

# Best Places To Work Awards

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# Best Places to Work 2013 - Publisher's Letter

Our popular recognition programs have consistently resonated with our community over the years. Topping the list is the *San Diego Business Journal's* Best Places to Work awards, now in its 14th year. This program explores the many avenues that today's forward-thinking businesses have created to support their workforce from traditional benefits to inventive team-building adventures.

The source of a vibrant, productive work environment inevitably tracks to those company leaders whose stewardship guides these organizations and their employee-centric cultures. This supplement and the awards event was created to recognize and honor the San Diego-area businesses that empower, excite and challenge their employees and have dedicated themselves to success in the workplace by placing the utmost value in employee satisfaction.

This year, 100 companies made the Best Places to Work in San Diego list. Once again, the *Business Journal* partnered with nationally-known Best Companies Group who oversaw the survey and analysis process. The program is open to all public and privately-held organizations with facilities in San Diego and a minimum of 15 employees. Feedback is assessed with information gathered from management and staff alike.

This year our Best Places to Work awards event was held on Thursday, August 8, at the Hilton San Diego Resort & Spa. We would like to acknowledge the support of our dedicated partners for this special program – title sponsor Moss Adams LLP; gold sponsors Cox Business, Fisher & Phillips LLP, and Kaiser Permanente; along with our partner Active Network.



Armon Mills  
President & Publisher



## BEST PLACES TO WORK

### SMALL COMPANY CATEGORY (15-49 U.S. EMPLOYEES)

#### #1 SkillStorm Commercial Services, LLC

www.skillstorm.com



Established in 2002 in San Diego, SkillStorm has enjoyed rapid growth as an IT and engineering services company. The minority-owned company believes strongly in its core values which focus on rewarding and motivating its staff. SkillStorm created the Living the Values awards program that rewards employees with many types of incentives including cash, gift cards, extra days off, and opportunities to leave work early. Office celebrations, happy hours, and hosted lunches are also regular activities. SkillStorm is committed to keeping its staff well informed on industry disciplines and provides yearly conference training for all employees. The company also is dedicated to encouraging employees' efforts in the community and supports nonprofit organizations including the Salvation Army Angel Tree, the National Foundation for Teaching Entrepreneurship and the Boys and Girls Club.

#### #2 Radiant Technologies

www.thesunishining.com



This company literally walks the walk. Radiant Technologies is committed to a vibrant staff and walking is the core discipline that is always on the agenda. Employees are urged to take at least a 30-minute walk at midday or after hours. The company, an international supply chain software sales organization, knows that motivated employees are the key to a productive, efficient workplace. Radiant supports its staff in a number of areas. With its Rock Star Nominations program, employees nominate each other for good works. The company supports a number of community organizations including both financial and volunteer support for Corazon de Vida Foundation, a U.S.-based nonprofit supporting Baja orphanages. Education and training are underwritten by the company and a psychologist/counselor is available to do one-on-one wellness counseling and interviews each employee to help outline their future development within the company, targeting needed certifications and schooling to achieve those goals. All employees also are included in bonuses for referrals, either for new clients or new hires.

#### #3 Innovative Employee Solutions

www.innovativeemployeesolutions.com



Community commitment is the foundation of Innovative Employee Solutions (IES). The company provides outsourced payroll and human resource administration services to companies nationwide, but prioritizes local volunteer efforts to support morale and encourage involvement. IES provides volunteer opportunities for all staff throughout the year with the goal of 200 hours of combined volunteer time for local charities such as the American Cancer Society, Junior Achievement and the YWCA. Employees are encouraged to meet a combined goal of 100 hours of community service and all volunteer time is paid time off. To support a healthy workforce, workouts with personal trainers or walk/run the nearby trails during work hours is promoted, along with discounts on gym memberships and free access to a fully equipped gym in the corporate office building. And, fun interactive events include annual pumpkin decorating contests for Halloween.

#### #4 centrexIT

www.centrexIT.com



Founded in 2002, centrexIT provides outsourced IT services to local small and medium-sized businesses. The company keeps its staff energized by creating a stimulating work environment complete with Nerf basketball hoops and remote control helicopters. Free breakfast and deli lunches are provided on premise and a gym is also available for workouts; but the company engages its staff away from the office with an ongoing schedule of sponsored team activities such as go karting and special Padres game events. centrexIT actively promotes diversity with a recruiting program targeted towards the local Hispanic community. All employees are included in financial incentives and profit sharing with all team members eligible, and predicated on a team-based bonus, not an individual bonus. centrexIT also promotes a more sustainable workplace and incorporates Cisco's green wise network technology. The company supports a number of educational and social service efforts including the John Brockington Institute, Helping Hands and Hands that Give.





## What makes Moss Adams one of the best places to work?

For starters, great clients. They're exciting companies and organizations, the engines of our economy, and many are on this list along with us. But at the end of the day, what makes Moss Adams great is our people. It's been this way for 100 years.

Congratulations to all our people in San Diego and all the organizations on this list.

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## BEST PLACES TO WORK

### #5 Zeeto Media

www.zeetomedia.com



Many organizations develop personalized programs to support and retain staff. But Zeeto Media has realized that when you look good, you feel good and has added an office hair stylist to round out its comprehensive approach to employee satisfaction. As a premium content publisher headquartered in downtown San Diego, the agency specializes in online advertising programs across multiple platforms. To keep its creative team humming, the company provides a gamut of activities from office massage appointments, monthly outings, social cycling, brewery tours, and bowling. In house a company chef provides daily healthy lunches, and BOSU balls and a ping pong table are available for relaxing during breaks. Zeeto Media also has a unique spender of the month program in which employees are given the chance to spend \$1000 towards a team building company event. Past events have included Padres games, a ski trip to Big Bear, cooking lessons, and ice skating. Annually, the company and its staff help with the Thanksgiving and Christmas food drive for the San Diego Food Bank.

### #6 Hughes Marino

www.hughesmarino.com



Hughes Marino has incorporated the "WOW" factor into their wide ranging employee perks program. Employees are given a "WOW" card to reward other team members for doing something above and beyond what is expected. With the award amount at \$250, it's another incentive the company uses to maximize its already inclusive work environment. Though small in staff size, Hughes Marino is San Diego's largest commercial real estate company working with business owners and corporate real estate managers. The award-winning office environment is more living/social space than office space, including a large living room with 80" TV, baby grand piano and guitars, a billiard table, putting green, in-house gym and shower facilities. The company provides a generous health care plan and an Individual Betterment Program which includes goal-setting meetings and presentation coaching from a third-party professional speaker. Hughes Marino strongly supports diversity within the workplace and encourages members of the disabled community with a facility that is ADA-certified. The company also is known for its local support for more than 70 nonprofit and charitable organizations in San Diego both through the donation of financial resources and volunteer time.

### #7 Fairway Technologies

www.fairwaytech.com



Though Fairway Technologies offers options to telecommute and flexible hours, the office environment is so stimulating that it's hard to keep staff away. This provider of technology consulting and software development services has found the formula to keep employees engaged and committed. Don't want to leave Fido at home all day, just bring him in. Fairway is dog friendly. Thursday after-hours beer tastings are a regular event and two of Fairway's employees are certified yoga instructors who regularly lead impromptu classes onsite. The company offers additional mentoring and training programs to help enhance job skills and expertise to appropriate candidates. Holidays of employees with foreign backgrounds, such as Bastille Day and Australia day are celebrated. This often includes a pot-luck with assorted food and beverage indigenous to the country being celebrated. The company also is actively engaged in the beach cleanup initiatives coordinated by the Surfrider Foundation.

### #8 BusinessOnline

www.businessol.com



Less pizza, more salads. That's only one of the results of BusinessOnline's many programs that focus on healthy, happy employees. Founded in San Diego in 1996, the digital marketing consulting firm has garnered awards for its work and its work environment including *BtoB* Magazine's "Interactive Agency of the Year" for 2011 and San Diego Business Journal's Best Places to Work 2012 Finalist. The agency offers financial incentives including quarterly client team bonuses and individual "Standout" bonuses, along with profit sharing. Other perks include flexible and remote work options, gym memberships, and an onsite game room. BusinessOnline also encourages community involvement with organizations such as Aids Walk and Surfrider Foundation's beach clean ups.

### #9 TargetCW

www.targetcw.com



Team building is a central part of TargetCW's strategy for retaining and growing its specialized staff. As a payroll and staffing company, TargetCW offers pre-screening, international services, and overall HR related solutions for temporary workers and contractors. From the popular annual Cabo team bonding trip with all expenses paid by

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## The Attorneys at Fisher & Phillips LLP Congratulate the Nominees and Winners of "Best Places to Work"

As experienced labor and employment lawyers serving California, we have a deep knowledge of areas such as employment contracts, wage and hour law, harassment and discrimination, labor relations, unfair competition, immigration and employee benefits. We work efficiently to provide you with practical solutions to workplace issues.

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## BEST PLACES TO WORK

the company to the Giving Together program, the organization supports activities that bring employees together. The company matches employee's donations to numerous charities and through Children of the Nations sponsor's ten children in Malawi, with a monthly contribution to provide for education, medical care, and daily nutrition. TargetCW also supports adopt a pet (recue animals) with reimbursements. On the fitness side, a workout room is currently being built and employees are encouraged to have a regular exercise program with up to a \$50 reimbursement on all gym memberships.

### #10 MCT Trading, Inc. www.mct-trading.com



There is no free lunch, except at MCT Trading, Inc. The firm, which provides mortgage pipeline hedging and risk management advisory services to clients in the secondary mortgage market, offers free lunch every day as one of the assortment of perks to keep the type of staff the company needs for its complex financial services. Other activities include hosted happy hours; an annual ski trip, and season tickets for Padres games. The company also stresses an active, healthy lifestyle and pays for gym memberships, as well as hosts weekly boot camps and yoga sessions. Staff and management work with each employee to formulate professional development plans. And, located in the busy downtown core, MCT Trading pays for parking.

### MEDIUM COMPANY CATEGORY (50-249 U.S. EMPLOYEES)

### #1 The Pollakov Financial Group www.pollakovfinancialgroup.com



CEO & President William Pollakov is the guiding factor behind The Pollakov Financial Group's approach to supporting its staff. Generous benefits include six paid half days off a year; monthly office events including softball, bowling, golf, mini-golf, picnics at the beach, holiday parties and annual banquets; and midday events include potlucks, chair massages – even costume contests. Health and fitness is encouraged with free gym memberships. A Health and Wellness Challenge involves tracking your healthy eating and exercise schedule for a month for a \$500 incentive. An Agent Referral Program rewards any agent who recommends a candidate who becomes part of the team, with a choice between a brand new iPad and a \$600 gift card to Nordstrom. And there's no limit on the amount of times you can win. Pollakov himself sets an example for a corporate and community good citizen and has been nominated into his industry's hall of fame and is about to be nominated into the Boys and Girls of America's Hall of Fame. He founded the "Bikes for Kids Foundation" which donates bicycles and helmets to disadvantaged kids across San Diego.

### #2 Red Door Interactive www.reddoor.biz



Red Door Interactive has spent more than a decade successfully developing and executing communications initiatives for its clients. Red Door's management brings the same enthusiasm and commitment to its staff. Flexible work schedules allow people to work remotely as needed and Red Door provides the tools to accommodate this using WebEx, Skype, and configuring of conference rooms with video capability. Employees are recognized with several programs including Wednesday's "We:30" at 3:30 p.m. which spotlights one employee per week. With the agency's Mad Props Peer Recognition Program, employees can nominate anyone else publicly on its intranet and posts are shared internally via email. Winners receive gift cards or extra paid time off. Fun activities include Summer Games including closing the office early on Friday for full participation. All three of the office locations offer health amenities including in-building gym, showers, and close proximity to parks or the beach. The agency is known for its community work and hosts various fundraisers to buy new books for classrooms in San Diego.

### #3 MaintenanceNet, Inc. www.maintenancenet.com



Technology companies abound, but few have created the kind of work atmosphere that motivates and stimulates employees to the extent that MaintenanceNet, Inc. has done. The company supports wellness on a number of levels, offering boot camps, lunch and learns, and self-defense classes. Health conscious lunches are served to all employees during internal meetings on a bi-weekly basis and fun becomes the main agenda item at once-a-month TGIF's. The company maintains a Discretionary Bonus that is based on longevity and all employees are eligible. A \$1,500 Employee Referral Bonus is offered for referring successful candidates for open positions. Employees are recognized with "M-ee" Awards from their peers. Working from home and flex hours also are an option. MaintenanceNet also encourages community involvement and has supported charities including the Susan G Komen Race for the Cure.

### #4 New Horizons Computer Learning Centers of Southern California www.nhsocal.com



As an authorized training provider for software certification, New Horizons Computer Learning Centers of Southern California offers its employees many incentives, including the opportunity to access all its advanced, state-of-the-art training programs for free. Employees are prioritized on an individual basis with monthly "Cause for Applause" Awards. Birthday cards are sent to employee's homes. Time is taken out of work to go line dancing, play miniature golf, and participate in a recreational hockey team or softball team; and, on occasion, Hula-Hoop contests. New Horizon's encourages diversity and actively seeks individuals with varying backgrounds and ethnicities. The company actively recruits veterans and older workers, as well as New Horizon's own students when their experience and instruction blend with current hiring needs.

### #5 QuestPoint (formerly Sambreel LLC) www.questpoint.com



QuestPoint, formerly Sambreel LLC, a leading developer, publisher, and distributor of software and web and mobile apps, understands the importance of keeping highly-skilled designers and technical innovators motivated and committed. The company offers medical, dental, and vision coverage that is 100 percent covered and encourages employee health and wellness, offering instructor-led fitness and meditation programs every day. A fully-equipped gym is located on the main floor and there are daily pull-up competitions every afternoon in the gym. Yoga and Pilate's classes are offered each week during lunch hour and lunches are provided free. Team building events include semi-monthly happy hours, game nights, and the company's Amazing Race event. The company has a peer recognition program in which each employee is given a credit card that holds a \$50 balance each quarter to spend on a peer, or multiple peers, and can be spent in any manner. And topping the innovative policies, QuestPoint offers unlimited paid time off.

### #6 Verenium Corporation www.verenium.com



Providing a great working environment is a multi-tiered endeavor. Verenium Corporation, a developer of high-performance enzymes for use in industrial processes, has checked all the boxes on creating a thriving workplace. Its onsite gym, organic garden & cafe, are housed in bright, modern office spaces. The campus has a shared fitness center with personal trainers as well as various classes such as yoga, Zumba and boot camp. Located close to Torrey Pines, staff is encouraged to use the trails and there are onsite shower/locker facilities to also encourage exercise. Verenium has just launched a Wellness Program offering discounted medical insurance rates for staff completing free biometric screenings and health questionnaires and saw 99 percent participation. Employee support is an important part of the culture and when a staff member lost their home in a fire, the 120 employees raised more than \$3500 and the company sent a \$1000 gift card for support.

### #7 Advanced Chemical Transport www.advancedchemical.net



Loyalty and longevity are prioritized at Advanced Chemical Transport, a nationally recognized employee-owned environmental management company involved in all facets of hazardous waste management. Five year anniversaries are celebrated with presentations of a Rolex watch and an incentive program includes many financial rewards for service. The environment and sustainability are key elements of the company's core values. A Training Cash Incentive Program offers cash payouts to employees who actively train their clients on environmental friendly recycling and products as well as safety training. Quarterly safety and performance bonuses are offered to employees who are current on all safety practices and have had no incidents along with cash bonuses for employees who earn a performance award. To encourage more in depth knowledge of the industry, the company offers training for employees hoping to become chemists. The company regularly hosts breakfasts and popular quarterly barbecues.

### #8 Adconion Direct www.adconiondirect.com



Multi-platform advertising agency Adconion Direct is a global player in the contemporary wired world of marketing, but the company pulls out all the stops creating a work space that encourages team building, personal growth and enjoyment. Fun incentives include a prize wheel with prizes such as cash, gift cards, iPads, fitness classes, zoo passes, tickets to events and sports games. Regular raffles, birthdays and outstanding performances give employees the opportunity to "Spin the Wheel." Throughout the year, employees are gifted with athletic gear including customized Nikes and Patagonia jackets. Frequent office events celebrating goals, achievements, holidays and birthdays include catered lunches, happy hours, and ice cream socials. Yearly Excellent Awards, quarterly peer-nominated Crusher Awards, and monthly

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## BEST PLACES TO WORK

Superstar awards all recognize stellar employee performance. Rewards include academic courses and international trips. Community outreach is encouraged year round. Every quarter, employees get a personal paid volunteer day as well as an all office paid volunteer day which includes transportation, lunch and t-shirts. Nonprofit organizations that are supported include Special Olympics of San Diego County. The agency hosted the fall 2012 Games, officiating soccer games and individual skills, and donated event t-shirts and lunch.

### #9 Atlas General Insurance Services, LLC.

www.atlas.us.com



Insurance agency Atlas General Insurance Services understands the actuarial facts of keeping a workforce healthy, happy and motivated. The company offers competitive salaries, frequent salary reviews, excellent benefits and bonuses. Atlas also has instituted an Atlas Health and Wellness Committee which is tasked with creating programs to encourage healthy lifestyles. A stretching area located in an empty section of the office has been created with mats and an exercise ball provided for employees to take a break to stretch or meditate. Diversity is showcased at the company. For the past three years, Atlas employees have celebrated Diwali Day to honor one of Indian employee's traditions, complete with traditional foods of the area. Atlas generously sponsors all employee causes (not one idea has been turned down) including raising money for charities, benefit walks/races, food drives, sponsoring families for the holidays, charity golf and charity poker tournaments. And, on warm summer days, Social Rooftop Fridays are hosted to bring the team together to wind down from the week's work.

### #10 American Council on Exercise

www.acefitness.org



The American Council on Exercise (ACE) has brought its mission in house. As the largest nonprofit fitness certification, education and training organization in the world, the organization has a long heritage in public outreach, and also is committed to the same quality of life for its entire staff. At its San Diego headquarters ACE stresses safe, effective exercise and physical activity. The organization has an on-site gym, and ongoing programs for weight and fitness including "FAT" (Fun Activities Team) events and a popular "Maintain Campaign" during the holidays to encourage employees to maintain their weight and fitness levels. ACE recognizes the importance of family holidays and closes Christmas through New Years with full pay for all staff. Flexible work schedules are offered. ACE encourages community involvement with its "12 months of giving" program. Each month is focused on a new cause. St. Vincent de Paul Village has been a favorite recipient with staff volunteering regularly for meal service.

## LARGE COMPANY CATEGORY (250 – 1999 EMPLOYEES)

### #1 Commonwealth Financial Network

www.commonwealth.com



Commonwealth Financial Network, a privately-held broker/dealer firm, understands the needs of its more than 1,450 financial advisors and the importance of keeping its affiliates educated and up-to-date on the latest trends and strategies in the ever-evolving world of finance. The organization encourages and supports professional development on many levels. In addition to in-house classes led by subject matter experts and a competitive tuition reimbursement program, Commonwealth sponsors employees in good standing who seek to earn professional certification. The organization rewards loyalty and celebrates tenure with \$100 gift cards for one year of service, an iPad or Bose Wave radio for five years, and gifts increasing in value every five years after that. The need for work/life balance and relaxation also is prioritized. Commonwealth's Sunday River Club offers free access to luxury vacation homes and sporting events. In-office perks include Easter egg hunts, thank-you lunches and potlucks, beach parties and Padres games, and a 4 p.m. Friday beer cart.

### #2 HFF, LP

www.hfflp.com



Commercial real estate firm HFF, LP spreads its supportive culture throughout its 21 offices. The organization stresses teamwork and an entrepreneurial environment that welcomes new thought and creative approaches. HFF's comprehensive wellness program includes a Wellness Scramble complete with prizes. Each staffer has a wellness scorecard to keep track of various wellness activities to complete throughout the year for a medical premium credit for the following plan year. A free fitness center in the building and discounts on gym memberships and exercise equipment promote an active, healthy lifestyle. An employee referral program is in place. The organization works with local colleges to recruit a diverse workforce and its CREW (Commercial Real Estate site for Women) encourages women's advancements.

### #3 Santarus, Inc.

www.santarus.com



Ever wanted to be immortalized during your lifetime? Santarus, Inc. has hit on a truly unique incentive for loyal staff – on the fifth anniversary of service; employees are presented with a bobble head of themselves. Aside from kitchy acknowledgements, the pharmaceutical company offers a generous holiday schedule that includes closing the company between Christmas and New Year's. There are a number of "during the work day" activities that feature fun activities and an opportunity for teambuilding. These include monthly birthday celebrations, salsa/guacamole contests, Oktoberfests, bowling, ice cream socials and happy hours. Employees can donate excess PTO to a fund to help other employees who face family emergencies and don't have enough PTO to cover the time. Additionally each employee is eligible to receive stock options each year based on company and individual performance. In the community, Santarus is a sponsor for Crohn's and Colitis Foundation of America and employees participate in several fundraising activities each year.

### #4 Swinerton Builders

www.swinerton.com



For more than a century Swinerton Builders has built a reputation for superior construction and a superior work environment as well. Founded in California in 1888, the construction giant has prioritized its employees, evolving and growing its support system through the years. Staff is encouraged to participate in a number of hosted activities including a Day at the Races. On site the company has a relaxing outdoor patio where BBQ's are frequently held and big sporting events are often viewed in the large kitchen. Swinerton recognizes that a diverse workforce makes a stronger workforce and seeks staff from a broad spectrum of backgrounds and experiences. The company strives to reflect the communities in which it works, actively recruiting at diverse schools and participating in specialized minority outreach events. The Swinerton Foundation supports hundreds of organizations including Junior Achievement in San Diego.

### #5 Vertex Pharmaceuticals, Inc.

www.vrtx.com



Vertex Pharmaceuticals is an innovative biotech organization dedicated to developing and commercializing innovative therapies for people with serious diseases. The organization also is dedicated to fostering a healthy committed workforce on a number of levels. Vertex generously offers four weeks of paid vacation for all employees. A wide range of activities include Friday socials, cookie Wednesdays, and free yoga classes. The facility also has an on-site basketball court and outdoor area for boot camp classes. Vertex celebrates a "Josh Boger Day of Service" and employees are encouraged to volunteer either on or off-site as a paid workday. Vertex staff have worked in a soup kitchen, built a house with Habitat for Humanity, donated school supplies to needy children, and volunteered at the annual San Diego Science Festival. Vertex supports job advancement and has created career ladders for the majority of positions at its San Diego site.

### #6 Sundt Construction

www.sundt.com



Sundt Construction has developed a signature philosophy that guides its approach to business and its staff. Under the "Sundt Way" policies, procedures and practices are collectively codified to provide guidance in all areas of day-to-day operations. Sundt is an employee-owned company and no one person owns more than 3 percent of company stock. Safety is a core value and Sundt's Safety by Choice program rewards good decisions in a variety of ways. The company holds Sundt Spirit Days – one day each quarter each jobsite is given a budget to throw a teambuilding celebration. The organization also supports community efforts through its Sundt Foundation, a nonprofit that donated \$53,000 to San Diego charities last year alone. Sundt firmly supports a diverse workforce and maintains a database of organizations and educational institutions that distribute job openings to women, minorities, persons with disabilities, and veterans.

### #7 The Ken Blanchard Companies

www.kenblanchard.com



At what other global company would an employee greet the work day with a daily voicemail message from its famous founder? The Ken Blanchard Companies, founded on the principles of effective business management, welcomes employees every day with an encouraging message from its leader. The organization has long had a reputation for teaching innovative work principles and practices what it preaches. The company offers employees many opportunities from an Infant at Work program and Turning Leads into Cash, designed to reward associates who find new clients. The organization also created the Blanchard Ambassador. This program allows associates to take paid time off based on years of service to participate in community based charity events. The company itself supports local charities with Blanchard Gives Back. A portion of the organization's profits are split among associates and they may donate their portion to a charity of their choice.

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# WE'RE ALL FOR GOING THE EXTRA MILE.



**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 1,100 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](http://kp.org/sandiego).**

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## BEST PLACES TO WORK

### #8 Moss Adams LLP

www.mossadams.com

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Moss Adams has been providing tax, audit and consulting services to public, private, and non-profit enterprises for decades. In this environment, employees thrive because of their rewarding and challenging careers, people they work with and the clients they serve. The company offers great benefits and ongoing development; and a family-friendly culture is built on collaboration, flexibility and trust. An Events Committee coordinates fun social events to promote networking and teambuilding including Padres games, annual holiday parties, pre and after busy season parties, and promotion parties. After busy season a Palm Springs Getaway, a 3 day/2 night weekend for family or significant other, is hosted by the firm's partners. Each employee also receives a \$50 allowance for food, beverages, spa, golf or shopping, along with a Saturday night group dinner. Moss Adams' Team for Charity (MATCH) is active in community outreach and offers employees a personal matching incentive for donations.



### #9 Barney & Barney, LLC

www.barneyandbarney.com

**BARNEY & BARNEY** LLC

Founded in 1909, Barney & Barney, LLC is a highly-regarded risk management and insurance brokerage firm. Its longevity and reputation can be traced to its support of its loyal staff. The organization offers substantial educational and professional development benefits. Wellness is encouraged and money is funded into individual health reimbursement accounts based on participation in wellness activities. The company matches 50/50 up to one week a year to take paid time off to volunteer. Options of flexible work hours, alternate work schedules such as four day work week and telecommuting are available for many positions. In 2009, the firm formed the Barney & Barney Foundation to continue its legacy of giving back to the community. Associates volunteer time and fundraise to support grants awarded to local charities. Since its founding the foundation has awarded more than \$600,000 to more than 50 organizations.

### #10 Trace3, Inc.

www.trace3.com

**TRACE3**

Trac3, Inc., a high tech firm specializing in consulting, data storage, networking and security, has created a work environment that gives employees great flexibility, financial incentives and solid benefits. Options such as flex time and unlimited vacation for exempt employees are extremely popular. A spiffing program encourages recognition that allows employees to reward other employees for their hard work and contribution. All full-time employees who have been at the company for a year are eligible for the bonus program (approx. 20 percent of salary, subject to company meeting certain milestones). The company created a wellness team that puts together exercise and fitness programs including runs and charity walks. In the community Trace3 supports Hope 4 Hanna, an organization dedicated to children with Autism.

## MEGA LARGE COMPANY (2000+ EMPLOYEES)

### #1 PCL Construction Services, Inc.

www.pcl.com



Diversity is one of the guiding principles at PCL Construction Services with a reputation for excellence in the contracting field. This reputation for excellence has been created and nurtured by its employees, the owners of PCL. And, the company makes sure the employees are supported and appreciated in many ways. PCL actively supports its older workforce by keeping them involved with mentoring new and up-and-coming employees. PCL relies on its in-house experts to help others learn the "PCL Way" through mentoring focused on career development, advice and direction. In early 2013, PCL launched a successful "Field Mentorship Program" which team up seasoned superintendents with new employees wishing to move their career paths in the same direction. Annually, PCL participates in the United Way campaign of community giving. In 2012, San Diego employees contributed \$48,000 with PCL matching 100 percent with the local PCL district receiving the Team Spirit award from United Way of San Diego.

### #2 Willis of San Diego

www.willis.com

**Willis**

Willis of San Diego is a leading insurance consultant and broker. The brokerage's core values stress transparency and communication around organizational goals and objectives. The firm has set up programs to support its staff that includes fitness activities from an on-site gym, to yoga classes to a Biggest Loser contest. A healthy lifestyle also is encouraged with biometric screenings and health risk assessments. Career development programs include formal mentoring and cross training programs. Willis San Diego is connected with the military community and actively recruits veterans (including those injured in combat) for open positions. Willis encourages its staff to get involved in community efforts and supports the local Junior Achievement and Mama's Pantry.

### #3 CohnReznick LLP

www.cohnreznick.com

**COHN REZNICK**

With origins dating back to 1919, CohnReznick LLP is currently the 11th largest accounting, tax, and advisory firm in the United States. The firm's support of work/life balance includes flexible and part-time work arrangements. A social committee (which is comprised of staff, not partners) plans a variety of events, including a Halloween costume party, birthday celebrations, wine tasting tours, and a beach day. The Firm's Pay It Forward program provides a financial incentive to employees and can be used to pay it forward to a charity or community service initiative. The firm also supports community involvement with organized volunteer days. CohnReznick sponsors several teams each year for the local Junior Achievement Bowl-a-Thon, its largest and most successful fundraiser.

### #4 BDO USA, LLP

www.bdo.com

**BDO**

With more than a century of service, BDO, the brand name for BDO USA, LLP, has been a U.S. professional services firm providing assurance, tax, financial advisory and consulting services. Its history of service extends to its extensive programs for its committed employees. Staff may participate in BDO Flex allowing employees to create a work/life fit through personalized plans. In addition to a generous PTO plan, the firm closes for the week between Christmas and New Year's each year. Busy season "perks" include free dinners and snacks, "chill rooms" and even massages. BDO L.I.F.E., BDO's wellness program, includes quarterly events such as the BDO Biggest Loser and Fall for Fitness. A Secondment program allows senior associates to work in a different BDO USA or BDO International office for a period of time, ranging from three months to two years. And BDO Counts embraces its corporate volunteer program that encourages employees to work together outside of the office to make a difference in their local communities.

### #5 First American

www.FirstAm.com


**First American**

First American is a leading provider of title insurance and settlement services to the real estate and mortgage industries that traces its heritage to 1889. Its long tradition embraces its respect and support of its staff as well. Fun, team building activities are scheduled regularly and feature quarterly bowling nights; random office wide bingo games; along with Padres and Charger Sports Days before a big game. Additional employee financial compensation includes a Commission Incentive Plan which rewards employees in a sales capacity and the Production Bonus Plan which rewards operational employees who successfully complete production goals. These bonuses are paid monthly or quarterly. The company offers a number of volunteer opportunities with various charities during the year. First American is very involved with Habitat for Humanity and participates in builds all over the country.

### #6 Intuit Inc.

www.about.intuit.com

**intuit**

QuickBooks, Quicken and TurboTax – all signature products of San Diego-based Intuit, form the identity of this innovative company. But, Intuit's comprehensive employee support programs identify it as one of the outstanding staff-friendly companies in existence. Work/Life balance is a core value with flexible hours to manage personal commitments. An onsite fitness center open 24/7 and staffed with a team of degreed fitness specialists; Friday socials; and an "Inspiration" room with foosball, billiards, Ping-Pong, video games, keep employees motivated. Intuit offers paid time off to participate in community & charitable events. Intuit San Diego employs more than 300 seasonal employees every year, 45 percent over the age of 50. The majority of these pros are retired tax professionals who enjoy working a portion of the year and still have the opportunity to pursue their own interests. These employees are provided with modified medical benefits, participation in the 401k plan, as well as participation in the employee stock purchase plan. For 20 years Toys for Tots has been supported by Intuit and its employee donations. In this time more than 8,500 bikes have been donated.

### #7 Kaiser Permanente

www.kp.org

**KAISER PERMANENTE thrive**

For more than 60 years, Kaiser Permanente (KP) has been providing high-quality health care in California and beyond and has been dedicated to improving the health of its members, employees and physicians. Kaiser's "Healthy Workforce" culture – aligned with its signature "Thrive!" motto – encourages and incentivizes employees to focus on healthy lifestyles and work/life balance. KP has developed an industry-leading compensation and benefits package. The Ben Hudnall Trust offers employees the opportunity to receive funding to enhance their skill sets and many of the organization's nurses were KP employees who elevated their careers via the Trust. Exercise programs such as "The 30-Day Get Fit Challenge", "Thrive Across America" (a community walking program), and "Mix It Up" (an online tool for healthy eating),

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## BEST PLACES TO WORK

incentivize employees to live healthy lives. In 2013, *Diversity MBA* magazine awarded Kaiser Permanente its first-ever "Diversity Hall of Fame" award for being the best organization for diverse managers.

### #8 KPMG LLP

www.kpmg.com



Audit, tax and advisory services provider KPMG has institutionalized its workforce priority. Recognition programs and events such as the Encore award program, Town Hall meetings, and summer gifts including ice cream sundae and BBQ gift packages are regularly scheduled, along with social events including holiday parties, BBQ picnics at Mission Bay Park and mixers. In 2012, approximately 80 percent of all employees received an incentive compensation bonus. Through its CPA Incentive Program, associates can earn up to \$5,000 for passing all parts of the CPA exam within a specified timeframe. The company offers a generous 25+days PTO annually as well as a sabbatical program. Additionally, KPMG's Abilities in Motion (AIM) Network

focuses on fostering an inclusive environment for people with disabilities and those who care for someone with special needs or a chronic illness.

### #9 Navy Federal Credit Union

www.navyfederal.org



As a member-owned, not-for-profit financial cooperative, Navy Federal is committed to upholding its mission to serve the financial needs of members of the Army, Marine Corps, Navy, Air Force, Coast Guard, Department of Defense and their families. This dedication to the nation's protectors has instilled a commitment to community and employees as well. Since its founding 80 years ago in 1933, Navy Federal has seen its employees as part of the family it serves. The financial institution offers generous benefits, including educational programs and programs that encourage wellness and employee enrichment. Discounted gym membership fees, discounts for health coaching, and health benefits for full and part-time employees is available. Navy Federal's Partners in Performance Program is a variable incentive pay plan for eligible team members at all levels. Based upon employee performance ratings and corporate goals reached, Navy Federal paid out more than \$69 million to eligible employees. Communication is a key goal and Navy Federal's Employee Voice offers an online forum that empowers employees to submit ideas. Navy Federal and San Diego's branches are avid supporters of the Marine Corp Toys for Tots campaign.



### #10 Symitar - A Jack Henry Company

www.jackhenry.com

Symtar, part of Jack Henry & Associates, Inc., was founded in 1976 as a provider of core information processing solutions for community banks. The company offers employees a well-rounded group of benefits and perks that keep its team motivated and integrated. Flexible work hours and the ability to work remotely from home are available, helping employees save on gasoline and providing a work/life balance. Symtar provides excellent benefits, a state-of-the-art office environment, new computers and other resources to make tasks easier. A weekly Toastmasters club called SymiToast offers staff the opportunity to learn public speaking tools. Symtar's popular Taco Tuesday is a once a month fundraiser that supports local non-profits. A street taco vendor sets up in the parking lot selling more than 1,000 tacos, and raising approximately \$500 to give to organizations such as Eagle Scouts, Make-A-Wish, Liam's Fund, and Engineers without Borders.

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# 2013 BEST PLACES TO WORK WINNERS

Small-employer category (15 to 49 U.S. employees)

Rank	Company Address Website	Telephone	Number of U.S. employees	Business description	Highest ranking executive(s), Title(s)	Year established locally
1	<b>SkillStorm Commercial Services LLC</b> 9530 Padgett St., #110, San Diego 92126 www.skillstorm.com	858-551-9322	48	Staffing	Vince Virga, CEO	2002
2	<b>Radiant Technologies</b> 6160 Lusk Blvd., Suite C200, San Diego 92121 www.thesunisshining.com	858-558-5955	19	Software	Kathy Pennington, president	2005
3	<b>Innovative Employee Solutions Inc.</b> 9665 Granite Ridge Drive, #420, San Diego 92123 www.innovativeemployeesolutions.com	858-715-5100	26	Staffing	Gaby Mergenthal, president	1974
4	<b>centrexIT</b> 3934 Murphy Canyon Road, Suite B102, San Diego 92123 www.centrexit.com	619-651-8705	22	Technology	Dylan Natter, founder, CEO	2002
5	<b>Zeeto Media</b> 925 B St., fifth floor, San Diego 92101 www.zeetomedia.com	888-771-9194	42	Advertising, public relations	Matt Marcin, president	2010
6	<b>Hughes Marino Inc.</b> 1450 Front St., San Diego 92101 www.hughesmarino.com	619-630-2740	31	Real estate	Jason Hughes, president	2011
7	<b>Fairway Technologies</b> 7825 Fay Ave., #100, La Jolla 92037 www.fairwaytech.com	858-454-4471	22	Technology	Brett Humphrey, CEO	2002
8	<b>BusinessOnline</b> 700 B St., #1000, San Diego 92101 www.businessol.com	619-719-5251	40	Consulting	Thad Kahlow, CEO	1999
9	<b>TargetCW</b> 9475 Chesapeake Drive, San Diego 92123 WWW.targetcw.com	858-810-3000	32	Staffing	Samir Khouli, president, CEO	2010
10	<b>MCT Trading Inc.</b> 406 Ninth Ave., #211, San Diego 92101 www.mct-trading.com	619-543-5111	48	Financial services	Curtis Richins, president	2001

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

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# 2013 BEST PLACES TO WORK WINNERS

Medium-employer category (50 to 249 U.S. employees)

Rank	Company Address Website	Telephone	Number of U.S. employees	Business description	Highest ranking executive(s) Title(s)	Year established locally
1	<b>The Pollakov Financial Group Inc.</b> 4275 Executive Square, #400, La Jolla 92037 www.pollakovfinancialgroup.com	858-202-2323	150	Financial services	William Pollakov president, CEO	2002
2	<b>Red Door Interactive Inc.</b> 350 10th Ave., #100, San Diego 92101 www.reddoor.biz	619-398-2670	58	Advertising, public relations, marketing	Reid Carr president, CEO	2002
3	<b>MaintenanceNet Inc.</b> 5963 La Place Court, #300, Carlsbad 92008 www.maintenancenet.com	760-496-7564	59	Technology	Scott Herron CEO, co-founder	2004
4	<b>New Horizons Computer Learning Centers</b> 7480 Miramar Road, #202, San Diego 92126 www.nhsocal.com	714-221-3108	110	Information technology	Kevin M. Landry CEO	1982
5	<b>QuestPoint (formerly Sambreel)</b> 5857 Owens Ave., #300, Carlsbad 92008 www.sambreel.com	760-981-0422	83	Custom computer programming	Kai Hankinson CEO	2008
6	<b>Verenium Corp.</b> 3550 John Hopkins Court, San Diego 92121 www.verenium.com	858-431-8577	124	Industrial biotechnology	James Levine president, CEO	1992
7	<b>Advanced Chemical Transport</b> 2213 Meyers Ave., Escondido 92029 www.advancedchemical.net	760-489-5600	192	Environmental management	Walter Singer founder, president	2002
8	<b>Adconion Direct</b> 9444 Waples St., #350, San Diego 92121 www.adconiondirect.com	858-202-6404	193	Technology, Internet marketing	Kim Perell CEO	2008
9	<b>Atlas General Insurance Services Inc.</b> 8954 Rio San Diego Drive, #600, San Diego 92108 www.atlas.us.com	619-768-6580	59	Insurance	Bill Trzos CEO	2009
10	<b>The American Council on Exercise</b> 4851 Paramount Drive, San Diego 92123 www.acefitness.org	858-576-6500	67	Nonprofit, fitness	Scott Goudeseune president, CEO	1985

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

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# 2013 BEST PLACES TO WORK WINNERS

Large-employer category (250 to 1,999 U.S. employees)

Rank	Company Address Website	Telephone	Number of U.S. employees	Business description	Highest ranking executive Title(s)	Year established locally
1	<b>Commonwealth Financial Network</b> 110 W. A St., #1800, San Diego 92101 www.commonwealth.com	619-471-9700	569	Financial services	John Rooney managing principal	2000
2	<b>HFF LP</b> 4350 La Jolla Village Drive, #450, San Diego 92122 www.hfflp.com	858-552-7690	596	Real estate	Timothy D. Wright senior managing director	1997
3	<b>Santarus Inc.</b> 3611 Valley Centre Drive, #400, San Diego 92130 www.santarus.com	858-314-5744	312	Pharmaceuticals	Gerald Proehl president, CEO	1999
4	<b>Swinerton Builders</b> 16798 W. Bernardo Drive, San Diego 92127 www.swinerton.com	858-622-4040	1,584	Construction	Don Adair senior vice president, general manager	1993
5	<b>Vertex Pharmaceuticals Inc.</b> 11010 Torreyana Road, San Diego 92121 www.vrtx.com	858-404-6600	1,907	Pharmaceuticals	Jeffrey Leiden president, CEO	1996
6	<b>Sundt Construction Inc.</b> 1660 Hotel Circle N., #400, San Diego 92108 www.sundt.com	619-321-4800	1,350	Construction	Dave Crawford president, CEO	1947
7	<b>The Ken Blanchard Cos.</b> 125 State Place, Escondido 92029 www.kenblanchard.com	800-728-6000	276	Consulting	Tom McKee CEO	1979
8	<b>Moss Adams LLP</b> 9665 Granite Ridge Drive, #600, San Diego 92123 www.mossadams.com	858-627-1400	1,950	Accounting	Chris Schmidt chairman, CEO	1964
9	<b>Barney &amp; Barney LLC</b> 9171 Towne Centre Drive, #500, San Diego 92122 www.barneyandbarney.com	800-321-4696	462	Insurance	Paul Hering CEO, managing principal	1909
10	<b>Trace3 Inc.</b> 11250 El Camino Real, #200, San Diego 92130 www.trace3.com	858-345-2650	266	Technology	Hayes Drumwright CEO	2005

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

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# 2013 BEST PLACES TO WORK WINNERS

Mega-employer category (2,000 or more U.S. employees)

Rank	Company Address Website	Telephone	Number of U.S. employees	Business description	Highest ranking executive Title(s)	Year established locally
1	<b>PCL Construction Services Inc.</b> 4690 Executive Drive, #100, San Diego 92121 www.pcl.com	858-657-3400	3,864	Construction	Paul Douglas president, CEO	2004
2	<b>Willis of San Diego</b> 4250 Executive Square, #250, La Jolla 92037 www.willis.com	858-678-2000	7,250	Insurance brokerage, consulting	Linde Hotchkiss managing partner	1968
3	<b>CohnReznick LLP</b> 9255 Towne Centre Drive, #250, San Diego 92121 www.cohnreznick.com	858-535-2000	2,410	Accounting	Wade McKnight office managing partner, San Diego	1978
4	<b>BDO USA LLP</b> 4250 Executive Square, #600, La Jolla 92037 www.bdo.com	858-404-9200	3,373	Accounting	Wayne Berson CEO	2007
5	<b>First American</b> 3131 Camino de Rio N., San Diego 92108 www.firstam.com	619-238-1776	9,983	Financial services	Larry Buster vice president, county manager	1959
6	<b>Intuit Inc.</b> 7535 Torrey Santa Fe Road, San Diego 92129 www.intuit.com	858-215-7225	7,758	Technology	Brad Smith president, CEO	1993
7	<b>Kaiser Permanente</b> 4511 Orcutt Ave., San Diego 92120 www.kp.org	619-641-2514	148,000	Health care providers	Mary Ann Barnes senior vice president, executive director	1967
8	<b>KPMG LLP</b> 4747 Executive Drive, #600, San Diego 92121 www.us.kpmg.com	858-750-7100	22,375	Accounting	David W. Down managing partner	1961
9	<b>Navy Federal Credit Union</b> 8660 Rio San Diego Drive, San Diego 92108 www.navyfederal.org	888-842-6328	9,644	Credit union	Cutler Dawson president, CEO	1974
10	<b>Symitar - a Jack Henry Company</b> 8985 Balboa Ave., San Diego 92123 www.symitar.com	619-542-6700	5,111	Technology	Ted Bilke president	1984

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

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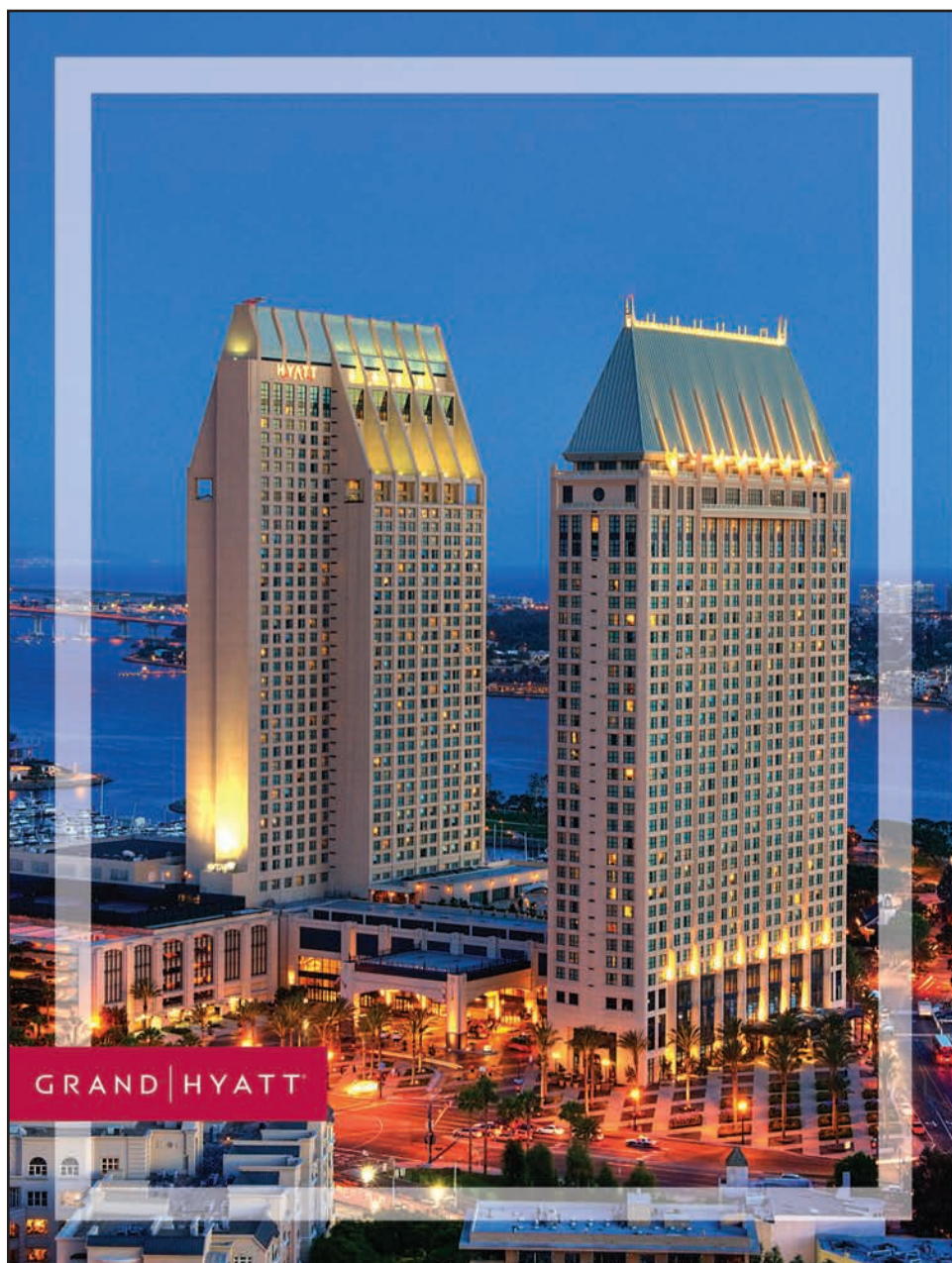
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2013 BEST PLACES TO WORK WINNERS

Listed alphabetically

Company Address Website	Telephone	Number of U.S. employees	Business description	Highest ranking executive(s) Title(s)	Year established locally
<b>Andrews Lagasse Branch &amp; Bell LLP</b> 4365 Executive Drive, #950, San Diego 92121 www.albblaw.com	858-345-5024	22	Legal	Jonathan Andrews Traci S. Lagasse Jennifer S. Branch Margaret C. Bell founding members	2007
<b>Bill Howe Family of Companies</b> 9085 Aero Drive, Suite B, San Diego 92123 www.billhowe.com	619-286-6348	124	Plumbing services	Bill Howe CEO	1980
<b>BluFi Lending Corp.</b> 1808 Aston Ave., #190, Carlsbad 92008 www.BluFi.com	760-444-1500	138	Financial services	John Lee president, CEO	2009
<b>BNBuilders</b> 9255 Towne Centre Drive, #800, San Diego 92121 www.bnbuilders.com	858-550-9433	246	Construction	Keith Whaley regional manager	2010
<b>Business.com Media Inc.</b> 1900 Wright Place, #250, San Diego 92008 www.business.com	888-441-4466	61	Advertising, Web-based business	Tony Uphoff CEO	2007
<b>Capital Partners Services/Freight Capital</b> 2544 Campbell Place, #200, Carlsbad 92009 www.freightcapital.com	800-775-0391	140	Financial services	Richard Sarif co-CEO	1993
<b>Cassidy Turley San Diego</b> 4350 La Jolla Village Drive, #500, San Diego 92122 www.cassidyturley.com/sandiego	858-546-5400	66	Real estate	Dan Broderick regional managing principal	1986
<b>Cavignac &amp; Associates</b> 450 B St., #1800, San Diego 92101 www.cavignac.com	619-234-6848	37	Insurance	Jeffrey W. Cavignac president	1992
<b>Cobra Puma Golf</b> 1818 Aston Ave., Carlsbad 92009 www.cobrapumagolf.com	760-710-3447	136	Manufacturing	Bob Phillion president	2010
<b>Council of Community Clinics</b> 7535 Metropolitan Drive, San Diego 92108 www.ccc-sd.org	619-542-4349	50	Nonprofit, health and human services	Stephen O'Kane CEO	1977
<b>Covario Inc.</b> 9255 Towne Centre Drive, #600, San Diego 92121 www.covario.com	858-397-1500	193	Technology	Russ Mann CEO	2006
<b>Destination Concepts Inc.</b> 4241 Jutland Drive, #200, San Diego 92117 www.destinationconcepts.com	858-274-7979	35	Destination management, event production	Brynne Frost founder	1998
<b>DigitalMojo</b> 6165 Greenwich Drive, #300, San Diego 92122 www.digitalmojo.com	800-413-5916	27	Performance marketing	Martin Smith founder, CEO	2005
<b>Dowling &amp; Yahnke LLC</b> 12340 El Camino Real, #450, San Diego 92130 www.dywealth.com	858-509-9500	28	Financial services	Dale Yahnke partner, president Mark Dowling partner Mark Munoz partner, COO, CFO Paul Temby partner	1991
<b>FMT Consultants LLC</b> 5451 Avenida Encinas, Suite A, Carlsbad 92008 www.fmtconsultants.com	760-930-6400	35	Technology	Eric Casazza CEO	1995
<b>Forward Slope Inc.</b> 2020 Camino del Rio N., #400, San Diego 92108 www.forwardslope.com	619-299-4400	87	Defense services	Carlos A. Persichetti president, CEO	2002
<b>G.S. Levine Insurance Services Inc.</b> 10505 Sorrento Valley Road, #200, San Diego 92121 www.gslevine.com	858-481-8692	51	Insurance	Gary S. Levine CEO	1987
<b>gap intelligence</b> 2448 Historic Decatur Road, #105, San Diego 92106 www.gapintelligence.com	619-547-1100	47	Market research	Gary Peterson founder, president	2003
<b>Geary LSF</b> 401 W. A St., #360, San Diego 92101 www.gearygroup.com	619-756-6700	122	Advertising, public relations, marketing	Daniel Laury CEO	1999
<b>Geosyntec Consultants</b> 10875 Rancho Bernardo Road, #200, San Diego 92127 www.geosyntec.com	858-674-6559	850	Engineering and science consulting	Rudy Bonaparte president, CEO	1998
<b>Get 1 Free Magazine</b> 4180 Ruffin Road, #235, San Diego 92123 www.get1free.com	858-751-5850	29	Advertising, public relations, marketing	Ryan Green pubilsher	2003
<b>Harrah's Rincon Casino &amp; Resort</b> 777 Harrah's Rincon Way, Valley Center 92082 www.harrahs.com	760-751-3100	1,214	Casino resort	Janet Beronio regional president, Harrah's Rincon & Harrah's Ak-Chin	2002
<b>High Rank Websites Inc.</b> 9810 Scripps Lake Drive, Suite A, San Diego 92131 www.highrankwebsites.com	858-935-9478	19	Advertising, public relations, marketing	Michael Perez president, founder	2005
<b>HME</b> 14110 Stowe Drive, Poway 92064 www.hme.com	858-535-6000	340	Manufacturing	Chuck Miyahira CEO	1971
<b>Indus Technology Inc.</b> 2243 San Diego Ave., #200, San Diego 92110 www.industechnology.com	619-299-2555	218	Defense contracting	James B. Lasswell president, CEO	1991
<b>InnovaSystems International LLC</b> 2385 Northside Drive, #300 , San Diego 92108 www.innovasi.com	619-955-5800	318	Software development	Chris Wollerman CEO, owner	1997
<b>Intercare Insurance Solutions, a HUB International Co.</b> 5375 Mira Sorrento Place, #400, San Diego 92121 www.intercaresolutions.com	858-373-6900	77	Health care insurance services	Michael Barone president	2002
<b>J Public Relations</b> 1620 Fifth Ave., #700, San Diego 92101 www.jpublicrelations.com	619-255-7069	27	Advertising, public relations, marketing	Jamie Lynn Sigler Kim Julin Guyader partners	2003
<b>Jones Lang LaSalle</b> 4747 Executive Drive, #400, San Diego 92121 www.joneslanglasalle.com	858-410-1200	14,144	Real estate	Peter Belisle southwest region market director	1994
<b>Kimpton Hotels &amp; Restaurants</b> 1047 Fifth Ave., San Diego 92101 www.kimptonhotels.com	619-515-3000	7,480	Hospitality	Mike Depatie president	1981

**Judging process:** Each nomination was reviewed/evaluated by Best Companies Group. Companies are selected based on a score derived from confidential surveys of employees, employer surveys of the business' policies, benefits, culture and work environment. Please see the top 10 winners in each of the four other categories (Small, Medium, Mega, Large) on the previous pages.

2013 BEST PLACES TO WORK WINNERS

Listed alphabetically

Company Address Website	Telephone	Number of U.S. employees	Business description	Highest ranking executive(s) Title(s)	Year established locally
<b>LevitZacks, Certified Public Accountants</b> 701 B St., #1300, San Diego 92101 www.lz-cpa.com	619-578-7037	36	Accounting	Theresa M. Drouillard president	1964
<b>Manchester Grand Hyatt San Diego</b> 1 Market Place, San Diego 92101 www.manchestergrand.hyatt.com	619-232-1234	844	Hospitality	John Schafer vice president, managing director	1992
<b>McGladrey LLP</b> 1455 Frazee Road, #600, San Diego 92108 www.mcgladrey.com	619-281-7764	6,712	Accounting	Matt Bradvica office managing partner, San Diego	1977
<b>MOGL</b> 9645 Scranton Road, #110, San Diego 92121 www.mogl.com	858-436-4268	49	Technology	Jon Carder CEO	2011
<b>Moneytree Inc.</b> 3445 Midway Drive, San Diego 92106 www.moneytreeinc.com	619-223-6669	1,027	Financial services	Dennis Bassford CEO	1998
<b>Nightingale Home Care Inc.</b> 4579 Maple Ave., Suite 2, La Mesa 91941 www.nightingalehomecare.net	619-337 1888	38	Health care provider	Joseph Li administrator	2003
<b>Norima Consulting U.S.</b> 11590 W. Bernardo Court, #245, San Diego 92127 www.norimaconsulting.com	888-737-4038	25	Technology consulting	David Kuik CEO	2007
<b>NuVasive Inc.</b> 7475 Lusk Blvd., San Diego 92121 www.nuvasive.com	800-475-9131	1,097	Medical devices	Alexis Lukianov chairman, CEO	1999
<b>Osiris Shoes</b> 5601 Palmer Way, Carlsbad 92010 www.osirisshoes.com	760-692-5050	32	Retail, action sports, footwear, apparel	Tony Chen co-owner, president Brian Reid co-owner, chief creative officer	1997
<b>PayLease LLC</b> 9330 Scranton Road, #450, San Diego 92121 www.paylease.com	858-657-9391	66	Financial services	Dave Dutch CEO	2003
<b>Pharmatek Laboratories Inc.</b> 7330 Carroll Road, #200, San Diego 92121 www.pharmatek.com	858-805-6383	75	Pharmaceuticals	Jeffrey Bibbs CEO, CSO	1999
<b>Productivity Associates Inc.</b> 5625 Ruffin Road, #220, San Diego 92123 www.gotopai.com	619-822-3487	116	Technology	Kenneth McLoughlin CEO	1991
<b>Proven Solutions Inc.</b> 9444 Waples St., #440, San Diego 92121 www.proveninc.com	858-412-1111	54	Staffing	Louis J. Song co-founder, CEO Ingram Losner co-founder, CFO	2007
<b>Regulus Therapeutics Inc.</b> 3545 John Hopkins Court, #210, San Diego 92121 www.regulusrx.com	888-734-8587	71	Pharmaceuticals	Kleanthis Xanthopoulos president, CEO	2009
<b>Reilly Financial Advisors</b> 7777 Alvarado Road, #116, La Mesa 91942 www.rfadvisors.com	619-698-0794	20	Financial services	Don Reilly co-founder, CEO Frank Reilly co-founder, president, COO	1999
<b>ResMed Inc.</b> 9001 Spectrum Center Blvd., San Diego 92123 www.resmed.com	858-836-5500	3,967	Manufacturing	Michael Farrell CEO	1989
<b>Samuel Scott Financial Group</b> 12275 El Camino Real, #130, San Diego 92130 www.samuelsscottfg.com	858-259-4014	36	Financial services	Todd Pianin founder, president	2006
<b>Sentek Global</b> 2811 Nimitz Blvd., Suite G , San Diego 92106 www.sentekglobal.com	619-543-9550	120	Government contractor	Eric Basu president, CEO	2001
<b>Sheppard Mullin</b> 501 W. Broadway, 19th floor, San Diego 92101 www.sheppardmullin.com	619-338-6500	1,162	Legal	Guy Halgren chairman	1986
<b>Sleep Train</b> 9455 Cabot Drive, San Diego 92126 www.sleeptrain.com	619-221-1211	1,496	Retail	Scott Higgins regional vice president of sales, southern California	2002
<b>Sonic Boom Wellness</b> 5963 La Place Court, #100, Carlsbad 92008 www.sonicboomwellness.com	760-438-1600	21	Corporate wellness	Danna Korn co-founder, CEO	2007
<b>Takeda California Inc.</b> 10410 Science Center Drive , San Diego 92121 www.takedacalifornia.com	858-622-8528	198	Pharmaceuticals	Keith Wilson president, chief scientific officer	2000
<b>TechFlow Inc.</b> 6405 Mira Mesa Blvd., #250, San Diego 92121 www.techflow.com	858-412-8282	181	Technology	Larry M. Trammell president, CEO	1995
<b>Teradata Corp.</b> 17095 Via del Campo, San Diego 92127 www.teradata.com	858-485-2296	4,046	Technology	Scott Gnau president, Teradata Labs	2007
<b>TGG Accounting</b> 10188 Telesis Court, #130, San Digeo 92121 www.tgg-accounting.com	760-697-1033	61	Accounting	Matt Garrett CEO	2006
<b>The Shout! House</b> 655 4th Ave., San Diego 92101 www.theshouthouse.com/sd	619-231-6700	45	Dueling piano bar, restaurant	Bob Walin president	2004
<b>Therapy Specialists</b> 3760 Convoy St., #204, San Diego 92111 www.therapyspecialists.net	858-514-0375	159	Health care provider	Susan J. Harris founder, CEO	1976
<b>Ultimate Labs</b> 5940 Pacific Mesa Court, #209, San Diego 92121 www.ultimatelab.com	858-677-9297	16	Biotech labs	Kim Lim CEO	2008
<b>Underground Elephant</b> 600 B St., #1300, San Diego 92101 www.undergroundelephant.com	858-815-5323	58	Advertising, public relations, marketing	Jason Kulpa CEO	2008
<b>Vistage International</b> 11452 El Camino Real, #400, San Diego 92130 www.vistage.com	858-509-5814	142	Executive membership organization	Leon Shapiro CEO	1968

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