ben Ryan</td>
<td>Tania Lancaster</td>
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<td>19</td>
<td>The Cyde Group Inc.</td>
<td>591 Camino de la Reina, Suite 1150, San Diego 92076</td>
<td>619-573-4846</td>
<td>176.26</td>
<td>$8.7</td>
<td>$7.38</td>
<td>$6.8</td>
<td>$5.8</td>
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<td>IT staffing</td>
<td>Curt Sterling</td>
<td>Kimberly Sitz</td>
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<td>20</td>
<td>La Jolla Logic Inc.</td>
<td>2950 Wurde Road, Suite 100-602, San Diego 92106</td>
<td>619-559-6083</td>
<td>175.25</td>
<td>$1.56</td>
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<td>$1.38</td>
<td>$1.38</td>
<td>2</td>
<td>Defense contractor focused on advanced technology and information systems security solutions</td>
<td>Stacye Antusa</td>
<td>Liz Gautier</td>
<td>2011</td>
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<td>21</td>
<td>Revosion Realty</td>
<td>4530 Venoge Ave., Suite D, San Diego 92123</td>
<td>800-643-6060</td>
<td>171.88</td>
<td>$8.7</td>
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<td>$3.2</td>
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<td>Cannon Christian</td>
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<td>22</td>
<td>Mike Hess Brewing of San Diego</td>
<td>2012 Grim Ave., San Diego 92104</td>
<td>619-255-7106</td>
<td>169.26</td>
<td>$2.51</td>
<td>$1.89</td>
<td>$1.03</td>
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<td>Brewery</td>
<td>Mike Hess</td>
<td>Chris Minnema</td>
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<td>23</td>
<td>CPC Strategy</td>
<td>707 Broadway, Suite 1000, San Diego 92101</td>
<td>619-980-1425</td>
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<td>Digital media marketing</td>
<td>Rick Blacken</td>
<td>Ali Ahme</td>
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<td>24</td>
<td>TalentZinc(5)</td>
<td>10045 Rancho Bernardo Road, Suite 103, San Diego 92127</td>
<td>858-487-0507</td>
<td>155.99</td>
<td>$7.07</td>
<td>$4.54</td>
<td>$4.78</td>
<td>$2.78</td>
<td>60</td>
<td>Staffing and recruiting</td>
<td>Travis Medley</td>
<td>Michelle Medley</td>
<td>2008</td>
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<td>25</td>
<td>Urban Plates</td>
<td>2053 San Elije Ave., Cardiff 92007</td>
<td>760-230-1700</td>
<td>153.72</td>
<td>$16.49</td>
<td>$10.69</td>
<td>$8.5</td>
<td>$8.5</td>
<td>140</td>
<td>Fast casual restaurant</td>
<td>Saaad Nadir</td>
<td>Angie Perez</td>
<td>2010</td>
</tr>
</tbody>
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Continued from page A24

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Pearson Fuels president and chief executive officer Mike Lewis has a simple explanation for why his business has been wildly successful.

“We sell a lot of fuel and our fuel has become more popular,” Lewis said. “The general public is interested in it because of the environmental effect and it’s renewable and it’s domestic, it doesn’t come from overseas.”

Operating from a new suite of offices in Point Loma, Pearson Fuels distributes an ethanol/gasoline product, E85. Ethanol is made from corn. E85, or flex fuel, is a term that refers to a high-level ethanol-gasoline blend containing 51 percent to 83 percent ethanol, depending on geography and season, according to the U.S. Department of Energy Alternative Fuels Data Center website. Lewis said the fuel he sells is 83 percent ethanol. Most gasoline sold in the United States has 10 to 15 percent ethanol added. Mixtures with a much higher ethanol content can only be used in flex fuel vehicles which have been specially engineered to use it.

The Department of Energy reported that there are about 17.4 million flex fuel vehicles on the road in the United States. “We have a very big market,” Lewis said. “It’s a little more mainstream than it used to be.” In the past 12 months alone, Lewis said that he has introduced E85 at 27 new locations and plans to open more, all in California. He said there are six E85 sites in San Diego. In all, Lewis said Pearson Fuels delivers E85 to about 75 locations.

Between 2013 and 2015, Pearson Fuels’ revenue increased by more than 500 percent, reaching $43 million in 2015. “You'll see us move more and more into the Los Angeles metropolitan area in the next couple of years, and more into the Bay Area,” Lewis said. “There will continue to be growth in San Diego but there’s a bigger opportunity in Los Angeles, there’s more people.”

Pearson Fuels distributes E85 to conventional branded gas stations, with station owners installing E85 pumps to complement their traditional gasoline sales. Lewis said that the company also has a number of government contracts. “Many of our gas station owners are removing diesel and installing E85,” Lewis said. “They’ve done it because it’s more profitable.”

From a consumer’s standpoint, E85 is attractive because, on average, it’s cheaper than gasoline and has far fewer emissions. “Ninety-five percent of the time, it’s less expensive than gasoline,” Lewis said. “Every once in a while, the market might misalign and E85 might be a little higher.”

Lewis has been in the alternative fuels business since 2003, when he and his partners opened an alternative fuels station on El Cajon Boulevard on a site that included an alternative fuels car showroom and repair and conversion shop. The car showroom was a satellite operation of Pearson Ford. When Pearson Ford merged with Kearny Mesa Ford, Lewis said the car showroom and repair shop closed, although he kept the fuel station open.

“We were the only one in San Diego for a very long time, probably 10 years,” Lewis said.

In part, for accounting reasons, in December 2010 the fuel station was spun off as a separate company, Pearson Fuel Depot, Lewis said. With the help of state grants, Lewis introduced E85 at several conventional gas stations, and became a distributor of the fuel. “We’ve been on that model ever since,” Lewis said, adding that he was surprised by how fast the business took off.

“I thought it would grow, back then when we came up with the model,” Lewis said. “I didn’t really have the steepness of the (growth) curve in mind; other than I knew there was a lot of opportunity.”
JULY 25, 2016

FASTEST-GROWING PRIVATE COMPANIES

Ranked by percent of verified revenue growth from 2013 to 2015

---

<table>
<thead>
<tr>
<th>Rank</th>
<th>Company Address/Website</th>
<th>Telephone</th>
<th>Fax</th>
<th>Percent Growth in revenue from 2013 - 2015</th>
<th>Revenue (millions) 2015</th>
<th>2014</th>
<th>2013</th>
<th>Local full-time employees as of February 1, 2016</th>
<th>Business description</th>
<th>CEO</th>
<th>CFO</th>
<th>Year established</th>
</tr>
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<tbody>
<tr>
<td>26</td>
<td>3601 Cam St., San Diego 92169 <a href="http://www.shakesmart.com">www.shakesmart.com</a></td>
<td>619-521-2411</td>
<td>888-569-7873</td>
<td>134.47</td>
<td>$27.5</td>
<td>$44.5</td>
<td>$110</td>
<td>120</td>
<td>Full service General Agency that offers a wide range of commercial insurance solutions</td>
<td>Bill Tross</td>
<td>Brad Perlman</td>
<td>2009</td>
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<td>28</td>
<td>1313 Kalmia Road, Poway 92064 <a href="http://www.turningpointsearch.net">www.turningpointsearch.net</a></td>
<td>858-948-5877</td>
<td>512-482-2883</td>
<td>131.02</td>
<td>$14.24</td>
<td>$17.41</td>
<td>$17.41</td>
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<td>E-commerce</td>
<td>Eugene Chiesa</td>
<td>Eugene Chiesa</td>
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<tr>
<td>29</td>
<td>3330 Scorpion Road, Suite 450, San Diego 92121 <a href="http://www.paylease.com">www.paylease.com</a></td>
<td>888-492-2883</td>
<td>888-492-2883</td>
<td>130.81</td>
<td>$180</td>
<td>$230</td>
<td>$200</td>
<td>129</td>
<td>Financial services</td>
<td>Dave Dutch</td>
<td>Jim Kelly</td>
<td>2003</td>
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<tr>
<td>31</td>
<td>2880 Gaslamp Quarter, Suite 102, San Diego 92101 <a href="http://www.infinical.com">www.infinical.com</a></td>
<td>619-977-9448</td>
<td>619-977-9448</td>
<td>129.32</td>
<td>$32.5</td>
<td>$44.5</td>
<td>$33.5</td>
<td>10</td>
<td>Software as a service (SaaS)</td>
<td>Brian Coughran</td>
<td>Brian Coughran</td>
<td>2008</td>
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<tr>
<td>35</td>
<td>999 Grand Ave., San Diego 92101 <a href="http://www.towerpaddlesurfbds.com">www.towerpaddlesurfbds.com</a></td>
<td>861-618-2254</td>
<td>861-618-2254</td>
<td>125.03</td>
<td>$0.71</td>
<td>$1.62</td>
<td>$0.71</td>
<td>2</td>
<td>Residential real estate and management</td>
<td>Brian Coughran</td>
<td>Brian Coughran</td>
<td>2008</td>
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</tbody>
</table>

---

Notes:

To be considered for the list, companies must be privately held, based in San Diego County and have earned at least $350,000 in revenue in 2013. The Business Journal has chosen not to show rankings from last year’s list because they misrepresent the company’s growth. The purpose of the list is to highlight those companies that grow quickly each year, and while it is unlikely that a company will rank every year, this does not mean that company is not profitable and still growing. A number of companies returned surveys but did not rank in the top 100 for the list.

Sources:

The companies, CPA attestation letters and San Diego Business Journal list files.

Omissions and typographical errors sometimes occur. Please send corrections or additions to the Research Department at the San Diego Business Journal, 1431 Pacific Highway, Suite H3, San Diego 92101 or fax 858-668-0809.

The companies, CPA attestation letters and San Diego Business Journal list files.

Continued on page A29
The two founders of Pro Back Office LLC understood from the outset that a good idea is nothing without good people. This is the foundational philosophy that Pro Back Office has used to build its company. Jennifer Barnes, CEO, and Mike Ford, COO met while each worked elsewhere, and they made the decision to strike out on their own. Adding CFO, Scott Palka to the team, the company now provides outsourced accounting to small and midsized businesses. The company has 150 clients throughout San Diego, Phoenix and a few other locations.

“I believe most success stories are a bit of talent, opportunity and luck,” Barnes said. “Had I not been working for this other company and been given the opportunity to start Pro Back — and with a bit of luck most of my staff and my clients came with me — it was very lucky that I met Mike Ford.”

Barnes and Ford, equal partners, set out with a plan to build a flexible, friendly and accommodating outsourced accounting firm for both its clients and its employees. The team hit the ground running with a bit of capital from each and has managed to grow organically with no debt and up until recently, zero marketing.

“It’s been 100 percent word of mouth and referrals and just having a really great reputation and maintaining it, and truly doing what we say we’re going to do,” Barnes said. “And truly doing what we say we’re going to do, which is taking care of people and listening to people.”

Both agree that the secret to their success is the people they hire and they set out to build a company that supports the working parent population.

“We give them a really flexible schedule, we pay them well, we treat them well, we’re very much of a people-over-profit kind of company.” Barnes said. “Although, we’ve managed to be very profitable.”

According to Ford, workplace balance is critical to the success of the company and retaining the team. “We’re really only as good as the people we hire, our product is our people,” Ford said. “We want to make sure we get the brightest and make sure we put our resources and our talent and energy into them as well.”

Ford said the company spends a lot of money keeping the team and the culture where they need to be. The company does various testing, verbal and written essays on accounting exams and behavioral assessments. For those new hires right out of accounting school, the company provides an official mentoring program.

“We’re really high on people that are going to be good client-facing individuals,” Barnes said. “And our employees really value a work/life balance where they can be important to their families, but also are important to the people in the company that they work for.”

Ford said that it is more about a long-term strategy of building relationships, taking care of people, doing the right things within the company. “It’s helped us keep our people, both the retention with our staff and our clients has been pretty remarkable,” Ford said. “It’s been a lot of fun.”

Barnes said that the tagline of the company and what drives everything they do is “happy staff/happy clients.” She said everyday we ask ourselves “how do we take such good care of our people that they (will) take good care of their clients?”

### Pro Back Office LLC
- **CEO/Co-founder:** Jennifer Barnes
- **COO/Co-founder:** Mike Ford
- **Location:** 5090 Shoreham Place, Suite 208 San Diego 92122
- **2015 Revenue:** $3.08 million
- **2013 - 2015 Growth:** 406.51 percent
- **No. of Local Full-time Employees:** 35
- **Website:** www.probackoffice.com
### FASTEST-GROWING PRIVATE COMPANIES

Ranked by percent of verified revenue growth from 2013 to 2015

<table>
<thead>
<tr>
<th>Rank</th>
<th>Company Name</th>
<th>2014 Revenue (millions)</th>
<th>2015 Revenue (millions)</th>
<th>Percent Growth in revenue from 2013 - 2015</th>
<th>Local full-time employees as of February 1, 2016</th>
<th>Business description</th>
<th>CEO/President</th>
<th>CFO/President</th>
<th>Year established locally</th>
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<tr>
<td>39</td>
<td>National Funding Inc.</td>
<td>$36.28</td>
<td>$39.88</td>
<td>10.1%</td>
<td>166</td>
<td>Small business lending, fintech</td>
<td>David Gilbert</td>
<td>Robert Sweeney</td>
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<tr>
<td>40</td>
<td>AB Airports Inc.</td>
<td>$26.36</td>
<td>$28.68</td>
<td>8.8%</td>
<td>58</td>
<td>Packaging</td>
<td>Doug Pimentel</td>
<td>Paula Schonrock</td>
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<tr>
<td>41</td>
<td>Basic Materials Corp.</td>
<td>$15.44</td>
<td>$14.54</td>
<td>-0.6%</td>
<td>23</td>
<td>Manufacturer of ceramic heaters</td>
<td>Frank Pfeffer</td>
<td>Karen Orelmen</td>
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<td>42</td>
<td>Pacific SkyGoat's International Realty</td>
<td>$6.52</td>
<td>$7.02</td>
<td>7.7%</td>
<td>52</td>
<td>Real estate</td>
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<td>Steve Gaffney</td>
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<td>Group Technologies Inc.</td>
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<td>$3.33</td>
<td>7.7%</td>
<td>27</td>
<td>Software as a service company specializing in the corporate travel industry</td>
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<td>Erik Mueller</td>
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<td>44</td>
<td>AARE</td>
<td>$3.40</td>
<td>$3.59</td>
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<td>38</td>
<td>Residential real estate sales</td>
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<td>Nicole Mazzola</td>
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<td>45</td>
<td>CWL, LPs</td>
<td>$1.07</td>
<td>$1.15</td>
<td>7.3%</td>
<td>6</td>
<td>Certified public accounting firm</td>
<td>Mark Wilson</td>
<td>Ben Lott</td>
<td>2013</td>
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<tr>
<td>46</td>
<td>Zephyr</td>
<td>$2.72</td>
<td>$2.67</td>
<td>-1.9%</td>
<td>13</td>
<td>Real estate development &amp; investment</td>
<td>Brad Termini</td>
<td>Charles Godbold</td>
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<td>47</td>
<td>Multifamily Utility Co.</td>
<td>$1.83</td>
<td>$1.83</td>
<td>0.0%</td>
<td>35</td>
<td>Utility subcontracting and billing</td>
<td>Brian Stone</td>
<td>Jill Nies</td>
<td>2007</td>
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<tr>
<td>48</td>
<td>KPI Logistics Inc.</td>
<td>$10.56</td>
<td>$10.56</td>
<td>0.0%</td>
<td>10</td>
<td>Logistics &amp; transportation</td>
<td>Marc Macer</td>
<td>Marc Macer</td>
<td>2010</td>
</tr>
<tr>
<td>49</td>
<td>Council Connections</td>
<td>$5.11</td>
<td>$5.11</td>
<td>0.0%</td>
<td>8</td>
<td>Health care supply chain</td>
<td>Henry Tuttle</td>
<td>Fran Gute</td>
<td>1979</td>
</tr>
<tr>
<td>50</td>
<td>O Billed Mice Window Coverings Inc.</td>
<td>$9.33</td>
<td>$9.46</td>
<td>1.3%</td>
<td>15</td>
<td>Window coverings</td>
<td>Scott Dietz</td>
<td>Brian Willoughby</td>
<td>2003</td>
</tr>
</tbody>
</table>

For hiring and retaining the best accounting and finance professionals, salary is critical. Stay competitive with our 2016 Salary Guide, which provides the industry’s most respected data on compensation.

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Download yours today at roberthalf.com/salary-center.
"We saw a significant amount of opportunity in the space to differentiate ourselves on a truly transparent and efficient model that utilized technology, all while remaining completely focused on our model that ‘service is everything.’" Joshua Erskine

Brothers Joshua Erskine, CEO, and Shane Erskine, president, have been deeply involved in the mortgage space for decades. Having walked through the downturn and witnessed the resultant frustrations facing borrowers, the two knew there had to be a better way.

“We saw a significant amount of opportunity in the space to differentiate ourselves on a truly transparent and efficient model that utilized technology, all while remaining completely focused on our model that ‘service is everything,’” said Joshua. “We felt that coming off the downturn, and the amount of change and negativity surrounding the industry, there was an opportunity for somebody coming in to offer a consumer-focused compliant model.”

The brothers formed a partnership with an investment group in the middle of 2012 when they made the decision to rebrand their former company, CalCon Mutual Mortgage, into OneTrust Home Loans. Joshua said they chose that name because it is very reflective of what they are trying to accomplish.

Starting out in a 400-square foot space in Mission Valley, they took the time to think about the future of the business and asked what part technology would play and what would the consumer be looking for as part of this process.

Today, the company is in new headquarters in San Diego with more than 200 employees companywide (as of June 2016), retail offices in 28 states and revenues that have grown more than 100 percent year over year.

The result of the upfront planning was to focus on clear communication, integrity, transparency, support, and most importantly, the education of the borrower. These principles are the guiding foundation of everything the company does.

“Unfortunately, in mortgage, nobody teaches you this stuff,” Joshua said. “It’s probably your biggest financial decision — nobody teaches you about what a credit card can do, how a credit report works, what a mortgage is, how do student loans get paid back, what do you need to do to set yourself up if you have a goal of buying a home by the age of 30… what do you have to have, how does that work?”

The company’s education platform is expected to be released within the next several months. The company is devoting its efforts to create a transparent process that is based around communication, focused on working with consumers and getting referrals from those consumers because “of the clarity and integrity of the process,” Joshua said.

The company plans to incentivize the consumer, within regulations, who goes through the education process. “We want to serve the community and do what they (clients) are comfortable with,” Joshua said. “If they want to go to a local office, we want to have a platform that gets them to that local office, or if they prefer to do it anonymously, over the phone, we’ve built a platform so they can do that, but also to trust that there is someone on the other side who is going to be there for them as much as if they were looking at someone face to face.”

Shane said that another core value was to ask every day how can they be better than they were yesterday. “That’s something that we try to instill with everyone here,” Shane said. “We ask ourselves and others: ‘OK, you did it well this time, but how do you do it better tomorrow?’”

### #6

**OneTrust Home Loans**

**CEOs:**
Joshua Erskine

**President:**
Shane Erskine

**Location:**
3131 Camino Del Rio N.
Suite 1680
San Diego 92108

**2015 Revenue:**
$16.47 million

**2013 – 2015 Growth:**
378.1 percent

**No. of Local Full-time Employees:**
151

**Website:**
www.onetrusthomeloans.com

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Photo: Bob Hoffman Video and Photography
### FASTEST-GROWING PRIVATE COMPANIES

**Ranked by percent of verified revenue growth from 2013 to 2015**

<table>
<thead>
<tr>
<th>Rank</th>
<th>Company Address</th>
<th>Telephone</th>
<th>Fax</th>
<th>Percent Growth in revenue from 2013-2015</th>
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<th>Revenue (millions) 2013</th>
<th>Local full-time employees as of February 1, 2016</th>
<th>Business description</th>
<th>CEO/CFO</th>
<th>Year established</th>
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<tr>
<td>51</td>
<td>Organik SEO 444 S. Coast Ave., Suite 109, Solana Beach 92075</td>
<td>858-345-2569</td>
<td>104.09%</td>
<td>$364</td>
<td>$460</td>
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<td>Digital marketing</td>
<td>Julian Brandt</td>
<td>Bob Witt</td>
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<td>52</td>
<td>Staff Smart Inc. PO Box 23446, San Diego 92166</td>
<td>619-342-3600</td>
<td>173.75%</td>
<td>$3.76</td>
<td>$1.50</td>
<td>8</td>
<td>Technology staffing</td>
<td>Christine Hoffman-Hicks</td>
<td>Julian Hicks</td>
<td>2008</td>
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<tr>
<td>53</td>
<td>G475 Mesa Ridge Road, Suite 100, San Diego 92121</td>
<td>858-847-0690</td>
<td>125.86%</td>
<td>$45.88</td>
<td>$33.33</td>
<td>69</td>
<td>Manufacturer of eco-friendly building products made primarily from bamboo</td>
<td>Jeff Goldberg</td>
<td>Kees D'Hans</td>
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<td>54</td>
<td>12121 Scripps Summit Drive, Suite 300, San Diego 92131</td>
<td>858-650-9655</td>
<td>99%</td>
<td>$6.46</td>
<td>$3.12</td>
<td>45</td>
<td>Managed security services</td>
<td>Peter Bybee</td>
<td>Gayle Bybee</td>
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<td>Warehouse Solutions Inc. 12562 Highway 67, Lakeside 92040-1159</td>
<td>619-873-4410</td>
<td>97.61%</td>
<td>$8.75</td>
<td>$5.75</td>
<td>17</td>
<td>Material handling systems</td>
<td>Mark Wallace</td>
<td>Michelle Wor</td>
<td>2008</td>
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<td>56</td>
<td>Foundation Escrow Co. Inc. 1660 Hotel Circle N., Suite 116, San Diego 92108</td>
<td>619-337-2140</td>
<td>94.68%</td>
<td>$26.96</td>
<td>$17.45</td>
<td>20</td>
<td>Escrow services</td>
<td>Maxx Sanvary</td>
<td>Maxx Sanvary</td>
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<td>Real Estate Group 202 Mission Ave., Suite 211, Oceanside 92054</td>
<td>619-904-0440</td>
<td>95.45%</td>
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<td>$6.07</td>
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<td>Real estate</td>
<td>Anthony Ruzas</td>
<td>Glen Katz</td>
<td>2005</td>
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<tr>
<td>59</td>
<td>Managed Lab Services / MLS Technology Group 16655 W. Bernardo Drive, Suite 125, San Diego 92127</td>
<td>858-605-7039</td>
<td>91.08%</td>
<td>$2.58</td>
<td>$1.30</td>
<td>14</td>
<td>Lab site and scientific support for consulting and facility services, managed IT services</td>
<td>Taylor Mayer</td>
<td>Payton Mayer</td>
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<td>R3 Strategic Support Group Inc. 1050 B Ave., Suite A, Coronado 92118</td>
<td>619-339-4506</td>
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<td>$12.79</td>
<td>$7.25</td>
<td>87</td>
<td>Defense contractor</td>
<td>David Sadek</td>
<td>Linda Rypins</td>
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<td>Reliant Funding 9540 Towne Centre Drive, Suite 300, San Diego 92121</td>
<td>888-780-1992</td>
<td>89.24%</td>
<td>$8.72</td>
<td>$6.46</td>
<td>66</td>
<td>Financial services</td>
<td>Adam Stehner</td>
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<td>62</td>
<td>Efficient Market Advisors LLC 4119 La Jolla Village Drive, Suite 315, San Diego 92037</td>
<td>858-847-0690</td>
<td>87.64%</td>
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<td>Investment management</td>
<td>Herb Morgan</td>
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<td>63</td>
<td>SmartDrive Systems 9450 Carroll Park Drive, San Diego 92121</td>
<td>858-225-5550</td>
<td>87.6%</td>
<td>$22.71</td>
<td>$12.61</td>
<td>135</td>
<td>Information technology</td>
<td>Steve Mitropoulos</td>
<td>Michael Savoy</td>
<td>2004</td>
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</tbody>
</table>
Taking the Bull by the Horns

By Stephanie Glidden

“I believe that extraordinary companies are made up of extraordinary people who come into work with a passion for achieving the extraordinary.”
Alessandra Lezama

It’s not just anyone who can be introduced in an investor meeting as the daughter of a professional bullfighter. Alessandra Lezama, CEO of Abacus Data Systems Inc., holds that distinction. The arc of her professional career as a turnaround specialist is symbolic of the courage and skill required to quickly assess what is needed for a company to survive.

Lezama said it wasn’t by design that she became a turnaround specialist, it is just the way her career evolved. “From my 18 years in the technology industry, I ended up colliding with organizations that for some reason or another were struggling,” Lezama said. “I am able to come in and recognize true talent and understand where the business is failing and make changes that invigorate the organization and turn it around.”

Abacus Data Systems is a testament to that. “The original owners asked me to come in and evaluate the business and understand what areas of opportunity we had to make that transition,” Lezama said. “I’ve been privileged to surround myself with talented people who have helped me accomplish what we have now at Abacus.”

Lezama said internally Abacus refers to itself as a 33-year-old startup. The company was founded by two individuals who had a mission to serve the legal industry by providing it with a case management, time billing and accounting system in the days when that was not common. As the 29th employee of Abacus in the fall of 2013, Lezama charged in analyzing where Abacus was and determining where it could go.

“What I came to discover is that during the past three decades we had captured more than 250,000 clients worldwide — these are significant numbers — but, we hadn’t produced a solution for them that was viable into the future,” Lezama said. “In addition we deploy devices that were “smart devices” to every user so that the (client’s) firm does not have to invest a penny into their IT infrastructure.”

Lezama said the company went from selling widgets to reincorporating all of the automation into a subscription-based business that allows any client no matter how small or complex to access leading edge technology in a secure and redundant environment remotely.

“It really changed the game in the industry,” Lezama said. “We are in an early stage of mass migration into cloud services, this has been well received and therefore responsible for the explosive growth we’ve had in the course of the last three years.”

Lezama said people ask her about her “magic formula.” Her response is there isn’t one. “I believe that extraordinary companies are made up of extraordinary people who come into work with a passion for achieving the extraordinary,” Lezama said. “The secret to my success has been surrounding myself with people who will go above and beyond to achieve a goal in pursuit of a greater vision. That is what is special about Abacus.”

Abacus Data Systems Inc.
CEO: Alessandra Lezama
Location: 9171 Towne Centre Drive Suite 200 San Diego 92122
2015 Revenue: $30.35 million
2013 - 2015 Growth: 347.44 percent
No. of Local Full-time Employees: 138
Website: www.abacuslaw.com
FASTEST-GROWING PRIVATE COMPANIES
Ranked by percent of verified revenue growth from 2013 to 2015

| Rank | Company Address Website | Telephone Fax | Percent Growth in revenue from 2013 - 2015 | Revenue: (millions) 2013 2014 2015 | Local full-time employees as of February 1, 2016 | Business description | CEO • CFO | Year established | Locally

| 64 | Cash 8550 Watson Way, Suite 210, San Diego 92123 www.cash.com | 858-634-6200 | 85.64 | $34.8 | $26.7 | $18.8 | 73 | IT consulting | Liz Gonzalez Dave Harding | 2004

| 65 | Premiertone Executive Search & Staffing 2205 Camino Vista Del Sol, Suite 114, Carlsbad 92011 www.premiertone.com | 760-579-0248 | 85.53 | $2.26 | $1.75 | $1.2 | 7 | Recruiting & staffing | Leslee Abraham Leslee Abraham | 2012


| 69 | KCD PR Inc. 610 W. Ash St., Suite 901, San Diego 92101 www.kcdpr.com | 619-850-7759 | 77.97 | $1.01 | $0.61 | $0.37 | 5 | Public relations firm | Kevin Dinino Kevin Dinino | 2009

| 70 | Coastal Payroll Services Inc. 4800 Murphy Canyon Road, Suite 110, San Diego 92123 www.coastalpayroll.com | 858-565-2123 | 76.06 | $3.83 | $2.74 | $2.17 | 17 | Financial services | Jonathan Gallagher Craig Coleman | 2007

| 71 | Internet Marketing Inc. 14603 Tresina St., Suite 250, San Diego 92131 www.internetmarketinginc.com | 866-563-0020 | 75.41 | $31.27 | $27.73 | $17.83 | 93 | Digital marketing and advertising | Brandon Fishman Brent Gleeson Dan Ramos | 2007


| 73 | Greater Good Realty 6394 Archer Blvd, San Diego 92101 www.greatergoodrealty.com | 619-206-1551 | 74.66 | $0.66 | $0.67 | $0.67 | 5 | Real estate brokerage | David Stone David Stone | 2012

| 74 | centriflux 4994 Murphy Canyon Road, Suite B102, San Diego 92123 www.centriflux.com | 619-651-8700 | 73.75 | $7.4 | $5.73 | $4.26 | 27 | Managed and cloud IT services | Dylan Harter Dylan Harter | 2002

| 75 | Dynamic Card Inc. 522 S. Juniper St., Suite 108, Escondido 92025 www.dynamiccard.com | 800-929-7670 | 72.4 | $7.66 | $5.56 | $4.57 | 7 | Direct mail marketing and response analytics | Ivan Farber Valerie Farber | 2008

Delivering the highest level of service - Every time.
**FASTEST-GROWING PRIVATE COMPANIES**

*Ranked by percent of verified revenue growth from 2013 to 2015*

| Rank | Company Name | Telephone | Fax | Percent Growth in revenue from 2013 - 2015 | Revenue: (millions) 2013 | Revenue: (millions) 2014 | Revenue: (millions) 2015 | Local full-time employees as of February 2016 | Business description | CEO/President | Year established |
|------|---------------|-----------|-----|------------------------------------------|--------------------------|--------------------------|--------------------------|---------------------------------------------|------------------|-----------------|
| 76   | Component Surfaces Inc. | 858-776-0662 |       | 72.14 | $21.15 | $21.64 | $22.58 | 38 | Manufacturing; grinding processes | David Shields | 2004 |
| 77   | Welko Hospitality Group Inc. | 760-749-3000 |       | 71.43 | $24.40 | $19.00 | $11.76 | 31 | Time-sharing development, sales and management | Jonathan Fredricks | 1994 |
| 78   | Nexeon Inc. | 888-899-6682 |       | 71.03 | $7.87 | $8.75 | $10.90 | 14 | Partnering with medical-device & diagnostic companies, we provide outsourced field teams | Kevin Landry | 2013 |
| 79   | New Horizons Learning Group | 858-888-2200 |       | 70.27 | $9.56 | $10.95 | $13.62 | 36 | Technology training | Anna Rinaldi | 1982 |
| 80   | Motive Interactive Inc. | 858-677-0762 |       | 69.06 | $32.26 | $32.07 | $32.93 | 20 | Global ad platform for performance mobile marketing | Hakan Smith | 2005 |
| 81   | One Stop Systems Inc. | 760-749-9863 |       | 68.05 | $14.28 | $11.43 | $8.31 | 32 | High performance computing | Steve Cooper | 1998 |
| 82   | PIA Agency | 760-930-9244 |       | 67.76 | $5.16 | $4.74 | $3.90 | 20 | Advertising agency | Cheryl Pia | 1997 |
| 83   | Integrant Communications Inc. | 858-731-8700 |       | 67.26 | $4.25 | $4.66 | $5.00 | 14 | Custom software development | Yusef Awad | 1992 |
| 85   | Del Toros Loan Servicing | 760-748-8530 |       | 66.77 | $1.57 | $1.41 | $1.34 | 16 | Real estate services | Jilena Lewis | 2008 |
| 86   | Tow Truck Executive Search | 929-953-5830 |       | 65.36 | $6.05 | $5.52 | $4.13 | 10 | Life sciences retained executive search | Robin Toft | 2010 |
| 87   | VAI Inc. | 858-273-3465 |       | 64.24 | $13.31 | $13.25 | $13.11 | 20 | Sports recreation and events | Steve Sopof | 2002 |
| 88   | Brandhat | 858-408-5000 |       | 63.94 | $3.96 | $2.50 | $2.40 | 16 | Digital media marketing | Eric Benjamin | 2001 |

Rapid company growth is the dream for many executives and investors. Yet with increasing size comes increasing risk, and many companies aren’t prepared. In fact, one of the major challenges facing today’s growing organizations is a lack of formalized processes to address the risks most likely to impact company goals. In today’s quickly evolving risk landscape, companies that stay on top of regulatory compliance requirements and information technology (IT) risks will be more prepared to avoid inefficient—and costly—remediation efforts.

### Regulatory Requirements

Many companies that opt to become publicly traded as they grow may not be aware of requirements they’re subject to under section 404 of the Sarbanes-Oxley Act, such as a formal risk assessment.

The year after making this transition, management must have a risk assessment compliant with guidance from the Committee of Sponsoring Organizations of the Treadway Commission to address the risk of material financial misstatements and potential exposure to fraud. Management must also assess whether adequate controls have been established throughout the organization to address risks. In the absence of an existing risk assessment methodology, this can quickly become a costly, time consuming endeavor for all levels of the organization.

**Cybersecurity Demands Attention**

On top of requirements for publicly traded entities, virtually every company today faces an increasing array of risks with IT. Cybersecurity risks have drawn board members’ attention for multiple years; adequate governance of social media was effectively nonexistent five years ago; and the ongoing integration of corporate and personal handheld devices has expanded the volume of data access points for enterprise technology environments.

**The Importance of Planning**

Ultimately, as headcount rises, each of these risk areas—and many others—follows suit unless processes are identified and implemented early. Companies of all sizes benefit from establishing a risk assessment process that identifies strategic objectives and ranks them by importance and urgency. The risks inherent in these objectives should then be evaluated based on likelihood or occurrence. As growth occurs, these risks can rapidly evolve, especially within the realms of regulatory compliance and technology.

While growth remains a highly desired outcome, it comes with the need to establish a consistent, proactive approach to identifying, assessing, and mitigating risk. Companies that integrate this into their strategy are best equipped to avoid uncertainty and capitalize on opportunities.
### FASTEST-GROWING PRIVATE COMPANIES

**Ranked by percent of verified revenue growth from 2013 to 2015**

<table>
<thead>
<tr>
<th>Rank</th>
<th>Company Name</th>
<th>Website</th>
<th>Telephone</th>
<th>Fax</th>
<th>Percent Growth in revenue from 2013 to 2015</th>
<th>Revenue (millions) 2013</th>
<th>Revenue (millions) 2014</th>
<th>Revenue (millions) 2015</th>
<th>Local full-time employees as of February 1, 2016</th>
<th>Business description</th>
<th>CEO</th>
<th>CFO</th>
<th>Year established</th>
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<tr>
<td>89</td>
<td>Integrated Associates Inc.</td>
<td>4010 Morena Blvd., Suite 222, San Diego 92117</td>
<td>858-412-6189</td>
<td>63.78</td>
<td>$8.35</td>
<td>$5.19</td>
<td>$5.19</td>
<td>$5.19</td>
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<td>Anthony Moor</td>
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<td>5988 Copper Drive, San Diego 92111</td>
<td>858-560-6320</td>
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<td>$338.76</td>
<td>$389.96</td>
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<td>Residential mortgage industry</td>
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<td>Tony Schmidt</td>
<td>1990</td>
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<td>92</td>
<td>Underground Elephant</td>
<td>630 B St., Suite 1300, San Diego 92101</td>
<td>800-466-4178</td>
<td>61.92</td>
<td>$71.25</td>
<td>$55.02</td>
<td>$55.02</td>
<td>$55.02</td>
<td>95</td>
<td>An ad-technology company that provides marketing services and technology</td>
<td>Jason Kulpe</td>
<td>Michael O’Malley</td>
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<td>93</td>
<td>Biflotec</td>
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<td>Gregg Taft</td>
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<td>94</td>
<td>Advanced Test Equipment Rentals</td>
<td>10401 Roselle St., San Diego 92121</td>
<td>858-508-6300</td>
<td>61.34</td>
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<td>$15.0</td>
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<td>Liza Fuller</td>
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<td>TransPower</td>
<td>13600 Danielson St., Suite D, Peavy 92064</td>
<td>858-249-4407</td>
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<td>$6.95</td>
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<td>$4.50</td>
<td>$4.50</td>
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<td>Christa Anderson</td>
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<td>Stone Brewing</td>
<td>19110 Ciacravel Parkway, Escondido 92029</td>
<td>760-294-7889</td>
<td>59.25</td>
<td>$217.11</td>
<td>$103.8</td>
<td>$103.8</td>
<td>$103.8</td>
<td>944</td>
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<td>Greg Koch</td>
<td>Craig Spitz</td>
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<td>Southwest Strategies</td>
<td>401 S. St., Suite 150, San Diego 92101</td>
<td>858-541-7800</td>
<td>58.84</td>
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<td>$5.5</td>
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<td>Ashley Ziegars</td>
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<td>XL Staffing Inc.</td>
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<td>619-579-0442</td>
<td>56.54</td>
<td>$2.02</td>
<td>$1.00</td>
<td>$1.00</td>
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<td>Jon Mackey</td>
<td>Jon Mackey</td>
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<td>100</td>
<td>I.E.-Pacific Inc.</td>
<td>150 W. Crest Dr., Escondido 92025</td>
<td>760-294-7887</td>
<td>55.97</td>
<td>$26.75</td>
<td>$17.07</td>
<td>$17.07</td>
<td>$17.07</td>
<td>22</td>
<td>Small, HUBZone, and woman-owned general contractor</td>
<td>Diane Kandez-Burton</td>
<td>Diane Kandez-Burton</td>
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</tbody>
</table>
Igniting Online Visibility for Clients

By Stephanie Glidden

“Ours company is totally 100 percent on the marketing side. Not a lot of website development, not a lot of design, we just generate traffic and leads for clients.” John Lincoln

Coincidentally, it was while driving in traffic that the team at Ignite Visibility came up with the name for the company that would “drive traffic” to its clients. Ignite Visibility is an internet marketing company started by equal partners, John Lincoln, CEO, and Krish Coughran, COO and president. Both men bring years of experience in the field to the endeavor. They met while working together at another agency in San Diego. After each had left that agency to pursue other projects, they reconnected and knew they worked together well. After developing a set of shared values for how a company should operate, the two launched Ignite Visibility.

“We started Ignite because we wanted to provide a very high level of service and over deliver for clients,” Lincoln said. “It started out with one client and some friends and family and grew from there.”

Lincoln described how hard it is these days to find a name that is available in the internet marketing space, or any space for that matter. “It speaks directly to what we do here. Our whole goal is to ignite visibility for our clients,” Lincoln said. “Our company is totally 100 percent on the marketing side. Not a lot of website development, not a lot of design, we just generate traffic and leads for clients.”

The company is 100 percent self-funded and both men invested capital to bootstrap the company. “We’ve always been very diligent in making sure that we run a positive cash flow business, we have money in the bank, we use current profits to re-invest and grow over time,” Lincoln said. “It’s been a good model for us, earning our way to growth and we’re 100 percent debt free.”

The company has 22 employees (as of June 2016) and some 30 independent contractors. They’ve already outgrown the first office and moved to a new location.


“We’ve taken those same criteria from the course at UCSD to train our staff on their knowledge at least once a week,” Lincoln said. “The online industry has no standards for testing, no barriers to entry, so we came up with rigorous tests for our staff and it’s a big differentiator for us.”

The company has racked up several prestigious industry awards. The most coveted by the team is Clutch.co naming Ignite Visibility as one of the best in the U.S. “I’m really proud of that award,” Lincoln said. “It’s a direct result of all the hard work we’ve been doing in thought leadership by blogging a lot, writing for sites like Search Engine Land, Marketing Land, Inc. Magazine and Entrepreneur magazine.

During the last four years, the company has developed a significant process sheet on every single thing that has allowed it to grow and scale and while making sure it has a good quality control. “Our favorite thing to do is generate leads and traffic and business for our clients,” Coughran said. “And that is what the whole company was built on, so our name plays very well into it — igniting online visibility.”

Ignite Visibility
Co-founder/CEO: John Lincoln
Co-founder/COO/President: Krishnan Coughran
Location: 5060 Shoreham Place, Suite 260 San Diego 92122
2015 Revenue: $2 million
No. of Local Full-time Employees: 18
Website: www.ignitevisibility.com
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On with predictable energy costs & increased profitability.
On with a smarter, more sustainable business.
Get ON your way to the top.
# FASTEST-GROWING PRIVATE COMPANIES

Ranked by percent of verified revenue growth from 2013 to 2015

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<th>2015</th>
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<th><em>CFO</em></th>
<th>Year established</th>
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<td>Island Staffing</td>
<td>4020 Rosecrans Blvd., Suite 106-160, Oceanside 92056</td>
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<td>SoCal</td>
<td>9209 Riverside St., San Diego 92120</td>
<td>619-260-4321</td>
<td>53.95</td>
<td>$16.88</td>
<td>102</td>
<td>84</td>
<td>31</td>
<td>Geotechnical engineering, environmental, inspection &amp; materials testing, facilities consulting</td>
<td>Neal Clements</td>
<td>Bill Utter</td>
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<td>104</td>
<td>Red Door Interactive Inc.</td>
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<td>619-398-2670</td>
<td>53.25</td>
<td>$12.28</td>
<td>45</td>
<td>8</td>
<td>46</td>
<td>Data driven marketing, advertising</td>
<td>Reid Carr</td>
<td>Grant Birsacher</td>
<td>2002</td>
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<td>106</td>
<td>Payment Logistics</td>
<td>2650 Greenview Drive, Suite 110, San Diego 92122</td>
<td>866-624-3667</td>
<td>52.75</td>
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<td>24</td>
<td>9</td>
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<td>Britton Ngo</td>
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<td>Erickson-Hall Construction Co.</td>
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<td>760-796-7700</td>
<td>51.83</td>
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<td>65</td>
<td>58</td>
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<td>Michael Hall</td>
<td>Mike Conney</td>
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<td>Wilsonahi</td>
<td>5151 Via Way, Oceanside 92056</td>
<td>800-995-5000</td>
<td>50.78</td>
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<td>10</td>
<td>16</td>
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<td>Mike Glanz</td>
<td>Joshua Schuyler</td>
<td>2007</td>
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<td>110</td>
<td>San Dieguito Wellness</td>
<td>5693 La Pata Court, Suite 100, Carlsbad 92008</td>
<td>760-438-1600</td>
<td>49.46</td>
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<td>113</td>
<td>Brainard Strategy</td>
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<td>Managed Solution LLC</td>
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<td>44.96</td>
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<td>52</td>
<td>43</td>
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<td>Sean Ferrel</td>
<td>Laura Ferrel</td>
<td>2002</td>
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</tbody>
</table>

*Continued on page A44*
TASKED WITH TRANSFORMING IT? WE CAN HELP!

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The president of a Sorrento Valley company that has made its mark supplying federal government agencies with health care information software has a lofty goal—bring down the cost of health care.

“We fundamentally believe we’ve got to change the way health care is delivered in this country,” said Douglas Burke, president of Cognitive Medical Systems.

“We spend $3 trillion a year on health care and we don’t have the greatest outcomes,” Burke said. “That’s way too much spending on health care. We want to participate in the way we can to reduce costs and increase the health and outcomes delivered to consumers.”

Toward that end, Burke said Cognitive Medical will test a pilot program this summer to provide private health care providers like Kaiser Permanente, Scripps Health and Sharp HealthCare with software that gives doctors, nurses and other health care professionals medical information on patients as the patients are being treated.

“It might be providing information about a drug they might be prescribing that could be contra-indicated with some other medication a patient is on. It might be providing recommendations about a specific path of treatment, given a patient’s medical history,” Burke said. “The information system works alongside the electronic health records.”

Doctors and nurses will be able to view the information on laptop computers, computer tablets, smartphones and other digital devices.

A full roll-out of the program for non-government health care providers is planned for 2017, Burke said.

“There’s a tremendous market opportunity out there,” Burke said. “We see a market need in a number of different areas that is not being met by a lot of the big software companies.”

For now, Cognitive Medical works solely with federal government clients—the Department of Defense, the U.S. Department of Veterans Affairs, and the U.S. Department of Health and Human Services—providing health information systems similar to what it plans to offer in the private health care market.

Among other things, the company is helping the Department of Veterans Affairs and the Department of Defense modernize their health care records.

Burke said that Cognitive Medical was founded in 2010 by former Navy physician Emory Fry; Mary LaCroix, former chief information officer of the Naval Medical Center San Diego, Rick Pope, who had been chief operating officer of DefenseWeb Technologies; and Burke himself, who was chief executive officer of DefenseWeb.

Burke said that Cognitive Medical Systems was founded in 2010 by former Navy physician Emory Fry, M.D.; former chief information officer of the Naval Medical Center San Diego, Rick Pope, who had been chief operating officer of DefenseWeb Technologies, and Burke himself, who was chief executive officer of DefenseWeb. DefenseWeb provided secure health information systems for military health organizations. The company was acquired by Humana in 2007.

Between 2013 and 2015, Cognitive Medical has seen a more than 300 percent increase in revenue and has gone from 20 employees in 2013 to a staff of 54 in 2015, growing to more than 60 employees today, with still more being added.

“We’re sort of always hiring,” Burke said. “One of our biggest challenges is hiring because we’ve got to compete with companies like Google. The way to compete with Google is not to try to match them on benefits with their gourmet kitchens and chefs, but with a much smaller environment; with the freedom and creativity to pursue projects that are really interesting.”

#9

Cognitive Medical Systems
Co-founder: Douglas Burke
Co-founder: Emory Fry, M.D.
Co-founder: Mary Lacroix
Co-founder: Rick Pope
Location: 9645 Scranton Road, Suite 160
San Diego 92121
2015 Revenue: $13 million
2013 - 2015 Growth: 306.25 percent
No. of Local Full-time Employees: 54
Website: www.cognitivemedicine.com

Digital Designed to Control Health Care Costs

By Ray Huard

“There’s a tremendous market opportunity out there. We see a market need in a number of different areas that is not being met by a lot of the big software companies.” Douglas Burke
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<th>CEO</th>
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<td>8</td>
<td>828 website design and marketing</td>
<td>Kara Jensen</td>
<td>Katie Sterling</td>
<td>2007</td>
</tr>
<tr>
<td>115</td>
<td>Pearson Fuels</td>
<td>10590 W. Ocean Air Drive, Suite 220, San Diego 92130</td>
<td>$0.39</td>
<td>$0.39</td>
<td>0</td>
<td>Financial services</td>
<td>Frank Reilly</td>
<td>Frank Reilly</td>
<td>1999</td>
</tr>
<tr>
<td>116</td>
<td>Rescue</td>
<td>2437 Morena Blvd., San Diego 92110</td>
<td>$0.38</td>
<td>$0.39</td>
<td>3</td>
<td>Digital communications and website design</td>
<td>Jay Buys</td>
<td>Jay Buys</td>
<td>2011</td>
</tr>
<tr>
<td>117</td>
<td>SynteractHCR Inc.</td>
<td>110 W. A St., Suite 140, San Diego 92101</td>
<td>$0.53</td>
<td>$0.53</td>
<td>0</td>
<td>Residential remodeling, custom home contractor</td>
<td>Jay Rason</td>
<td>Darbi Magnoni</td>
<td>1987</td>
</tr>
<tr>
<td>118</td>
<td>Wright Brothers Inc.</td>
<td>10590 W. Ocean Air Drive, Suite 220, San Diego 92130</td>
<td>$0.39</td>
<td>$0.40</td>
<td>3</td>
<td>Industrial water treatment</td>
<td>Michael Conner</td>
<td>Michael Conner</td>
<td>2003</td>
</tr>
<tr>
<td>119</td>
<td>G/M Business Interiors</td>
<td>4797 Mercury St., San Diego 92111</td>
<td>$10.5</td>
<td>$10.5</td>
<td>0</td>
<td>Design build remodeling firm</td>
<td>Todd Jackson</td>
<td>Tara Walsh</td>
<td>1989</td>
</tr>
<tr>
<td>120</td>
<td>Bop Design</td>
<td>619-330-0730</td>
<td>$0.87</td>
<td>$0.93</td>
<td>8</td>
<td>828 website design and marketing</td>
<td>Kara Jensen</td>
<td>Katie Sterling</td>
<td>2007</td>
</tr>
<tr>
<td>121</td>
<td>Natural Energy USA Inc.</td>
<td>760-140 W. Twin Oaks Valley Road, Suite 116, San Marcos 92079</td>
<td>$10.5</td>
<td>$10.5</td>
<td>0</td>
<td>Solar electric</td>
<td>Ted Mount</td>
<td>Sherrilyn Grandis</td>
<td>1977</td>
</tr>
<tr>
<td>122</td>
<td>Wright Brothers Inc.</td>
<td>760-225-3320</td>
<td>$0.39</td>
<td>$0.39</td>
<td>0</td>
<td>Digital marketing and recruiting</td>
<td>Cory Wright</td>
<td>Cory Wright</td>
<td>2005</td>
</tr>
<tr>
<td>123</td>
<td>Ehrlich Western Builders Inc.</td>
<td>2962 Executive Place, Encinitas 92029</td>
<td>$114.25</td>
<td>$117.2</td>
<td>2.6</td>
<td>General contractor</td>
<td>Rick Backus</td>
<td>Richard Huny</td>
<td>1983</td>
</tr>
<tr>
<td>124</td>
<td>Wright Brothers Inc.</td>
<td>760-796-6346</td>
<td>$131.2</td>
<td>$133.2</td>
<td>1.5</td>
<td>General contractor</td>
<td>Rick Backus</td>
<td>Richard Huny</td>
<td>1983</td>
</tr>
<tr>
<td>125</td>
<td>Wright Brothers Inc.</td>
<td>760-335-0730</td>
<td>$0.87</td>
<td>$0.93</td>
<td>8</td>
<td>828 website design and marketing</td>
<td>Kara Jensen</td>
<td>Katie Sterling</td>
<td>2007</td>
</tr>
</tbody>
</table>

Notes:
- Due to rounding off, some growth percentages appear to be incorrect.
- Some companies have declined to participate or did not return a survey by press time.
- It is not the intent of this list to endorse the participants nor to imply a company’s size or numerical rank indicates its quality.
- Omissions and typographical errors sometimes occur. Please send corrections or additions to the Research Department at the San Diego Business Journal.
Entrepreneurs are a special breed. Most are born with the drive to forge their own path and control their future. Jim Backman, CEO of Adroit Energy Inc., is one such entrepreneur.

Backman, who is from Southern California and attended San Diego State University, left the area in 1991 to carve out a business in Aspen designing and installing radiant heating systems for high-end residential and commercial properties.

“I began to realize that if I stayed in Aspen I would be working for other people for the rest of my life,” Backman said. “If I stayed doing that I would never build my own life — it was time to move back.”

Backman came back to San Diego in 2001 to follow his passion of designing and installing radiant floor heating, plumbing and heat distribution systems in general. Looking for an opportunity, he contacted Herbert Mills who owned a company that had been doing this kind of work in San Diego since 1986, but Mills was about to retire.

“He had one project left and he said ‘well maybe we’ll get this thing going again,’” Backman said. Backman said they started from scratch the next day with a plan for Backman to buy Mills out, which he did in 2006. “My first year revenue there was $384,000, and one employee,” Backman said. “We had a pretty good gig doing radiant floor heating for high-end houses and then the downturn hit.”

But Backman had a plan and a passion to apply “renewables” — defined as a source of energy that is not depleted by use, like water, wind and solar power — to large energy projects.

“The downturn was fortunate in a way, it forced me to think laterally, as the market went away so did a lot of competition,” Backman said. “This move toward renewables started picking up, so it invented an opportunity.”

Backman did his first “net zero” project for a local technology executive that he calls “the zero house” in Rancho Santa Fe. He said the home has every “trick in the book and I’ve been doing net zero designs and installations since 2006.”

Today the company has 62 employees (as of June 2016) and has worked on several notable projects in San Diego and elsewhere, including the mixed-use Mesa College cafeteria and bookstore, a 57,000 square foot project, and Celadon at 9th and Broadway, a multifamily affordable housing project for Bridge Housing.

Along with his partners, William Chen, chief operating officer and Justin Weil, president of the Northern California division, the company is a comprehensive mechanical engineering firm and renewable energy integrator with locations in San Diego, Honolulu, San Francisco and San Jose.

“Things have just kind of accelerated — we’re beginning to have more of a situation where the market is finally catching up to where our competencies are,” Backman said. “And we have a lot of legislative wind at our back in Hawaii and California going forward, so the future looks pretty good.”

According to Backman the company has been able to grow at 80 percent a year on average, compounded, for five years in a row. He calls his company process the Adroit Feedback Loop — “We sell it, we design it, we engineer it, we install it, commission it and optimize it. And every time we do that we do it better the next time.”

---

**Adroit Energy Inc.**

CEO: James Backman

COO: William Chen

President/Northern California: Justin Weil

Location: 1135 Garnet Ave., Suite 32
San Diego 92109

2015 Revenue: $10 million

2013 - 2015 Growth: 300 percent

No. of Local Full-time Employees: 52

Website: www.adroitenergy.com

---

**#10**

Photo: Bob Hoffman Video and Photography
To be considered for the list, companies must be privately held, based in San Diego County and have earned at least $350,000 in revenue in

Due to rounding off, some growth percentages appear to be incorrect.

<table>
<thead>
<tr>
<th>Rank</th>
<th>Company Name</th>
<th>Telephone</th>
<th>Fax</th>
<th>Percent Growth in revenue from 2013 - 2015</th>
<th>Revenue: (millions) 2015</th>
<th>2014</th>
<th>2013</th>
<th>Local full-time employees as of February 1, 2016</th>
<th>Business description</th>
<th>CEO</th>
<th>CFO</th>
<th>Year established locally</th>
</tr>
</thead>
<tbody>
<tr>
<td>126</td>
<td>Griffith, Young, &amp; Lass Family Law</td>
<td>858-345-1720</td>
<td></td>
<td>34.74</td>
<td>$0.75</td>
<td>$0.75</td>
<td>6</td>
<td>Family law</td>
<td>Amy Lass</td>
<td>Cade Young</td>
<td>2013</td>
<td></td>
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<tr>
<td>127</td>
<td>ACD (AutoClaims Direct Inc.)</td>
<td>888-403-4223</td>
<td></td>
<td>34.32</td>
<td>$13.41</td>
<td>$10.77</td>
<td>20</td>
<td>Technology solutions providers / business intelligence</td>
<td>Jeffrey Yefta</td>
<td>Jeffrey Yefta</td>
<td>2003</td>
<td></td>
</tr>
<tr>
<td>128</td>
<td>Pacific Building Group</td>
<td>858-625-0406</td>
<td></td>
<td>33.49</td>
<td>$4.21</td>
<td>$3.20</td>
<td>55</td>
<td>Health care</td>
<td>Laurie Edwards-Tate</td>
<td>Laurie Edwards-Tate</td>
<td>1984</td>
<td></td>
</tr>
<tr>
<td>130</td>
<td>Cireson</td>
<td>858-777-1617</td>
<td></td>
<td>32.18</td>
<td>$12.87</td>
<td>$10.03</td>
<td>15</td>
<td>Information technology</td>
<td>Dave Wright</td>
<td>Mike Nipper</td>
<td>2004</td>
<td></td>
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<tr>
<td>131</td>
<td>Sn Technology LLC</td>
<td>858-777-1650</td>
<td></td>
<td>31.82</td>
<td>$5.6</td>
<td>$3.8</td>
<td>6</td>
<td>Technology solutions providers / business intelligence</td>
<td>Nasir Ehsani</td>
<td>Jabril Sabti</td>
<td>2004</td>
<td></td>
</tr>
<tr>
<td>132</td>
<td>Ad-Juster Inc.</td>
<td>858-942-1386</td>
<td></td>
<td>31.15</td>
<td>$3.98</td>
<td>$2.4</td>
<td>18</td>
<td>Digital media advertising, data aggregation, programmatic reporting, discrepancy reporting</td>
<td>Michael Lewis</td>
<td>Christine Yang</td>
<td>2007</td>
<td></td>
</tr>
<tr>
<td>133</td>
<td>Presa Construction Services Inc.</td>
<td>760-629-9777</td>
<td></td>
<td>30.33</td>
<td>$18.7</td>
<td>$11.55</td>
<td>30</td>
<td>Full Service S/D/MBE general contractor specializing in commercial/industrial construction projects</td>
<td>Glenn Terraz</td>
<td>Denise Maldonado-Terraz</td>
<td>2005</td>
<td></td>
</tr>
<tr>
<td>134</td>
<td>Innovative Employee Solutions Inc.</td>
<td>858-715-5111</td>
<td></td>
<td>29.63</td>
<td>$79</td>
<td>$57.6</td>
<td>36</td>
<td>Outsourced payroll and HR administration services</td>
<td>Karla Hertzog</td>
<td>Peter Limone</td>
<td>1974</td>
<td></td>
</tr>
<tr>
<td>135</td>
<td>Advanced Chemical Transport</td>
<td>760-489-3600</td>
<td></td>
<td>29.41</td>
<td>$52.01</td>
<td>$42.9</td>
<td>38</td>
<td>Environmental services</td>
<td>Walter Sanger</td>
<td>Harriet DeGuzman</td>
<td>2001</td>
<td></td>
</tr>
<tr>
<td>136</td>
<td>Independent Financial Group LLC</td>
<td>858-436-3189</td>
<td></td>
<td>28.78</td>
<td>$124.4</td>
<td>$118.7</td>
<td>63</td>
<td>Independent broker-dealer with over 600 affiliated financial advisors across the country</td>
<td>Joe Miller</td>
<td>Scott Hesling</td>
<td>2003</td>
<td></td>
</tr>
<tr>
<td>137</td>
<td>Cash Practice Inc.</td>
<td>857-343-8500</td>
<td></td>
<td>28.44</td>
<td>$2.18</td>
<td>$2.15</td>
<td>14</td>
<td>Software as a Service</td>
<td>Miles Bodin</td>
<td>Steven Petersen</td>
<td>2003</td>
<td></td>
</tr>
</tbody>
</table>

Sources: The companies, CPA attestation letters and San Diego Business Journal list files.

To the best of our knowledge this information is accurate as of press time. While every effort is made to ensure the accuracy and thoroughness of the research, omissions and typographical errors sometimes occur. Please send corrections or additions to the Research Department at the San Diego Business Journal.

Congratulations to the Finalists!
2013. The Business Journal has chosen not to show rankings from last year’s list because they misrepresent the company’s growth. The purpose of
to be considered for the list, companies must be privately held, based in San Diego County and have earned at least $350,000 in revenue in
Due to rounding off, some growth percentages appear to be incorrect.
Would not disclose
Notes:
Join the San Diego Business Journal for a discussion featuring companies and individuals
To the best of our knowledge this information is accurate as of press time. While every effort is made to ensure the accuracy and thoroughness of
Sources:
Fastest-Growing Private Companies
<table>
<thead>
<tr>
<th>Rank</th>
<th>Company Name</th>
<th>2014 Rank</th>
<th>Address</th>
<th>Telephone</th>
<th>Fax</th>
<th>Percent Growth in revenue from 2013 - 2015</th>
<th>Revenue (millions) 2013</th>
<th>Revenue (millions) 2014</th>
<th>Revenue (millions) 2015</th>
<th>Local full-time employees as of February 1, 2016</th>
<th>Year established locally</th>
<th>Business description</th>
<th>CEO/President</th>
</tr>
</thead>
<tbody>
<tr>
<td>138</td>
<td>Alteon Inc.</td>
<td>22</td>
<td>237 S. Torrey Pines Road, Suite 140, La Jolla 92037</td>
<td>858-764-1941</td>
<td></td>
<td>27.32%</td>
<td>$16.4</td>
<td>$14.56</td>
<td>$12.88</td>
<td>22</td>
<td>2007</td>
<td>Biotechnology procurement services</td>
<td>Klaus Gubeltun</td>
</tr>
<tr>
<td>139</td>
<td>BuyAutoParts.com</td>
<td>144</td>
<td>7045 Copley Way, San Diego 92121</td>
<td>858-200-0516</td>
<td></td>
<td>26.23%</td>
<td>$62.91</td>
<td>$52.90</td>
<td>$41.91</td>
<td>134</td>
<td>1989</td>
<td>E-commerce auto parts</td>
<td>Matt Glazer</td>
</tr>
<tr>
<td>140</td>
<td>4275 Executive Suite, Suite 800, La Jolla 92037</td>
<td>149</td>
<td><a href="http://www.4275executivesuite.com">www.4275executivesuite.com</a></td>
<td>858-362-6300</td>
<td></td>
<td>25.98%</td>
<td>$141.9</td>
<td>$131.50</td>
<td>$25.98</td>
<td>91</td>
<td>1998</td>
<td>Commercial Bank</td>
<td>Alan Lane</td>
</tr>
<tr>
<td>141</td>
<td>2448 Historic Decatur Road, Suite 105, San Diego 92106</td>
<td>147</td>
<td><a href="http://www.restorethatbusiness.com">www.restorethatbusiness.com</a></td>
<td>619-574-1100</td>
<td></td>
<td>25.28%</td>
<td>$5.53</td>
<td>$4.79</td>
<td>$4.41</td>
<td>38</td>
<td>2003</td>
<td>Market research and data analytics</td>
<td>Gary Peterson</td>
</tr>
<tr>
<td>142</td>
<td>Marine Group Boat Works LLC</td>
<td>145</td>
<td>997 S. St., Chula Vista 91910</td>
<td>619-427-6767</td>
<td></td>
<td>22.62%</td>
<td>$50.95</td>
<td>$47.79</td>
<td>$43.8</td>
<td>194</td>
<td>2009</td>
<td>Shipyard repairs, refits and new construction</td>
<td>Herbert Engel</td>
</tr>
<tr>
<td>143</td>
<td>Communications USA</td>
<td>146</td>
<td>2229 Enterprise St., Escondido 92029</td>
<td>858-338-1949</td>
<td></td>
<td>21.5%</td>
<td>$11.43</td>
<td>$10.04</td>
<td>$9.41</td>
<td>23</td>
<td>1990</td>
<td>Wireless communications</td>
<td>Roger Schunkweitz</td>
</tr>
<tr>
<td>145</td>
<td>Balboa Travel Inc.</td>
<td>149</td>
<td>5414 Clairemont Drive, Suite 300, San Diego 92121</td>
<td>858-678-3300</td>
<td></td>
<td>20.36%</td>
<td>$10.32</td>
<td>$9.12</td>
<td>$8.56</td>
<td>46</td>
<td>1969</td>
<td>Travel agency and/or travel management company</td>
<td>Denise Jackson</td>
</tr>
<tr>
<td>146</td>
<td>N &amp; K Engineering</td>
<td>150</td>
<td>13650 Bernardo Center Drive, San Diego 92127</td>
<td>858-376-2500</td>
<td></td>
<td>20.09%</td>
<td>$89.45</td>
<td>$78.43</td>
<td>$64.23</td>
<td>254</td>
<td>1999</td>
<td>Contract R&amp;D, product development and contract manufacturing services</td>
<td>Scott Dennis</td>
</tr>
<tr>
<td>147</td>
<td>Castle Breakridge Management Inc.</td>
<td>151</td>
<td>5105 Camanche Drive, Suite D, La Mesa 91942</td>
<td>619-697-3191</td>
<td></td>
<td>19.86%</td>
<td>$2.22</td>
<td>$2.05</td>
<td>$1.95</td>
<td>38</td>
<td>1991</td>
<td>HSA property management</td>
<td>John Kalas</td>
</tr>
<tr>
<td>148</td>
<td>Southland Technology Inc.</td>
<td>152</td>
<td>20333 Vickers St., San Diego 92111</td>
<td>858-694-0052</td>
<td></td>
<td>18.88%</td>
<td>$679.70</td>
<td>$638.32</td>
<td>$558.89</td>
<td>66</td>
<td>1986</td>
<td>IT &amp; audio-visual integration</td>
<td>Robert Philip</td>
</tr>
<tr>
<td>149</td>
<td>Castle Mart</td>
<td>153</td>
<td>237 S. Belt Ave., San Marcos 92076</td>
<td>760-744-4450</td>
<td></td>
<td>18.61%</td>
<td>$11</td>
<td>$9.30</td>
<td>$9.20</td>
<td>51</td>
<td>1972</td>
<td>Golf cart distributor</td>
<td>Brian Rott</td>
</tr>
<tr>
<td>150</td>
<td>HireRight Road</td>
<td>154</td>
<td>14025 N. Torrey Pines Road, Suite 140, La Jolla 92037</td>
<td>858-576-1000</td>
<td></td>
<td>17.47%</td>
<td>$59.86</td>
<td>$56.09</td>
<td>$50.95</td>
<td>82</td>
<td>1986</td>
<td>Geotechnical engineering</td>
<td>Amran Ninga</td>
</tr>
</tbody>
</table>

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* would not disclose

**Notes:** To be considered for the list, companies must be privately held, based in San Diego County and have earned at least $500,000 in revenue in 2013. The Business Journal has chosen not to show rankings from last year’s list because they misrepresent the company’s growth. The purpose of this list is to highlight those companies that grow quickly each year, and while it is unlikely that a company will rank every year, this does not mean that it is not profitable and still growing. A number of companies received surveys but did not rank in the top 150 for this list.

**Sources:** The companies, CPA attestation letters and San Diego Business Journal list files.

**Correction Policy:** Omissions and typographical errors sometimes occur. Please send corrections or additions to the Research Department at the San Diego Business Journal, 501 W. Broadway, San Diego, CA 92101. Rent subscribers may gift their 26-week subscription to a colleague.

**Event:** San Diego Business Journal for a discussion featuring companies and individuals who have shown an exceptional commitment to promoting practices that advance diversity and inclusion in the workplace and in business leadership.

<table>
<thead>
<tr>
<th>Day of Event</th>
<th>Time</th>
<th>Venue</th>
<th>Point of Contact</th>
</tr>
</thead>
<tbody>
<tr>
<td>Thursday, October 6, 2016</td>
<td>7:00 – 7:30</td>
<td>Rancho Bernardo Inn</td>
<td>Amy Paschel, 858-829-6868</td>
</tr>
</tbody>
</table>

**New Event:**

Thursday, October 6, 2016
Rancho Bernardo Inn
17550 Bernardo Oaks Dr., San Diego, CA 92128
7:00 – 7:30 Registration/Networking • 7:30 – 7:50 Breakfast
7:50 – 9:45 am: Keynote Speaker and Panel Discussion

**Order tickets online:** www.sdbj.com/bizevents/

**Event Information:** Contact the Events Department at 858.277.6695

**Presented by:**

**Gold Sponsors:**

[Image of San Diego Business Journal logo]
Nominations Now Open!

23RD ANNUAL
WOMEN WHO MEAN BUSINESS AWARDS

Wednesday, November 9, 2016

Town and Country
Resort & Convention Center
500 Hotel Circle North, San Diego 92108

11:00 a.m. Registration • 11:30 a.m. - 2:00 p.m.
Special Awards Reception and Luncheon

Each year, the San Diego Business Journal recognizes dynamic women business leaders who have contributed significantly to San Diego’s businesses. Now in the 23rd year, the San Diego Business Journal applauds these women by hosting our biggest and most anticipated reception and awards program to honor the winners and guests. Celebrity emcees, a keynote speaker and the awards program are staples of this landmark event. Honor your colleagues by submitting nominations for the 2016 Women Who Mean Business Awards.

Nomination Deadline: September 15, 2016
www.sdbj.com/bizevents/

Ticket price includes a 26-week subscription to the San Diego Business Journal ($15.00 allocated to the subscription). Current subscribers may gift their 26-week subscription to a colleague.

For Event Information:
Contact the Events Department at 858.277.6695

Presented by
Title Sponsor
Gold Sponsor
In Association with
On July 13 the San Diego Business Journal hosted its 13th annual Fastest-Growing Private Companies awards celebration. This year’s event celebrated 150 dynamic organizations— a significant increase from previous years’ 100 finalists. Paradise Point Resort and Spa, the traditional location for this prestigious event, again provided the perfect backdrop for the more than 570 guests at the exclusive invitation-only ceremonies. Companies earning a position in the rankings were acknowledged, along with special presentations to the top 10 companies. Support for the event included title sponsors Cox Business and RSM US LLP; gold sponsors included BBVA Compass, Energy Upgrade California, ESET North America, Kaiser Permanente, MRC Smart Technology Solutions, and Robert Half; and in association with GreenRope.
Doug Warden, Gold Sponsor MRC Smart Technology Solutions; Rodger Dougherty, Gold Sponsor Kaiser Permanente; Cyndi Karapogosian, Gold Sponsor Robert Half; Jerry Varga, Title Sponsor RSM US LLP; Mike Lewis, Winning Company Number 4 Pearson Fuels; Ranson Burkette, Gold Sponsor ESET North America; Brett Yacko, Title Sponsor Cox Business; Mike Conboy, Gold Sponsor BBVA Compass

Robert Rodrigues, Anna Saltarelli, Ashley Slettengren, Nick Slettengren and Emily Hickey, all with Winning Company Number 2 Power Digital Marketing

John Lincoln, Krishnan Coughran, Winning Company Number 8 Ignite Visibility

Rodger Dougherty, Gold Sponsor Kaiser Permanente

Doug Warden, Gold Sponsor MRC Smart Technology Solutions; Jean-Pierre La Barrie, Title Sponsor Cox Business; Corinn Pope, InformaticoPro; Rocky Reston and Douglas Burke, Winning Company Number 9 Cognitive Medical Systems

Scott Yates, Silvergate Bank; Cyndi Karapogosian, Gold Sponsor Robert Half

Mike Conboy, Gold Sponsor BBVA Compass

Diana Sisti, Winning Company Number 7 Abacus Data Systems Inc.

Alexander Favelukis and Alexander Pellegrino, Winning Company Number 1 Sequoian Investments Inc.

Bryan Shull, Silvergate Bank; Luciana Da Silva and James Backman, Winning Company Number 10 Adroit Energy Inc.

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