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**MOST
ADMIRED**

CEO

2013

SAN DIEGO BUSINESS JOURNAL



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COMMERCIAL BANKING



Letter From The San Diego Business Journal

Welcome to the San Diego Business Journal's seventh annual Most Admired CEO publication. In the following pages we are pleased to present a repertoire of San Diego's most dynamic and innovative business leaders. These individuals have guided their organizations to exceptional success through their vision, foresight, and tenacity. They are our region's economic generators, financial guardians and community champions.

This year's field of winners and finalists was the largest in our history with a total of 116. We celebrated these "C Level" leaders in a special awards event on Thursday, Dec. 5, at the Paradise Point Resort and Spa. Highlighting the event was an appearance by Ken Blanchard—internationally renowned leadership management pioneer, award-winning speaker and best-selling author—who was honored with a Lifetime Achievement Award. Additionally, United Way of San Diego County's Doug Sawyer was given an Exemplary Service Award and ViaSat Inc.'s Mark Dankberg received the Founder's Award. Our sincere thanks go to our panel of judges—Vicky Carlson, Rod Lanthorne, Bill Pollakov, Greg Rogers, Ed Sternagle, and Greg Wells—for their time and diligent evaluations.

We'd like to thank our title sponsor, Chase Bank, and our gold sponsors, CBIZ and Mayer Hoffman McCann, Donovan's and ESET; along with partnership sponsors LEAD San Diego and Paradise Point Resort and Spa for their support of this popular program.

We proudly profile our winners, finalists, awards of distinction recipients and judges in the following pages. They represent San Diego's divergent and robust industries from health care to defense to our budding biotech sector. Their stories are unique and motivational and represent the true spirit of San Diego's expanding influence on the region, the nation and the world.



Armon Mills
Armon Mills
President & Publisher



2013 Awards Of Distinction

LIFETIME ACHIEVEMENT AWARD

Ken Blanchard
Chief Spiritual Officer
The Ken Blanchard Companies



Dr. Ken Blanchard has spent a lifetime inspiring global corporate presidents and ordinary people with now famous motivational quotes such as "don't quack like a duck, soar like an eagle." Few people have influenced the day-to-day management of people and companies more than Blanchard. A prominent, sought-after author, speaker, and business consultant, he is one of the most influential leadership experts in

the world and is respected for his years of groundbreaking work in the fields of leadership and management.

Blanchard is the co-founder and chief spiritual officer of The Ken Blanchard Companies, an international management training and consulting firm that he and his wife, Margie Blanchard, began in 1979 in San Diego. In addition to being a renowned speaker and consultant, he also spends time as a visiting lecturer at his alma mater, Cornell University. Starting with his phenomenal best-selling book, "The One Minute Manager," co-authored with Spencer Johnson, which has sold more than 13 million copies and remains on best-seller lists, his books have a combined sales of more than 18 million copies in more than 25 languages.

He has received many awards and honors for his contributions in the fields of management, leadership, and speaking. The National Speakers Association awarded him its highest honor, the "Council of Peers Award of Excellence." He was inducted into the HRD Hall of Fame by Training magazine and Lakewood Conferences, and he received the Golden Gavel Award from Toastmasters International. He has been inducted into Amazon's Hall of Fame as one of the top 25 best-selling authors of all time. The business school at Grand Canyon University bears his name. In addition, he teaches students in the master of science in Executive Leadership Program at the University of San Diego.

FOUNDERS AWARD

Mark Dankberg
Chairman/CEO/Co-founder
ViaSat, Inc.



Mark Dankberg co-founded ViaSat Inc. in 1986 and has led the company's rapid growth, holding the positions of chairman of the board and chief executive officer since the company's inception. He is considered an industry expert in aerospace, defense, and satellite communications, and is the

leading visionary for a new generation of high-capacity satellite systems that stretch the boundaries of what satellites can do. Under his leadership, ViaSat has consistently been one of America's fastest growing technology companies. As a start-up, ViaSat has been recognized multiple times by leading business and industry publications including BusinessWeek, Forbes, Fortune, Red Herring, Space News, and DefenseNews for its exceptional performance and growth. He has co-authored several military standards on satellite networking, and holds a number of patents in communications and satellite networking technologies. He has participated on Department of Defense advisory panels and was invited to testify before a Congressional committee on high technology growth companies and IPOs.

Dankberg was named Entrepreneur of the Year in San Diego in 2000, Satellite Industry Executive of the Year in 2003, and received the American Institute of Aeronautics and Astronautics Aerospace International Communications Award in 2008. In October, he was presented with the Innovator Award by the Arthur C. Clarke Foundation for his leadership in transforming satellite communications. He also is a member of the Rice University Electrical and Computer Engineering Hall of Fame.

EXEMPLARY SERVICE AWARD

Doug Sawyer
President/CEO
United Way of San Diego County



A 28-year veteran of the banking industry, Doug Sawyer assumed the leadership of United Way of San Diego County in July 2005 as president and CEO. With a desire to give back to the community, he decided to leave the banking industry to take on this new venture. The organization has thrived

under his leadership and recently was only one of six United Ways to be funded in a nationwide "Collective Impact" program as a strong example of leadership and significant community progress. Prior to joining United Way of San Diego, Sawyer held senior executive positions in a number of the region's financial institutions.

Sawyer's vast community involvement includes board memberships in The Plan to End Chronic Homelessness, The Children's Initiative, and San Diego Grantmakers. He is past chairman of the San Diego Regional Chamber of Commerce where he continues to serve on the board of directors. In addition, he served as president of the board of directors of the Holiday Bowl in 2006 and continues to serve on the board and national strategy committee.

His past community activities included board memberships at the United Way of San Diego, American Red Cross San Diego/Imperial Counties Chapter, LEAD San Diego, Children's Hospital Foundation, San Diego Opera, and Leadership Trust (as a founding member). He also served as a member of the Ad Hoc Citizens Advisory Committee to the Audit Committee of the City of San Diego, as well as the City's Permanent Homeless Facility Task Force.



CEO 2013 Judges



Vicky Carlson

President & CEO
LEAD San Diego

Vicky Carlson was appointed president and chief executive officer of LEAD San Diego in August, 2010. Carlson joined the LEAD board in 2004 and served in many capacities before leaving to assume her current position. Carlson has nearly two decades of business experience and was president and owner of Office Pavilion San Diego, a Herman Miller furniture dealership. She has served on the board of Voices for Children and on the board of The Woman's Conference, serving at the pleasure of California's First Lady Maria Shriver.



Bill Pollakov

President & CEO
The Pollakov Financial Group, Inc.

Bill Pollakov is the president and CEO of The Pollakov Financial Group Inc. He took the helm of a small failing firm and built it into a large full service financial planning firm which now consists of 16 different divisions. Pollakov is a sought after speaker, and has spoken throughout the North America and Asia. Additionally, he is regularly called as an expert witness for industry legal issues and is a consultant for the Kellogg School of Management at Northwestern University. An active community supporter, Pollakov is the founder of Bikes for Kids Foundation, a charitable organization that has given away more than 23,000 new bikes to disadvantaged children.



Ed Sternagle

Principal
Creative Professional Services

Ed Sternagle provides business management consulting services to small companies stressing practical, strategic approaches for optimizing business operations. Sternagle has more than 30 years of management experience. He has started several high-tech businesses and has held key senior management positions with a number of companies, including Xerox, Computer Sciences Corporation, Mitchell International, and Sullivan International. In addition, he served as the first executive director of UC Riverside CONNECT, and has consulted extensively with the City of San Diego and other municipalities.



Rod Lanthorne

Advisor/Retired Chairman & President
Kyocera International, Inc.

Rodney N. Lanthorne retired from Kyocera in June 2012 after 33 years of service. Lanthorne served as director of Kyoto, Japan-based Kyocera Corporation, parent company of the worldwide Kyocera group, and, additionally, he served on the board of directors of affiliate AVX Corp. Lanthorne was named as a director of Kyocera Corporation in 1988, becoming one of the first Americans to serve on the board of a publicly traded Japanese corporation. Under his responsibility, Kyocera developed a diverse, highly accountable, decentralized enterprise within the Americas. Lanthorne is a current director of the nonprofit Kyoto Symposium Organization. He is a past chairman of the YMCA of San Diego County and is involved in various other community organizations.



Greg Rogers

CEO
Pacific Building Group

Greg Rogers, CEO of Pacific Building Group, a commercial general contracting firm based in San Diego, has more than 40 years' experience in every level of commercial construction. Rogers concentrates on the strategic long-range planning for Pacific Building Group and, what began as a one-man operation out of the back of a pick-up truck, has today become a company with projected revenues of \$70 million and a staff of nearly 150. He is very active in community and philanthropic organizations. Professionally, he is a member of the Associated General Contractors, and the Associated Builders and Contractors, serving as a past board member and chairman. He also is a board member emeritus of San Diego Rescue Mission.



Greg Wells

CEO
Corporate Alliance International

Greg Wells is the CEO of Corporate Alliance International, a premier business relationship organization with more than 2,000 members. In addition to his work at Corporate Alliance, Wells is involved in several other businesses including interests in Big Fogg, a misting and heating company serving the NFL and NCAA; and Crowd Converge Inc., a lifestyle and hospitality company focused on enhancing the fan experience at sporting events. Wells also is a member of the board of directors for Monrovia Growers, the leading grower of premium plants and shrubs in the United States. Wells is involved with a number of San Diego-based community service organizations, including serving on the board of Southern California Special Olympics.

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*As ranked by San Diego Business Journal



2013 Winners Profiles

Nonprofit Category

SMALL NONPROFIT - TIE WINNER

Sheryl Reichert

President & CEO
BBB San Diego & Imperial Counties
www.bbb.org



As President/CEO of BBB San Diego & Imperial Counties, Sheryl Reichert and BBB San Diego celebrated the end of 2012 as another landmark year. Organizational success was met with even greater individual success, as Reichert brought in record numbers of consumers to the BBB website (more than 1.6 million) and she was asked to chair the national operating committee of BBB organizations. Appearing 491 times in 2012, Reichert solidified herself as the face of BBB and of consumer affairs in San Diego. BBB San Diego, under Reichert's guidance, added 1,115 new accredited member businesses, totaling more than \$620,000 in revenue for the organization, resulting in a national sales contest award among North American BBBs. Sales growth was also accompanied by an average 82 percent retention rate, a new record for the organization. In her nine years as CEO, Reichert has always encouraged a family-friendly, flexible workplace and has built a culture of trust, teamwork and strong professional bonds. She is constantly striving to strengthen the organization by growing talent from

within. Before joining the San Diego BBB, Reichert was in charge of advertising sales at the two largest cable TV systems in San Diego County, serving as vice president and general manager of CableRep San Diego, now called Cox Media. She also served as general manager of advertising sales at Time Warner Cable San Diego. Early in her career, Reichert decided to switch from working in front of the microphone to behind it. The cable TV industry was in its early development at the time, and she decided to focus on advertising sales. She got a job selling radio advertising in Omaha, and then at age 25, she was hired by Cox Communications as their general manager of Advertising Sales. Reichert is currently a member of the Executive Association of San Diego as well as Rotary Club 33.

SMALL NONPROFIT - TIE WINNER

Christopher Yanov

Founder & Executive Director
Reality Changers
www.RealityChangers.org



Christopher Yanov was tired of local kids living in poverty, admiring gang members rather than aspiring college students, so he set about to change that norm. In his 12 years as founder and executive director of Reality Changers, which he started with \$300 of his own money, the difference he has made can

be felt in numbers but also lives helped. Yanov's afterschool intensive tutoring and college prep program has helped 485 disadvantaged students become first generation college students. He has raised and awarded \$4 million in scholarships and has helped the youth earn nearly \$40,000,000 in scholarships from all sources to attend institutions that range from small liberal art colleges to prestigious universities such as Brown, Columbia, Cornell, Duke, Harvard, Johns Hopkins, Stanford, UC Berkeley, and UCLA. His awards include The Center for Wealth & Legacy's 2012 Inspiration Award and Point Loma Nazarene University's Presidential Community Service Award. Yanov was a featured speaker at Tijuana's Innovadora and his work was highlighted in a nationwide PBS documentary entitled "The Graduates," that aired in early November.

MEDIUM NONPROFIT WINNER

John Ohanian

Chief Executive Officer
2-1-1 San Diego
www.211sandiego.org



Since 2007, John Ohanian has led 2-1-1 San Diego as its CEO, rapidly growing it into the county's central resource for information on community, health and disaster services. As a recovering CPA, Ohanian is all about the numbers,

and so 2-1-1 San Diego's social enterprise model of fee-for-service contracts covers 90 percent of its operating costs requiring fundraising for only 10 percent of the \$7 million annual budget. During his tenure, 2-1-1 San Diego has grown to 100 employees helping 400,000 clients annually. And yet, his "summer camp counselor" leadership style allows for staff to feel comfortable and supported in their work. Ohanian quite literally experienced a "trial by fire" when he joined 2-1-1 San Diego, the non-emergency health and disaster community resource service, as CEO in October 2007. Just three weeks later, Firestorm 2007, the devastating wildfires that burned 500,000 acres and destroyed 1,500 homes in San Diego County occurred, increasing 2-1-1's volume by more than 700 percent. With the fires launching 2-1-1 into the public eye, Ohanian achieved both the immediate goal of providing valuable resources for the stricken community, but also leveraged the awareness to attract talented and experienced individuals to the organization's staff. Ohanian is civic-minded, serving as a San Diego Downtown Club 33 Rotarian and as a board member of REBOOT and the California Alliance of Information and Referral Services. He is also on the 2-1-1 U.S. Committee and the 2-1-1 California Leadership Team, working diligently with his colleagues across the nation to raise awareness around 2-1-1's critical services.

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2013 Winners Profiles

LARGE NONPROFIT WINNER

Gary Weitzman

President & CEO
San Diego Humane Society and SPCA
www.sdhumane.org



Dr. Gary Weitzman is a great communicator with a humble approach, and although president and CEO of the San Diego Humane Society and SPCA for less than 18 months, he has been “dogged” about making a difference. Weitzman established a national center for animal behavior and learning to assist shelter animals who need a bit of extra, professional guidance in order to be ready for adoption. He launched a needs-based community spay and neuter program, and in six months nearly 3,000 animals were spayed and neutered for people who could not afford these services. Weitzman also spearheaded the recent ban on puppy mills in the City of San Diego. He serves on the board of the Society of Animal Welfare Administrators, the Hill’s Science Diet Shelter Advisory Board, and chairs the Best Practices Committee of the National Federation of Humane Societies. He is author of the children’s book, “How to Speak Dog,” and the soon to be published “Everything Dogs.” He also co-hosts “The Animal House,” a nationally distributed weekly public radio program.

Public Company Category SMALL PUBLIC COMPANY WINNER

Punit Dhillon

Co-founder & CEO
OncoSec Medical
www.oncosec.com



At 33 years of age, Punit Dhillon has accomplished what many strive to achieve in a lifetime. He founded OncoSec Medical and by March of 2011 had helped raise more than \$30 million in working capital which has funded ground-breaking research into new treatments for melanoma, one of the most aggressive and difficult to control cancers. Taking the success of the first human trial utilizing electroporation in gene therapy (a proprietary process which uses an electrical pulse to create temporary pores in cancer cells), Dhillon saw an opportunity for a potentially more effective solution in oncology utilizing an immunotherapy approach. In 2012 he oversaw the launch of three Phase 2 clinical trials using OncoSec’s “Immuno-Pulse” in three types of cancer: metastatic melanoma, Merkel cell carcinoma, and cutaneous T-cell lymphoma. In interim data from the Phase 2 melanoma trial, 95 percent of treated lesions showed some response to the treatment by day 39. This was the first time the medical community had seen such a broad application to several very lethal skin cancers that before had limited or no treatment options. As a serial entrepreneur, Dhillon places great value in helping future leaders overcome challenges through mentorship and education. This passion prompted him to co-found the nonprofit organization, Young Entrepreneurship & Leadership Launch-

pad. He is a strong believer in “healthy body, healthy mind,” and encourages his employees to find work life balance. In 2012, his team became the first U.S. participants of the Ride to Conquer Cancer, a two-day cycling journey that covers close to 200 miles. He also is the co-founder of InBalance—an organization that helps CEOs train for endurance sports while balancing their busy lives. Dhillon and his family are strong community supporters of the fight against cancer with OncoSec recently sponsoring the American Cancer Society’s annual Blossom Ball, raising \$150,000 for research. He also is actively involved in the organization’s CEOs Against Cancer.

MEDIUM PUBLIC COMPANY WINNER

Kleanthis Xanthopoulos

President & CEO
Regulus Therapeutics
www.regulusrx.com



Kleanthis Xanthopoulos is the man behind Regulus Therapeutics’ financial growth and success. He not only is the face of the organization, but is the one who negotiates all of the big pharma and financing deals. Xanthopoulos is the only life sciences CEO in San Diego to take a company public in 2012 solely on pre-clinical data. He has always placed the organization’s culture and people as his highest focus and has guided the company’s expansion, increasing staffing by 25 percent with a turnover of only 4 percent. It has been Xanthopoulos’ vision to translate the very complicated and cutting edge micro-RNA technology into an organization that is actually creating novel medicines to cure unmet medical needs. He is a proven innovative scientist, a successful business man and a proven leader. In the community he represents his organization in a number of efforts including support of Fondation Santé, the American Liver Foundation, and Big Brothers Big Sisters among many.

LARGE PUBLIC COMPANY WINNER

Bob Leone

President & CEO
MRC Smart Technology Solutions, A Xerox Company
www.mrc360.com



Bob Leone founded Mr. Copy in San Diego in 1994 with six employees and \$2.2 million in revenue and the company has been on a growth curve ever since. By 2005, Leone had grown the operation to a \$25 million company with 80 employees and 17 managers and, in 2009, Mr. Copy joined global giant Xerox, completely integrating into its Engines of Growth Strategy and aligning to fit current business practices. MRC, as it is currently known, now boasts more than 200 employees and continues to expand its services, acquiring another Xerox core, So-Cal Office Technologies and, recently rolling out managed I-T services. With Leone at the helm, MRC have been recognized as a top organization throughout its 18 years in business. Xerox has awarded Leone the National Dealer of The Year

for the past 13 consecutive years, and MRC has been named Xerox’s largest business partner in the United States. Top notch, motivated employees have always been a priority for Leone. To help recruit high quality employee candidates, he launched a branding program designed to target local colleges. Internally, Leone created the “MRC Padlock to life’s Priorities,” that incorporates family, health, work, and personal objectives. Health is a key factor in outstanding performance and Leone provides health incentives that include a recently hired fitness trainer for “boot camps” three days a week. Under Leone’s guidance, MRC has a community involvement team that focuses on community efforts. Leone allocates \$50,000 annually to a number of nonprofit organizations. MRC is a major sponsor for San Diego State’s athletics and for the San Diego Rescue Mission’s Sleepless in San Diego. The company also supports the Wounded Warrior Project. Additionally, Leone is on the board of directors for Father Joe’s Villages.

Education Category EDUCATION WINNER

Elliot Hirshman

President
San Diego State University
www.sdsu.edu



President Elliot Hirshman became San Diego State University’s eighth president on July 5, 2011. It was a challenging time for the university. A sputtering economy had forced the state of California to slash education budgets state-wide. Eleven months later, he announced the beginning of a strategic planning process. Hundreds of faculty, staff, students, alumni and community members participated in working groups that established three broad institutional goals for SDSU, along with performance analysis measures for each one: student success, research and creative endeavors, and community and communication. As a direct result of the strategic plan, “Building on Excellence,” SDSU has already opened a writing center for students; appointed a new LGBT Center coordinator; launched the Aztec Mentor program; expanded learning communities for commuter students; and created areas of research excellence. This fall, U.S. News and World Report ranked San Diego State No. 14 on its list of “up and coming” national universities. The Washington Post reported that SDSU’s national ranking increased more than that of any other university from 2011 to 2013. These positive developments have renewed employee confidence in SDSU’s future and restored a powerful Aztec Pride throughout the San Diego community. He also has made “The Campaign for SDSU” a centerpiece of his administration. The president has addressed thousands of the university’s donors and friends to press the case for support. Fiscal 2013, the second year of his tenure, marked the most successful year of fundraising in San Diego State history, with \$91 million raised toward the campaign’s \$500 million goal. Hirshman is actively involved in the community, and currently sits on the boards

of the San Diego Regional Chamber of Commerce as well as the San Diego Economic Development Corporation.

Family Owned Category SMALL FAMILY OWNED WINNER

Jason Hughes

President
Hughes Marino, Inc.
www.hughesmarino.com



For more than 20 years, Jason Hughes has transacted leases and purchases in downtown San Diego for tens of millions of square feet, with hundreds of downtown companies utilizing his services each year with his company, Hughes Marino, representing tenants exclusively. This year alone, Hughes is responsible for bringing Bumble Bee Foods, a global company and significant local employer, back to downtown San Diego. As CEO Hughes maintains overall responsibility for every aspect of business development and it was his vision and direction that drove the company’s expansion into Orange County and Los Angeles, opening three new offices in the last year. He also is one of the top commercial real estate brokers in the state of California. From annual retreats to spontaneous Tuesday morning dance parties to offices tricked out with amenities, Hughes has made employee comfort a priority with the company’s core values putting employee satisfaction front and center. Hughes Marino has been voted one of San Diego’s Best Places to Work for the last two years, thanks in large part to his efforts. Hughes has always been a supporter of downtown San Diego, serving on numerous civic and charitable boards over the last 24 years. As former president of The New Children’s Museum, he has been credited with helping to save the award-winning community landmark from extinction. More recently as special assistant to the mayor, Hughes is responsible for renegotiating the City of San Diego’s downtown office leases which total more than 550,000 square feet.

MEDIUM FAMILY OWNED WINNER

Mary Jean Anderson

President
Anderson Plumbing, Heating & Air
www.andersonplumbingheatingandair.com



A plumbing company with hot pink as its overriding brand color is a force to be reckoned with and Mary Jean Anderson has made her mark in the industry on a national scale. Originally trained as a nurse, in 1983 she became the office manager of a start-up plumbing company, and now its president, growing the organization to 115 employees and annual revenues to \$14 million. She inspires many women due to the success of her own women-owned business in an industry that is dominated by men. She is a licensed plumbing, heating and air conditioning contractor. Anderson has received numerous accolades including recently being profiled in ACHR NEWS Magazine for her continuing education

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2013 Winners Profiles

efforts and community involvement and named Contractor of the Year 2013 by the National Plumbing, Heating & Cooling Contractors Association. She and the company regularly offer their services pro bono for those in need, assisting an 86 year old senior in need of a new heater to a young chemo patient needing air conditioning to keep her salon operating.

LARGE FAMILY OWNED WINNER

Grace Cherashore

President & CEO
Evans Hotels

www.evanshotels.com



As the long-serving CEO of an iconic San Diego company, Grace Cherashore has served as a leader in the city's second-largest industry sectors and its civic life. She joined Evans Hotels

in 1984 following the sudden death of her father who founded the company in 1953, joined by her mother, brother, and husband, all of whom are still active in the management of the company. In 2012, Cherashore guided the company to its most successful year, having weathered the economic downturn that saw demand for hotel rooms in San Diego sink to historic lows. She firmly believes that the company is responsible for the well-being of its almost 1,200 person workforce and offers many non-traditional benefits to its employees such as no-interest loans and

long-standing health and wellness programs. The company was among the first to offer health benefits to its employees and has offered domestic partner benefits for more than 30 years. More than half the workforce has been employed with Evans Hotels more than five years and its longest-serving employee just retired after serving 52 years. The company purchased the former Torrey Pines Inn in 1995, almost entirely demolished it in 2000, and opened an expanded and reconstructed luxury resort—The Lodge at Torrey Pines—in 2002. That hotel was the first in San Diego to receive the coveted AAA Five-Diamond Award in its first year of operation and has received it in each of the 10 years since. Under her guidance, Evans has been at the forefront of the “Green Hotel” movement, starting the early 1990s. Today, the company's three hotels are engaged in significant waste reduction and recycling efforts. Outside the demands of managing the hotels, Cherashore is an active member of the San Diego community, particularly in areas concerning job training, education, and economic development. She is finishing her second term on the board of the Federal Reserve Bank of San Francisco, Los Angeles Branch, where she previously served as chair. She is a director of the California Chamber of Commerce, and previously served on the boards of the San Diego Regional Economic Development Corporation, the San Diego Regional Chamber of Commerce, San

Diego State University School of Business, and the UC San Diego Economics Roundtable.

Privately Held Company Category

SMALL PRIVATELY HELD WINNER

Kevin Lustig

Founder & Chief Executive Officer
Assay Depot

www.assaydepot.com

Kevin Lustig has spent the past 30 years managing research and development organizations and running his own experiments in the laboratory. He is a scientist-entrepreneur who has dedicated his life to improving how biomedical research is done. Lustig founded Assay Depot in 2007 to democratize access to research services and products. In his role as CEO, Lustig is directly responsible for business development and fundraising to support future innovation and expansion. He has executed multi-year agreements with four major pharmaceutical companies, including household names like Pfizer and AstraZeneca, as well as major research institutes such as the National Cancer Institute. These revenue-generating activities allow Assay Depot to continue its mission of empowering scientists. Often referred to as



the “Amazon.com for scientists,” Assay Depot is the first and only cloud-based drug research platform that allows any researcher, professional or citizen, to access research services and experts quickly, efficiently and at no cost. Lustig was one of the three main architects of the software platform. To date Assay Depot's public Research Exchange has users in 126 different countries and handles tens of thousands of requests annually. More than 1,200 vendors have joined the Assay Depot network. Internally, Lustig has created a virtual organizational structure that empowers its employees and creates a positive, healthy working environment. Assay Depot employees are free to work from home and set their own hours, providing the work-life balance that most companies only boast about. Lustig has been recognized as an industry innovator and has been named one of the pharmaceutical industry's 100 Most Inspiring People by PharmaVoice Magazine and Assay Depot was named as a finalist for America's Most Innovative Companies by Red Herring.

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Doug Sawyer,
President & CEO

Congratulations, Doug!

On receiving the
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Exemplary Service Award
For 40-plus years of dedication
to the San Diego nonprofit community

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LIVE UNITED





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2013 Winners Profiles

MEDIUM PRIVATELY HELD WINNER

Daniel Sullivan

Founder & CEO
Sullivan Solar Power
www.sullivansolarpower.com



As the founder and president of Sullivan Solar Power, Daniel Sullivan is an American rags-to-riches story. A master electrician by trade, he was inspired by the birth of his son to make the world a better place. In 2004, at only 27, he took a leap of faith with an old beat up Ford Ranger and only \$2,500 in the bank. Today, Sullivan Solar Power is an industry leader and has been ranked one of the fastest growing energy companies in the nation for four consecutive years by Inc. Magazine. Sullivan now employs 106 individuals with 52 trucks that are dispatched out of the 14,272 square-foot San Diego headquarters, with satellite offices in Orange County and the Inland Empire to service all of Southern California. With the longest standing company with

headquarters in San Diego to specialize solely in the design and installation of solar power systems, Sullivan remains passionately involved in his company's day-to-day business operations. He has won competitive projects for high-profile institutions such as San Diego State University, University of California at San Diego and the Port of San Diego. Sullivan has grown his profitable company organically, without taking a single outside investment dollar. He continues to be a visionary leader. In 2011, the company launched an electric vehicle charging infrastructure team and began installing electric car charging stations. Sullivan understands the value of motivated employees and supports a family environment that includes taking employees on paid cruise vacations if the company meets its internal annual sales goal. A San Diego native, Sullivan is involved with the community and the growth of alternative energies. He has been the primary voice in Sacramento to protect solar energy producers, jobs and companies in California. In 2013, he created a partnership with the nonprofit organization GRID Alterna-

tives that provides on-the-job training for volunteers to install solar panels for low-income property owners. He also is one of five founding board members for the California Solar Energy Industries Association, San Diego Chapter. Sullivan Solar Power has been repeatedly honored for its work and was recently given the Community Leadership Award by the San Diego North Chamber of Commerce.

LARGE PRIVATELY HELD WINNER

Georgia Griffiths

President & CCO
G2 Software Systems, Inc.
www.g2ss.com



Georgia Griffiths has been a trail blazer for women in the defense software industry. In the 1970s when Griffiths entered the field there was a great deal of prejudice in the "old boys' network," but she has worked tirelessly for more than three decades to establish women in the industry. She leads her

company, G2 Software Systems, Inc., to improve communication systems among military leaders, strategists and soldiers in the field. She is an active member of Women in Defense (WID) since the San Diego Chapter's inception and has long served as chair for the WID-San Diego State University scholarship award, designed to encourage young women to pursue careers in applied sciences. Griffiths also has endowed a Science, Technology, Engineering and Mathematics (STEM) scholarship at her undergraduate alumni, California State University Long Beach, where she funded a lecture hall and computer lab in CSULB's new STEM facility. As a private pilot, Griffiths volunteers her time, her aircraft and all expenses to ferry passengers to and from medical procedures as an Angel Flight West volunteer.

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2013 Finalists Profiles

Nonprofit Category

Mark Berger

CEO
Partnerships With Industry
www.pwiworks.org



Partnership With Industry (PWI) was one of the pioneer organizations in California to offer adults with disabilities "supported employment" in the community, and, as its CEO, Mark Berger is a champion of growing those opportunities for its clients. Helping more than 500 people annually, Berger's goal for last year was to diversify PWI's revenue streams to reduce dependence on state funding. As a result, PWI successfully launched a document destruction service, which will ultimately employ 30 people. Also, through employee empowerment and his open communication style, Berger reduced employee turnover by more than 50 percent at a time when he also reduced expenses and added \$119,000 to the bottom line. Under Berger's leadership, PWI has received many awards and recognitions from the community, including Advancing Futures for Adults with Autism and Brilliance in Business Award from the Carlsbad Chamber of Commerce.

Lisa Cohen

CEO
Chula Vista Chamber of Commerce
Chula Vista Convention & Visitors Bureau
www.chulavistachamber.org &
www.chulavistaconvis.com



As CEO of the Chula Vista Chamber of Commerce and Chula Vista Convention and Visitors Bureau, Lisa Cohen helps to put Chula Vista on the map. She successfully advocated before the California Public Utilities Commission in 2005 saving money for San Diegans and in 2010, Cohen started a signature event in Chula Vista, the Parade Band Review and Festival. This event now includes 30 marching bands, a tribute to veterans, and grants and scholarship opportunities for instrumental music programs for school-children. The Chamber and Convention and Visitors Bureau became one of Chula Vista's first "clean" businesses and subsequently helped more than 100 businesses become "clean" in less than one year—helping them save on energy costs. Chula Vista's Chamber and Convention and Visitors Bureau worked with other groups to gain the 2012 California Coastal Commission's unanimous approval of the Chula Vista Bayfront Master Plan, a 556-acre waterfront site that will balance economic drivers, public access, and the protection of natural resources.

Matt D'Arrigo

Founder and CEO
ARTS | A Reason To Survive
www.areasontosurvive.org



After a troubled past marked by alcohol and drug abuse and the trauma of his mother and sister being diagnosed with cancer, Matt D'Arrigo turned to painting as a refuge. As founder and CEO of ARTS (A Reason To Survive), D'Arrigo

provides that refuge for San Diego's youth. In 12 years, ARTS has grown to a million dollar budget with its 20,000 feet of creative space secured through an innovative partnership with National City. ARTS provides therapeutic arts programs, arts education, and college and career preparation. This year it was the subject of the Academy Award winning documentary "Inocente" about a girl who was homeless for nearly half of her 18 years and who found peace and a path to success through ARTS. D'Arrigo's work also was featured in the "New York Times" bestselling book, "Decisive" by Chip and Dan Heath. During the past year, D'Arrigo presented at more than 50 events about ARTS. He also is a nonprofit leadership coach for the Fieldstone Foundation Leadership Network and a grants committee member for the San Diego Commission for Arts and Culture.

Darrah DiGiorgio Johnson

President & CEO
Planned Parenthood of the Pacific Southwest
www.planned.org



In the seven years that Darrah DiGiorgio Johnson has served as president and CEO of Planned Parenthood of the Pacific Southwest (PPPSW), the organization has consistently grown in its ability to provide health services and education to the community. The year 2012 was the agency's most successful, providing 304,690 patient visits to women and men who might not otherwise have access to care. Since DiGiorgio Johnson began, PPPSW has seen a 39 percent increase in patient visits, including life-saving cervical cancer screenings, breast cancer screening, contraception, STD testing and treatment, and more. In 2012, DiGiorgio Johnson was a national leader in the effort to protect Title X, the federal family planning program. 2012 was a financial turnaround year for PPPSW. DiGiorgio Johnson made tough decisions about how to run the organization and, as a result, PPPSW doubled its productivity, and increased patient and staff satisfaction. Under her leadership, the agency introduced the Planned Parenthood Experience, a customer service initiative which aims to provide excellent care not only for patients, but for staff as well. As a result, staff satisfaction has never been higher. DiGiorgio Johnson has introduced several measures to gauge staff satisfaction, including quarterly "pulse checks," which have shown that her leadership has resulted in a positive work environment with high employee satisfaction.

Cindy Gompper-Graves

President & CEO
South County Economic Development Council
www.southcountyledc.com



Advancing South County's economy is Cindy Gompper-Graves' mission as president and CEO of South County Economic Development Council. During the past 10 years, she helped grow its financial and membership base and is credited with securing and retaining several of South County's largest employ-

ers. She also worked with 150 companies to expand and relocate in South County. Gompper-Graves plays a key role in many of South County's newest planned projects, including the Chula Vista Bayfront Master Plan, efficiency improvements to the San Ysidro Land Port of Entry Project, and a cross-border airport terminal from Tijuana to San Diego. Under her leadership, the Council embarked on a visioning project collecting 4,000 surveys, and convening focus groups and public workshops to help gauge what is most important to community stakeholders. In 2010, Gompper-Graves also launched an effort to help businesswomen in South County named the South County Powerful Women group. Gompper-Graves has been recognized by the American Economic Development Council as a leader in economic development.

Scott Goudeseune

President & CEO
American Council on Exercise
www.acefitness.org



As CEO and president of the American Council on Exercise (ACE), Scott Goudeseune has transformed ACE into a global leader in fitness certification and continuing education. It is now the world's largest not-for-profit fitness and health certification organization with more than 53,000 certified professionals worldwide. As a self-funded nonprofit, the development of new products and programs has been crucial to its success and 2012 marked ACE's 14th consecutive year of growth. At ACE, Goudeseune and employees launched a new internal wellness model that includes recess breaks for physical activity, standing desks for all employees who choose one, organized fitness training events, community race participation, and company-supported charitable giving and volunteerism. Outside of ACE, Goudeseune also is active. In 2012, he was elected board president of the National Coalition for Promoting Physical Activity. He reenergized the organization bringing like-minded organizations together to support public policy that encourages and incentivizes the adoption of healthy lifestyle behaviors that increase productivity and quality of life while also reducing health care costs.

Laura Mustari

Chief Executive Officer
Home Start, Inc.
www.home-start.org



During the past six years as CEO of Home Start, Inc., Laura Mustari transformed the financial picture of the nonprofit from one relying on a line of credit to having a fund balance of more than \$2 million and an endowment of \$1 million. At Home Start, Mustari founded transitional living programs for older homeless youth (aged 18-24) who are pregnant or parenting. Mustari has garnered many awards over the years, including from the city, the California State Assembly, and the YMCA. She also has transformed the workplace, turning it into a caring and respectful environment. As a nonprofit leader, she believes in giving back with

her time and talent. She serves on the boards of the Indigo Village Educational Foundation and the California Coalition for Youth, and on the steering committees of the Regional Continuum of Care Council, the National City Collaborative, and the El Cajon Collaborative. She also is the lead for San Diego's Unaccompanied Youth Task Force.

Erin Spiewak

Chief Executive Officer
Monarch School Project
www.monarchschoools.org



In the two years that Erin Spiewak has been CEO of Monarch School Project she has worked hard to turn around its financial fortunes. She streamlined staffing, outsourced management of its after school programs, switched IT support services to a less expensive nonprofit that specializes in it, converted the development manager into a revenue producing grant writer, and obtained a \$1 million donation for partial completion of the unfinished second floor of Monarch's new building, which can then be an annual revenue source when leased to a third party tenant. Spiewak also shifted the nonprofit's fundraising strategy from hosting in-house events to having third parties host and execute events, saving staff time and widening fundraising opportunities. Spiewak serves on the United Way Education Advisory Committee and is chair of the Education Leadership Team of Women Give, San Diego. She is also a fellow of the Aspen Institute's Sector Skills Academy.

Teresa Stivers

Executive Director
Walden Family Services
www.waldenfamily.org



2012 was a banner year for Walden Family Services, and Teresa Stivers, its executive director, helped make that happen, achieving a turnaround from the financial crisis it was in before she assumed leadership in 2010. The nonprofit foster care and adoption agency aided 600 youth, many with developmental disabilities and special health care needs. Stivers exceeded her fundraising goals resulting in 89 percent of every dollar raised being spent directly on serving foster and adoptive families while also lowering overhead. Walden opened satellite offices in Riverside and San Fernando Valley for foster youth who aged out of the system but still need assistance. Walden's program of housing, consulting, and life skills training is the first licensed in Southern California. Stivers has created a work environment where employees gain a deep personal satisfaction from their responsibilities and are inspired and excited to come to work and perform well every day—quite an accomplishment where employees hear daily stories of heartbreaking child neglect and abuse.

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Tonya Torosian

Chief Executive Officer
Promises2Kids
www.promises2kids.org



Promises2Kids' Executive Director, Tanya Torosian, has a passion for helping foster children. Torosian expanded the nonprofit's Guardian Scholars program by 30 percent so now 50 former foster youth receive scholarships for college. Torosian also launched a Junior Guardian Scholars program where participating foster youth in high school receive mentoring and SAT preparation, and attend college planning, financial aid, and college application workshops. Promises2Kids also pairs foster youth with UC San Diego students for "STEAM" (Science, Technology, Engineering, Arts, Math) tutoring better preparing them for college and the job market. Another recent highlight for the organization, the June 2013 fundraising concert gala, "Dream On," netted more than \$500,000. Torosian fosters a team environment where she wants everyone to be proud of the work they do and feel rewarded. Torosian helps other fundraising professionals as well. She currently serves as the president of the San Diego Chapter of the Association of Fundraising Professionals.

Wendy Urushima-Conn

President & CEO
Asian Business Association of San Diego
www.abasd.org



Thanks to Wendy Urushima-Conn, the Asian Business Association (ABA) of San Diego's profile is rising. In the fiscal year 2012-2013, as ABA's president & CEO, she earned an array of accolades, including 2013 Most Powerful and Influential Women in California by the National Diversity Council, Entrepreneur of the Year by Asia Media, Women Who Move the City by "San Diego Magazine," and 2012 Women Who Mean Business by "San Diego Business Journal." In her three years at ABA, she increased corporate memberships, sponsors, and event revenue and partnered with the California Asian Pacific Chamber of Commerce to co-host the 2nd Annual California Asian Business Summit. Urushima-Conn's energetic attitude and passion motivate others at work, as well as where she volunteers, including The San Diego Foundation's Scholarship Committee, The Jenna Druck Foundation, and The San Diego Public Library Foundation.

John Valencia

CEO
San Diego Oceans Foundation
www.sdoj.org



San Diego Oceans Foundation's CEO John Valencia has weathered the changing tides of nonprofits. His efforts were instrumental in the organization's recognition by President Obama's administration for creating collaborative efforts to find solutions for environmental challenges (the top honor in environmental nonprofits). Valencia has increased volunteerism

by 250 percent, annual membership by 400 percent, and built San Diego's first sustainable seafood initiative, including the annual Sustainable Seafood Week and Sustainable Seafood Gala. Valencia has been instrumental in creating programs that inspire and motivate community members to take an active role in helping the environment, drawing in 7,500 volunteers annually. Valencia's approach includes building lasting connections to support programs for the long haul, leveraging marketing endeavors in return for financial support, and having fee-based programming that cover costs. Valencia also finds time to volunteer with the Leukemia & Lymphoma Society and California Women Lead.

Public Company Category

Farzin Alavi

CEO
Laptops Plus
www.laptopspluswest.com



Coming into a new business can be a challenge, but since Farzin Alavi has taken over ownership of Laptops Plus, he has helped each store to learn new tricks and tips to ensure a faster turnaround time for computer repair. He also has promoted the company in new ways to increase Laptops Plus' visibility. Alavi has revamped the look of each of the stores, remodeling to better show products. He is a community supporter and regularly gives away computers and computer accessories to local schools. He also gives discounted repair to seniors and military as well as free pickup and delivery of computers for repair for seniors.

Greg Garrabrants

President & Chief Executive Officer
BoFi Federal Bank
www.bofifederalbank.com



Prior to Gregory Garrabrants' arrival, BoFi Federal Bank earned approximately a 3 percent return on equity and was not ranked in the top 2,000 highest performing banks in the country. Under his guidance, the institution has routinely been ranked in the top five highest performing financial institutions in the country and now employs more than 400 people in San Diego and another 30 around the country. None of the varied business that the Bank is currently involved in existed before Garrabrants joined the organization. He oversaw the growth of the single family and multi-family lending businesses, the C&I lending business, the business banking group, and the specialty finance group. For the fifth year in a row, the bank's 2013 financial performance, growth, and asset quality earned BoFi a top three finish in SNL Financial's ranking of the nation's best performing large thrifts. Garrabrants also is active in the community, coaching youth soccer. He has brought bank employees volunteer opportunities joining with Habitat for Humanity and Rady Children's Hospital.

Linde Hotchkiss

Managing Partner
Willis
www.willis.com



Linde Hotchkiss is responsible for developing and implementing growth strategies, heightening client service and retention, recruiting new talent into the organization, and staff development at Willis. This is an integral part of the company's strategy to drive business results while serving the San Diego business community in dynamic and innovative ways. Before she joined the San Diego operations, the office experienced five consecutive years of shrinking results and high client and associate turnover. Hotchkiss quickly identified the need for change management, and structured and implemented a culture of collaboration, accountability and focus on clients. As a direct result, the office financial results are now telling the story of a successful turn-around, showing that the budgeted 7 percent growth target will be exceeded for 2013. Hotchkiss' greatest strength is her ability to forge relationships and inspire those around her to collaborate and leverage strengths to the greatest outcome. She has been in the insurance industry for 24 years having worked for Marsh & McLennan (and acquired companies) for more than 20 years and now Willis for four years. Her leadership, financial, operational and growth accomplishments were recognized in 2011 as she was the second woman in the U.S. to be appointed to the position of "Managing Partner" for Willis.

Chris Shimojima

CEO
Provide Commerce
www.providecommerce.com



In 2012 Chris Shimojima became Provide Commerce's first new CEO in 13 years. One of his first priorities was to work with the senior leadership team to develop a new mission, vision and values for the company. This was a critical step that helped define Provide's priorities and direction. He takes a very proactive approach to enhancing the workplace environment and his relationships with his employees and each month meets with a group of 10 to 12 employees from across the company for a CEO breakfast. During the "peak weeks" that include Valentine's Day and Mother's Day—key holidays for floral and gifting brands—Shimojima goes out of his way to support employees and keep morale high, sponsoring coffee truck events, chair massage days, and treats for employees throughout the week. His oversight and employee support has paid off with its well-known online floral company, ProFlowers, being recognized for achieving the highest ranking for customer satisfaction as J.D. Power and Associates Online Flower Retailer Satisfaction Report. Shimojima also champions philanthropic efforts on supporting the military, women, critical care children, education, and employee causes. Provide Commerce received Komen San Diego's First "Million Dollar Council" Member and the Suzie Award in April 2013.

Darren Solomon

CEO, Co-founder
Kid Ventures
www.kidventuresplay.com



Darren Solomon doesn't just tell his team of employees at Kid Ventures what he expects from them, he goes the extra mile to lead by example. He doesn't run his company behind a desk or through email, but he is always working directly with staff and clients to ensure their mission of bringing fun, educational, interactive programs to growing kids. His company has boomed in the last few years, while many competitors in the family entertainment industry have gone under. Community involvement is extremely important to Solomon and the vision he has for the growth of Kid Ventures. In 2012, he and his wife launched a new division of Kid Ventures, dedicated solely to charity work. Kid Ventures has volunteered time and resources to support the National Arthritis Foundation, Rady Children's Hospital, The Rivers of Hope Foundation, Promises2Kids, Angels Foster Family Network, and Big Brothers Big Sisters.

John Sommatino

CEO
Wombo Inc.
www.wombo.com



John Sommatino is always branching out to new sources of business relations, maintaining two companies and keeping revenue high in both. In 2012, Sommatino acquired Nike as a major client. He maintained all of the IT equipment for the Nike Women's Marathon, including building a complex networking bridge for internet access, with towers placed strategically to amplify the best signals. He also set up and maintained more than 50 check-in stations for the marathon runners. He also offers his services free and or discounted to conferences for nonprofit organizations hosting conventions for causes such as teen drug abuse assistance.

Stuart Tanz

CEO
ROIC
www.roireit.net



During 2012 as CEO Stuart Tanz led Retail Opportunity Investments Corporation (ROIC) in its third consecutive year (since commencing operations as a shopping center real estate investment trust) in achieving record growth and performance. The office relocated its corporate headquarters from New York to San Diego, hiring 30 employees to date from the San Diego workforce. For more than 13 years as CEO of two San Diego-based public companies, Tanz has strived to maintain a positive and desirable work environment through team emphasis including all-staff/all-hands meetings, regular staff evaluations and fun events from birthday celebrations to out-of-office retreats and take your pet to work days. Under Tanz's leadership, ROIC achieved record financial growth during 2012,

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a total revenue growth of 45 percent and operating income growth by 133 percent—new record highs. As a member of the San Diego community for the past 40 years, Tanz has been actively involved with many organizations, including serving on the board of Sanford-Burnham Medical Research Institute.

Michelle Weinstein

CEO/President
FITzee Foods
www.fitzeefoods.com



Michelle Weinstein is a driven successful woman, who is constantly elevating those around her. Not only has she started her own successful company, FITzee Foods, she also founded a San Diego nonprofit organization called The Live Well Project. The Project's focus is to help at-risk teenage girls, many of who have gone through the foster system, homelessness and other tribulations. The company has grown steadily with FITzee Foods' online store grossing \$14,000 on average per month and is an avenue for consumers nationwide to enjoy fresh, nutritious meals delivered right to their doorstep. FITzee Foods' FITzee Bars are in retail stores across Southern California. FITzee Foods' 10 "healthy vending kiosks" in Southern California Scripps Hospital & Clinic locations gross \$43,000 on average per month. These kiosks look

like a vending machine and are stocked with fresh, pre-portioned meals. FITzee Foods team holds the annual "Live Well Project" event each year—a free event for girls ages 12 to 19 and is an inspirational day of fun and fitness.

Family Owned Category

Gregg Cantor

President/CEO
Murray Lampert Design, Build, Remodel
www.murraylampert.com



Gregg Cantor has sustained Murray Lampert Design through a challenging economy and a highly competitive remodeling environment. He has kept the business in the public eye as a regular expert on the 600 KOGO Home Improvement show and always stays on the cutting edge of electronic media through website, social and digital media. Under Cantor's guidance the company has been named KUDZU Small Business of the Month and ranked number 126 nationally in Remodeling Magazine. In the community Cantor has partnered with Make-A-Wish Foundation and is the executive director, board member and sponsor of BBB San Diego.

Lee Goodman

President & CEO
Jerome's Furniture
www.jeromes.com



Jerome's is one of San Diego's famed family owned and operated businesses. Under Lee Goodman's guidance, the "family" has continued to grow and encompasses the entire organization. As president and CEO, Goodman creates an environment of excellence. He has created a culture of execution and believes everyone can and should grow every day, and provides the resources, training, and incentives to make it happen. He established a 401k savings program for employees and has created a wellness program. Goodman's oversight also has resulted in steady growth for the San Diego institution bringing innovations not seen in the retail and furniture business including their "No Sales" policy. Jerome's hasn't had a "Sale" since 2007 but maintains a thriving business with consistent pricing. In today's world many consumers want instant gratification. Goodman instituted the popular "same day" furniture delivery giving customers the ability to receive an entire house full of furniture the same day it is purchased. This is faster than FedEx, with much larger packages.

Ross Jurewitz

Personal Injury Attorney
Jurewitz Law Group
www.jurewitz.com



Ross Jurewitz prioritizes community action as well as a successful law practice. In only two weeks, he gathered a "Jurewitz Law Group" race team of more than 50 participants to participate in the Race for the Cure: San Diego 5k, raising more than \$3,000. He led the entire office be a part of the 5th Annual Walk for Thought to support the Brain Injury Association of California, and led his staff on a Surfrider Foundation Beach Cleanup. Jurewitz has been featured in "Newsweek" magazine's "2012 Leaders in Auto Accident Law Showcase." Internally, he has helped the office become much better at tracking incoming traffic and is currently putting more focus on testimonials to improve the firm's website.

Keith Michael

CEO
GTC Systems, Inc.
www.gtcsystems.com



GTC Systems was created from the ground up to be different, embracing the idea of servant leadership—a process to empower leaders to value and improve

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the lives of their employees, vendors and clients. GTC has been building and servicing public and private clouds since 1995. As CEO, Keith Michaels encourages, teaches and mentors each of his sales people without getting in their way. He has a proven track record in sales, dating back to the late 80's. Over the past decade, Michaels has been the driver behind the exploration of new markets and services for the company. He has encouraged the GTC Team to work together to support community events such as winning the "Finest City Food Fight" to raise funds for the nonprofit Feeding America.

Ryan Shortill

Founder
Positive Adventures, LLC
www.positiveadventures.com



Ryan Shortill has named community involvement and philanthropic contributions as fundamental pillars of Positive Adventures. The organization would not exist without his dedication and drive. Shortill has chosen to work with organizations and youth to develop in them a passion to energize themselves physically, mentally and spiritually. In hiring staff to work with the various youth organization clients, he is meticulously careful to hire those that are not only highly qualified but also a good "cultural fit". Shortill's support of community efforts can be seen in his organizing such things as drumming with the local youth from ARTS (A Reason to Survive) on his birthday every year.

Privately Held Category

Jenny Amaraneni

CEO/Co-founder
SOLO Eyewear
www.soloeyewear.com



In 2009, Jenny Amaraneni took a leap of faith and moved from Louisiana and the campus of LSU to San Diego with no connections or support network. But her vision to launch a company that would give back to the global community was unwavering. At 26, Amaraneni, along with business partner Dana Holliday, started SOLO Eyewear with little capital and resources, producing handcrafted sunglasses made with recycled bamboo with each pair purchased funding eye care for people in need. The concept was developed in a classroom at San Diego State University where Amaraneni was enrolled in the MBA Program. While completing an international entrepreneurship course she discovered there was a great need for eye care around the world. Amaraneni, who has poor vision herself, encountered two startling statistics: approximately 1 billion people do not have access to eye care and nearly 80 percent of the world's blindness is preventable. Since the company's launch in 2011, funds have helped restored vision for 6,500+ people in need across 19 countries.

Brian Arrington

Founding Partner, CEO
Pacific Sotheby's International Realty
www.pacificsothebysrealty.com



As founding partner and CEO of Pacific Sotheby's International Realty, Brian Arrington heads one of San Diego's fastest growing real estate companies. Arrington has implemented key local, national and international marketing programs to increase awareness of the firm's brand in San Diego and negotiated strong partnerships to bring industry leaders to the company, hired key management personnel and support staff for the agents. Additionally, he has created cross-platform marketing opportunities allowing strategic partnerships to develop within San Diego and overseas in China and Mexico. Arrington is a firm believer in the power of technology and the benefits that it offers in the real estate industry. Pacific Sotheby's International Realty's 2012/2013 presentation and marketing program, entitled "Anthology" is a web-based, tablet-based program. This is a new innovation in what has traditionally been a paper-based industry.

Arrington and his family are active in many of San Diego's nonprofit institutions and he most recently became involved in supporting SEAL-NSW Family Foundation that raises awareness and funds these military families on a local, national and global scale.

Eric Basu

CEO
Sentek Global
www.sentekglobal.com



Sentek Global is thriving because of CEO Eric Basu's ability to offer a wide range of solutions for technology services for federal, state and local government support, as well as management consulting. The company has doubled its workforce in just over a year thanks to securing long-term government contracts including most recently Sentek Global's Advanced Defense Information Assurance Certification and Accreditation Process (DIACAP) validator training. The five-day, intensive, hands-on technical workshop teaches Department of Defense (DoD) and Defense contractors the basic principles for accomplishing the certification and accreditation process for DoD information systems. Basu has been named one of five Entrepreneur of the Year finalists for "Entrepreneur" magazine. He personally knows the struggles of transitioning from active military to civilian life and is looking to develop a program to train wounded warriors in the science of cyber security.

Darian Bregman

CEO
Vuka EnergyDrink
www.vuka.co



It's hard to find shelf space in the competitive business of sports beverages, but Darian Bregman has created a product and a successful marketing plan that has grown Vuka Energy Drink into

a nationally distributed product. By honing in on what is important to take the business to the next level and put all the teams' efforts into national grocery chains, Bergman has established the company as a major player in the field. Bergman is instrumental in all aspects of the company from conception to distribution and oversees all aspects of the process personally. In the community, Bergman works closely with the Rancho Santa Fe Community Center, Voices for Children, and Rancho Santa Fe Education Foundation. He is also an avid aviator.

Gabriel Bristol

CEO
Desert Call Connection
www.desertcallconnection.com



When Gabriel Bristol first came to the call center that is now Desert Call Connection (DCC) it was just a handful of employees making calls from an auto body shop. In 2012, Bristol opened a second location here in San Diego from its original Las Vegas office which now serves as the company headquarters. He created a flexible corporate culture to ensure employee retention and satisfaction. DCC's employee-centric policies are unheard of in the customer service and call center industry. DCC is a child and pet friendly workplace, the company has a "fun committee" and holds weekly employee appreciation events. There is also an employee fitness program. Bristol has first-hand experience working full-time while caring for his two children and he knows how difficult it is. He is a self-made entrepreneur with an insightful, forward thinking approach that results in customer service excellence. DCC continues to grow year after year and has increased net profitability by \$3.6 million for calendar year 2013. Bristol built and maintains a strong and supportive company culture. He has been a long-time supporter of Habitat for Humanity and the Human Rights Campaign Fund.

Bobbie Brooks

President/CEO
Media 4 Women Enterprises, Inc.
www.Media4Women.com



Bobbie Brooks speaks and teaches women throughout San Diego County, helping them start their own businesses, through her company, Media 4 Women. She founded Media 4 Women Enterprises at the height of the recession in 2009 and it grew from \$50,000 to more than \$200,000 in the first year. Brooks has a passion for technology innovation in the areas of marketing and media. She also co-founded one of the largest nonprofit Christian women's groups in San Diego and has hosted an annual women's conference for nine years with an average of 1000 women in attendance. Brooks partners with several San Diego nonprofits including the San Diego Rescue Mission and Solutions for Change. She has written books, articles, blogs and co-hosts a Sunday morning radio show designed to encourage and inspire women in dealing with life's issues.

Chad Buckmaster

CEO
ProcessingPoint, Inc.
www.processingpoint.com



In the past year, under Chad Buckmaster's direction, ProcessingPoint has been featured in major publications such as Workforce Magazine, Entrepreneur.com and Inc.com. With a keen understanding of the cloud community, he knows what it takes to stay competitive and stress innovation that includes the company's mobile application to its biometric time clocks and credit merchant franchise. From supportive words to free daily lunches, he understands the importance of employee relations. Taking a few cues from Google's corporate office, he has made a game and arcade room for employee breaks, and has built creative and fun work spaces. To date, through ProcessingPoint, Inc. Buckmaster has donated more than \$30,000 to local and national charities. This past summer Buckmaster chose to be the key sponsor of the Diablo Golf Classic which helped raise more than \$8,500 for the nonprofit Posititudes.

Stephanie Burns

CEO
Chic CEO
www.chic-ceo.com



After Stephanie Burns was laid off from a high profile job in the corporate world, she decided it was time to start her own company and has not given up since. She has guided that company, Chic CEO, to be named in the Top 10 Best Websites for Millennial Women. Burns always tries to provide the latest resources and information to women who also want to start their own business. She encourages her employees to grow professionally as well as academically. She has been named as one of the Women Entrepreneurs by forbes.com and is a contributing writer for "Forbes Women."

Andrew Canter

CEO
Canter Companies
www.cantercompanies.com



When recent SDSU grad Andrew Canter established Canter Companies in 2006, it began as a boutique real estate firm. Seven years later, under Andrew's careful leadership, the company has become a vertically integrated investment firm which handles everything from development, portfolio and capital management, brokerage as well as private equity stakes in a variety of sectors. In his capacity as president and CEO of the organization, Canter always strives to give back to San Diego. When Canter Companies acquired three homes in Little Italy designated to be the future location of a development project, he invited the San Diego Fire Department to use those homes as a practice environment for training purposes.

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Eric Casazza

CEO
FMT Consultants
www.fmtconsultants.com



Eric Casazza took on a challenge when he became CEO of FMT Consultants. In a short time he stabilized and returned the company to profitability and a revenue growth of 25 percent year over year. As result of this growth, FMT won Microsoft's President Award for 2012. As part of Casazza's vision, FMT has expanded its IT offerings in both products and services. In early 2012, FMT began offering managed IT services, also signing a partnership with Dell Computers, which allows customers to take advantage of FMT's system knowledge and volume pricing, and ultimately allows FMT to provide better service. Casazza is committed to community efforts and serves on the board of Father Joe's Villages and serves as the president of the San Diego International Association of Microsoft Channel Partners. He also spends time and resources supporting other worthy causes including Big Brothers Big Sisters, Junior Achievement, and the Challenged Athletes Foundation.

Martin Cassell

CEO & Chief Investment Officer
Chandler Asset Management
www.chandlerasset.com



Since 2008, when Martin Cassell took over as CEO of Chandler Asset Management, revenues and assets have doubled, allowing the firm to add team members, new resources and expanded services to clients. Cassell himself designed and implemented the primary quantitative process that Chandler employs in portfolio management, and has made sure that team members have state-of-the-art tools, including web-based trading platforms, instantaneous data feeds and analytic programs. Cassell also has developed a program for Chandler team members to support charities that are close to their hearts. He introduced a program for the firm to match a percentage of charitable contributions made by employees. In 2013, employee and firm gifts supported, among others, The Burned Children Foundation, Charcot-Marie Tooth Association, The Breast Cancer Research Foundation, and the Leukemia & Lymphoma Society.

Gina Champion-Cain

Owner
American National Investments/Luv Surf
San Diego
www.luv-surf.com



Long standing San Diego real estate developer Gina Champion-Cain has been predominantly known for her contributions to San Diego's Downtown Gaslamp Quarter for the past 30 years, but she is now dedicating her passion for real estate, San Diego and pets with a premier destination restaurant. Champion-Cain is the owner of Luv Surf, a cross-market, pet-friendly tourism and hospitality brand. It has become a great success. She was recently highlighted by San Diego Woman Magazine, along with longtime friend Ingrid Croce and honored as one of "two women of distinction for 2013" by the magazine. Coined the "first ladies of the Gaslamp," the story tells of their amazing accomplishments to transform the once beleaguered Gaslamp Quarter into its current vibrant and highly successful destination. Champion-Cain is an active member of numerous professional and community organizations, serving as the board director for the YMCA and American Lung Association among others. Additionally, she previously sat on the City of San Diego's Redevelopment Agency Board and Centre City Development Corporation's (CCDC) board of directors.

Daniel Chang

CEO / President
AEM (Holdings), Inc., AEM Electronics (USA), Inc., AEM Components Co. Ltd.
www.aem-usa.com; www.aemcomponents.com



Daniel Chang grew up in China during the Cultural Revolution and was among the first foreign students who came to study in the US in 1980's. Chang founded American Electronic Materials, Inc. (AEM, Inc.) in San Diego in 1986 to redefine the standards of quality and value in the electronic components industry with its leading edge technologies. The company grew rapidly and was listed three times on the Inc. 500 list of "America's Fastest-Growing Private Companies." For its outstanding achievement, Daniel Chang received a presidential commendation letter from then President Bill Clinton. AEM now holds a dominant position in the circuit protection market in the aerospace industry. Chang and his R&D team successfully commercialized an invention of Multilayer Ceramic Capacitors with base metal electrode and termination materials and turned it into mass production. This technology breakthrough was voted in 1998 by the "Ceramic Industry" magazine as one of the greatest milestones in the past 100 years in the Electrical and Electronic Ceramics industry.

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Congratulations

To Grace Cherashore
Winner for Most Admired CEO Award



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and Spa

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Jeff Church

CEO & Co-founder
Suja Juice Co.
www.sujajuice.com



Since its 2012 launch, innovation has been the key foundation of Suja Juice Company's tremendous success. CEO and Co-founder Jeff Church has been at the forefront of this, leading a groundbreaking launch of an exclusive line at Whole Foods Market and building two in-house production facilities on each coast, totaling 46,000 combined square feet. With the launch of Suja's new line, Suja Elements, each flavor is tied to a cause. Twenty cents of each bottle purchased is donated to a select charity with the goal of Suja donating \$1 million collectively.

Dr. Ann Clark

CEO & Founder
ACI Specialty Benefits
www.acieap.com



Dr. Ann Clark has overcome incredible odds to build America's first specialty benefits corporation. ACI Specialty Benefits, from the ground up. She is truly hitting her stride as a 70+ "never-tire" in 2013. This year alone, Clark celebrates the company's 30th anniversary and her personal 30th anniversary of sobriety marked by a book release, "Women & Recovery: Sex, Sobriety & Stepping Up." Clark continually has led ACI Specialty Benefits into the nation's top ten rankings of the largest EAP provider and expanded the company to include a full spectrum of specialty benefit services including wellness, concierge, and student assistance. She also has tackled major community and national challenges including launching ACI's Veteran Assistance Module in November 2012 to provide specialized assistance to veteran employees, students and military family members. Under her guidance, ACI has received many acknowledgements including the recent 2013 Hot List for EAPs by Workforce Magazine. Clark also is the creator of the popular "Get Fit Cell Phone Diet," which came long before modern smartphone apps as she has always been enthusiastic about utilizing QR Code, apps, and social media technology long before it became trendy. ACI's social media practices have even helped one employee locate lost family members during the Japanese tsunami in 2011.

Karen Conde

President & CEO
Conde Group, Inc.
www.condegroupp.com



At the entrance of Conde Group offices there is a sign that reads "This is My Happy Place" and Karen Conde incorporates that spirit in all she does. She started Conde Group more than 10 years ago with the idea that she wanted to provide a "different and better experience" to clients in a very commoditized industry. She realized that being all things to all people was not a value to clients so she created a niche boutique staffing business that focused purely on project management resources. Within three months of starting the company, she was profitable

and doing business with high profile companies all around the United States. In 2003, Conde has started her own 501(c)3 nonprofit, Forgotten Victims, to provide a platform for those who have been the cause of vehicular accidents (where no drugs or alcohol were involved) and there were catastrophic injuries or death.

Joseph Condurso

President & Chief Executive Officer
PatientSafe Solutions
www.patientsafesolutions.com



Joseph Condurso was appointed president and CEO of PatientSafe in April 2012. The San Diego-based health IT company is on the cutting edge of converging consumer mobile technologies and enterprise clinical systems. Its flagship product PatientTouch, released in March 2012, is an iPod Touch- and iPhone-based platform that enables doctors and nurses to access/edit patient data. The technology is now implemented at 70 hospitals nationally. The company was ranked No. 2 in the Wall Street Journal's Top 10 Venture-Backed Healthcare Companies in November 2012, and was also rated by Forbes as one of the top three technology companies to watch in 2013. In addition to guiding the success of PatientSafe, Condurso is a volunteer guest lecturer at the University of California, Berkeley, Haas School of Business. He also has organized a philanthropy program in which PatientSafe employees volunteer at the San Diego Food Bank with Feeding America.

BJ Cook

CEO & Co-founder
Digital Operative
www.digitaloperative.com



BJ Cook is always looking for ways to take Digital Operative to the next level by continuously looking to build relationships and researching new platforms. In order to stay ahead of and always be in the know about applications that potential clients may want to use, he has pushed to make the firm a Magento Silver Partner, which has opened new opportunities for partnerships with new clients and in the past year the company has tripled in size. Along with looking for new avenues in which Digital Operative can compete and have success, Cook also instituted the "incubeagency" internship program, which acts as an incubator for mentoring students looking to get an immersion in agency life and culture. The company motto is "People//Planet/Profit" and Cook encourages that by having a volunteer day off benefit, which seeks to promote philanthropy throughout the organization, by giving employees one day off a year to volunteer at an organization of their choice.

Steven Cox

CEO
Service Scout dba TakeLessons
www.takelessons.com



A musician himself, Steven Cox saw how hard it was for those in the field to make a living, especially those who teach. He founded TakeLessons, a service

that pairs teachers with students and the organization has grown to global proportions. Under his guidance, the company not only grew its core music lesson revenue, but also expanded into two new verticals this year—performing arts and tutoring. Its student and teacher base has grown tremendously, which in turn has increased the number of lessons and ability to cross-sell verticals. The launch of an open toolset and new website design has been a success for the company as it allows users greater independence to access information and track lessons within their own accounts. Cox is involved with all aspects of the business and is truly passionate about its success. He also has been part of hiring key positions with creative, experienced, great leaders that have supported his ideas and have brought the company to where it is today. They have worked alongside Cox to develop an online presence by entering into a video platform partnership, thus expanding the TakeLessons name, and becoming part of a cutting edge arena.

Charles Curbun

Chief
DDSTUDIO
www.ddstudio.com



Charles Curbun's drive to mold complex concepts into simple, efficient, and fun to use products is shared by his employees at DDSTUDIO. His strategic direction has driven the growth of DDSTUDIO and positioned the company as a leader in its category. The agency's business is innovation, and Curbun is both inspirational leader and design principal. The turnover at DDSTUDIO is next to zero, because of its team-oriented atmosphere. DDSTUDIO also promotes a culture of being present and active in the community. Curbun's main focus in giving back to the community is through the education of design students. He guides future generations of design thinkers by teaching and lecturing at SDSU, UC San Diego, CSU-Long Beach, UCLA, and UC-Irvine. He values the people that sustain this community and 20 percent of DDSTUDIO's work is dedicated to nonprofits and startups.

David Davis

President/CEO
StarPoint Advantage, Inc.
www.starpointadvantage.com



David Davis has guided the growth of StarPoint Advantage to its success today. He oversaw the acquisition of IT company Balti Group and successfully transitioned their customers to StarPoint Advantage Suite—a comprehensive and proactive IT Network management platform. In 2011, he supervised the creation of a new service called Star Essential that provides clients a way to save money and have more control over their IT spending but guarantees them the reliability they demand from the IT services. Davis's drive for continual improvement makes StarPoint Advantage a challenging and rewarding place to work. The team environment that is fostered means that the staff is motivated. Davis developed and implemented a bonus system and even

rearranged the office to create a more collaborative environment. Additionally, he has instituted a daily huddle, allowing staff to share their successes and challenges openly, offering praise and support in a team atmosphere.

Melinda Dicharry

CEO
Paradigm Mechanical Corp.
www.pmccontracting.com



Melinda Dicharry launched Paradigm Mechanical Corp. in 2010. She is the founder as well as CEO and president of the HVAC mechanical company currently based in Lemon Grove. Paradigm specializes in working with project teams to design and build mechanical systems for medical, laboratory, government, and industrial facilities in the Southern California region. As a Certified Construction Industry Financial Professional (CCIFP), she has led Paradigm Mechanical Corp. to achieve 1990 percent growth over its first three years in business. Dicharry guided Paradigm Mechanical Corp. through the tedious and comprehensive submission process of becoming certified by the U.S. Small Business Administration as a participant in the SBA's 8(a) Business Development Program. She is a supporter of a number of community efforts including the Boys and Girls Clubs of East San Diego, City of Hope and Make-a-Wish Foundation. Dicharry currently serves as the 2013-2014 president-elect of the National Association of Women in Construction (NAWIC), San Diego Chapter. With NAWIC she heads up the Block Kids Committee—an event for elementary school children in which they build with Lego-type building blocks, foil, string and rocks.

Ozzie Divinere

President, CEO
ForwardMetrics
www.forwardmetrics.com



Ozzie Divinere is the heart and soul of ForwardMetrics. As president and CEO he secured the company's second round of funding with private investors, acquiring \$1 million to bring the investment total to \$1.75 million. His determination and drive creates an environment that keeps employees engaged. Divinere is in the office every morning and engages with every employee as if they are a family and all employees see the respect he prioritizes for his staff. Divinere encourages community involvement and the organization has teamed up with C2SDK (Computer 2 San Diego Kids) to assist in acquiring the computer equipment the organization needs.

Laurie Edwards-Tate, MS

President & CEO
At Your Home Familycare
www.atyourhomefamilycare.com



Since 1984, Laurie Edwards-Tate has been the president and founder of both a nonprofit and currently for-profit premier non-medical, home care

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aide organization, At Your Home Familycare. The firm provides concierge services in the homes of seniors, disabled, and children. Edwards-Tate has been an active advocate on behalf of home care and small business. A member of the San Diego Regional Council for Quality Care since 1990, she continues on the board as the Home Care Aide co-chair. Through an Area Agency on Aging grant, she developed the On-Line Learning Academy, one of the first in the country, to provide education and support benefitting professional and family caregivers. Edwards-Tate received the prestigious, 2012 "Woman in Business Award" from the San Diego North Chamber of Commerce and was an honorary CEO Against MS for the fourth consecutive year. She also was honored and featured in the National Association for Home Care and Hospice's "Caring Magazine."

Hossein Eslambolchi

CEO
CyberFlow Analytics
www.cyberflowanalytics.com



Statistics on cybercrime are frightening. Current security solutions have allowed 90 percent of organizations to be compromised with a growth of 700 percent in malware attacks. Dr. Hossein Eslambolchi, CEO of CyberFlow Analytics, has created a solution to this problem

with an innovative approach that uses big data security analytics. A former CTO of AT&T, Eslambolchi is recognized worldwide in the scientific community as one of the foremost thought leaders and technological scientists and is well known for his expertise in IP network design and reliability, security, IP technologies, services and IP applications. In 2012, Eslambolchi became inspired to solve the rapidly growing issue of cyber security and revolutionize the industry in the same way he did to telecommunications. From this vision of a better way to protect intellectual property, his new company, CyberFlow Analytics, was born. Eslambolchi shared his vision with investors from Toshiba and demonstrated his revolutionary approach to solving the huge issue of cyber security, leading to a \$2 million strategic investment in CyberFlow Analytics and completing their seed round of funding. Eslambolchi is a philanthropist as well as a businessman, having recently won the Thomas Edison Patent award for his technology that allows individuals to donate to charities via text message. In 2010, Eslambolchi's technology inspired and encouraged the philanthropic community when individuals donated more than \$30 million to the Haiti Relief Fund via his text donation technology in the wake of the Haiti earthquake.

Sean Ferrel

CEO
Managed Solution
www.managedsolution.com



Working in the technology industry isn't easy. Every single day a new product or idea comes out and if you don't stay on top of the latest trends you'll soon be out of the game all together. Managed Solution, under the direction of CEO Sean Ferrel has continued to serve the San Diego community and support organizations in their IT needs for more than 11 years. He started the organization in the garage in his house and has built it to the size it is today by always continually investing in the company. Not just his time but financially as well. Though it is a company filled with engineers, tech gurus and a geek or two, Ferrel has built Managed Solution to function, act and work together as a baseball team with a "team anthem" (what it means to work at Managed Solution), a "game plan" (company mission), and the "bottom of the 9th" (core values). All of these were built by Ferrel to get all Managed Solution employees working together.

Annie Finch

Founder/CEO
Katherine Cosmetics
www.katherinecosmetics.com



Annie Finch successfully launched her new product line almost single handedly. She not only runs a successful business, but also gives back to the community in which she lives. She is a woman that exudes drive and motivation. Finch started opening boxes in the back of department stores at Macy's for Estee Lauder. She continued working hard until she eventually ended up as the head of sales and marketing for North America for Estee Lauder. Now the head of her own cosmetic company, she continues to create her own path to success. She also supports community efforts and was recently a sponsor of the 5th Annual Ladies Luncheon to benefit the Cystic Fibrosis Foundation.

Leslie Fishlock

CEO & Founder
Geek Girl
www.geekgirlcamp.com



Leslie Fishlock and Geek Girl are all about education—empowering women in technology through education and training. There is a definite shortage of

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Congratulations

 **MRC**
Smart Technology Solutions

A **xerox**  Company

AND

BOB LEONE

TOP WORKPLACES 2013
MEDALLION WINNER 2013
MOST ADMIRED CEO OF THE YEAR 2013
BETTER BUSINESS BUREAU TORCH AWARD RECIPIENT 2013

     Torch Awards for Marketplace Ethics
Trust • Performance • Integrity
Winner, 2013, San Diego, Orange & Imperial Counties





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women leading companies in tech, but Fishlock is known throughout the industry, and in startup and entrepreneurial circles as one of their biggest supporters, as a volunteer, mentor and financial contributor. She is involved with Startup Weekend throughout the country, from Cape Cod to San Diego. She started Geek Girl in 2006 when no one else understood that women and men learn technology differently and it was all about education. She attempted to rectify this by creating technology conferences across the country that were geared to women from eight to 88, and she runs the only conference where all the instructors are women. She also has created a women in tech meet up group in San Diego that now boasts almost 500 women who attend regularly.

Brandon Fishman CEO

Internet Marketing Inc.
www.internetmarketinginc.com



CEO's have developed unusual programs to reward and motivate their staff, but Brandon Fishman found a unique approach, taking his entire company to see "The Price is Right" show. Ice skating trips, trampoline park trips, and company BBQs are also part of the perks working for Internet Marketing Inc., along with a comprehensive wellness plan and an employee bonus compensation package. Fishman manages all aspects of the firm and has personally obtained more than \$4 million in new sales himself in the past year. He has brought on new analytics technologies to the company. He also has recruited and hired more than 20 new talented employees who are all experts in their field to work. He encourages community involvement and the company has volunteered for the San Diego Food Bank with all employees helping to package food. He also has offered free online marketing work for the MS Society in San Diego, and a children's foundation in Jamaica. Fishman also donates time and money to the Naval Special Warfare Foundation.

Justin Fortier

CEO
FYC Labs
www.fyclabs.com



After ending his four year tenure with the Consortium Holdings Group, where he was the driving force behind the mega successful hipster haunt El Dorado Cocktail Lounge, Justin Fortier paired up with award winning artist and designer Pablo Stanley to launch FYC Labs. Utilizing his background to create innovative marketing and branding campaigns in the hospitality industry, Fortier founded a design and branding agency that has raised the standard for the marketing industry San Diego. His extensive network and established reputation in the hospitality industry facilitated his team to garner more than 100 clients within its first six months of operation. In each of the first three months revenue doubled and at the one year mark, FYC's revenues had already surpasses startup expectations. Fortier has a passion for giving back to the San Diego community and

focuses his philanthropic contribution on teen suicide prevention.

Raj Ganti CEO

Spectracore Technologies Inc.
www.spectracoretech.com



Raj Ganti is a serial entrepreneur and CEO of tech startups in the broadband mobile software industry. Spectracore Technologies Inc. was started in February 2010 under Ganti's leadership, developing "Mediabox", a personalized media cloud providing profile-based content storage and seamless playback over multi-screens. MediaBox was selected as a finalist for the Most Innovative New Product Awards in 2013. Ganti raised substantial capital to fuel the growth of the organization with new relationships with banking institutions and angel investors. The company has helped multiple clients in electronic manufacturing to develop android-based smart phones and tablet PC's. Ganti leads his company in conducting food drives during holiday season for the San Diego Food Bank. He also is heavily involved in a foundation that provides schooling, education materials, and after-school tuition programs to about 200 well deserving, but impoverished children in southern India.

David Gilbert CEO

National Funding
www.nationalfunding.com



David Gilbert is the CEO of privately held National Funding, a San Diego-based full service financial services company for small to medium-sized businesses nationwide. The company provides working capital loans, equipment leases, merchant cash advances and credit card processing. It serves a wide diversity of businesses. Under Gilbert's leadership National Funding made the Inc. 500|5000 list of America's Fastest Growing Private Companies. It achieved its No. 3724 rank with a three-year sales growth of 78 percent. The company since has gone from 65 to 97 employees in just seven months. In the area of community involvement, Gilbert was named to the board of trustees of the Seacrest Village Retirement Communities. In addition he supports a number of local and national charities as a private individual and through his company.

Stephan Goss CEO

Zeeto Media
www.zeetomedia.com



After college Stephan Goss quickly became fascinated with the innovations happening in the online marketing space. In 2011 he joined Zeeto Media, where his passion for building a long-term, sustainable company and legitimizing the online marketing field were put to use. Goss was instrumental in starting and developing the agency's media buying department. He set the foundation for buying the right ads to drive traffic to the company's website and Facebook pages. He oversees the various departments as well as managing

budget and HR responsibilities. Goss came to the United States from Switzerland on a student visa, attending the University of Albany. He had little money and after graduating became a skydiving instructor in Wisconsin. At times he lived in a tent adjacent to the runway. While working as an instructor he developed his online skills by purchasing internet ads for companies trying to draw traffic to their websites. Now established in the community, Goss has become a very active member of the San Diego Regional Chamber of Commerce and the San Diego Downtown Partnership. He is extremely motivated to make downtown San Diego the next giant tech hub in California.

Kai Hankinson CEO

QuestPoint, LLC
www.questpoint.com



Kai Hankinson became CEO of QuestPoint during a very tumultuous time for the company. The organization had just had a massive 60 percent layoff. Under his direction, in less than three months the salary freeze was lifted and in just 10 months QuestPoint reached a major milestone, achieving its highest revenue in one month in the history of the company. Without Hankinson's perseverance and leadership, the company may not have turned around at all, let alone so quickly. Prior to becoming CEO, Hankinson was the organization's CFO. While at the financial helm, his deep understanding of the financial workings of the industry helped stabilize the organization and enabled the company to increase revenue 400 percent year over year for two consecutive years.

Trevor Hansen

CEO
EPMG
www.epmg360.com



With Trevor Hansen as CEO EPMG has carved a specialized niche in the online media world. EPMG was awarded Portada's Top Hispanic Digital Media Innovation award in October 2012 for creating a robust online publisher group in less than a year. It launched LIONHEART Digital Latino in April of 2012 and by September 2012, the platform received an audience hit of 1 million unique visits. By the end of 2012, EPMG had established partnerships with 14 publishers, including major branded entities such as LA Times-Hoy, Houston Chronicle-La Voz, and Washington Post-El Tiempo Latino. To date, there are now 18 partnerships and more in the pipeline. Hansen supports young ambitious talent by encouraging his employees to be part of local marketing and advertising clubs such as Ad 2 San Diego.

Lars Helgeson

CEO & Founder
GreenRope
www.GreenRope.com



Lars Helgeson is seen as a leader, not a boss. His commitment to GreenRope inspires his employees to do the same. He believes in collaboration with the en-

tire team, from the interns, support team, and marketing director to the CFO and vice president of sales. In 2012, Helgeson was nominated for the Top Tech Awards in San Diego, acknowledged for developing the first CRM integrated Predictive Analytics model. He is active in his community individually and through the firm, sponsoring a hockey team in Escondido and providing free GreenRope accounts to local nonprofits including All About the Kids Foundation and Soldiers Who Salsa.

Scott Herron

CEO & Co-founder
MaintenanceNet, Inc.
www.maintenancenet.com



In 2004, together with co-founder Shayne Skaff, Scott Herron took a gamble to launch MaintenanceNet, a high-tech startup company focused on streamlining and automating sales processes through the use of data-driven, cloud-based practices. Almost immediately, the gamble paid off. Herron's concept was to create a work environment with all the fast pace and innovation that a successful software startup needs, but with a San Diego vibe that entails a healthy life balance. At his urging, the Carlsbad headquarters office was re-designed to encourage a more face-to-face collaborative environment. Financially, Herron has had a major role in MaintenanceNet's year-over-year revenue growth of nearly 115 percent worldwide along with a 60 percent increase in staff in 2012. He played an instrumental leadership role in the initiatives behind MaintenanceNet earning more than a dozen industry, local and regional awards in 2012 and 2013.

Nigel Hook

CEO & President
Dataskill, Inc.
www.dataskill.com



It takes a special kind of person to maintain a balanced, positive work environment for a company's staff, but Dataskill's CEO Nigel Hook has found the formula. Being a technology company means that each day the software and hardware that is used changes. Hook makes sure that he is up-to-date on these new advances by reading all the latest data, attending informative events and talking to as many knowledgeable professionals as he can. One of Dataskill's newest products is the result of the research Hook, himself, has done in the health care industry. In his leadership of the company and as an individual, Hook is a major supporter of a number of nonprofits including the American Diabetes Foundation, 2-1-1, and the Make-A-Wish Foundation.

Phil Jemmet

Chief Executive Officer
Breakwater Equity Partners
www.breakwaterequitypartners.com



With Phil Jemmet at its helm, Breakwater Equity Partners more than doubled its sales volume in 2012, working with hundreds of

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new clients on dozens of new properties worth more than \$1.2 billion in loan volume. Under his leadership Breakwater added almost 30 new employees to the staff in 2012. Jemmet not only is generous with himself, establishing relationships with even the interns and contract employees, but also is generous with the company's resources. Employees are treated to a catered lunch every day and Jemmet ensures that the everyone takes the time to celebrate milestone accomplishments.

Thad Kahlow

CEO
BusinessOnline
www.businessol.com



Thad Kahlow is considered an authority on online marketing. As CEO of BusinessOnline he has presented at numerous industry and executive conferences including the DMA, HTMA, AMT and Online Marketing Summit. He has been published in leading trade and business publications like iMedia, ERA and B2B Magazine, and was one of the original founding members of the SEMPO Institute. His passion for the industry drives everything he does. He sets a great example for setting goals, monitoring those goals and asking the right questions regarding how those goals are being met. Kahlow is a passionate supporter of 10x10 which created the award winning "Girl Rising" movie. He is on the board

of 10x10 and has traveled to see firsthand the impact that education can make when you educate girls worldwide.

Kris Kibak

CEO & Co-founder
The Control Group, Inc.
www.thecontrolgroup.com



Kris Kibak, co-founded The Control Group, one of the fastest-growing technology start-ups with headquarters in San Diego. A web development and online marketing agency that builds and markets its own products and services, the company's flagship product, Instant-Checkmate.com, compiles reports from millions of public records to help people get in touch with long lost family members; protect individuals from would-be predators; and help online dater's research people before meeting them in-person. It has become one of the largest people-search engines in the world and has been ranked as the 310th most trafficked website in the United States. Kibak has embodied the entrepreneurial spirit since he was a child. When he was 10, he woke up at 5 a.m. every morning to run a newspaper route. At 18, as a freshman in the dorms, Kibak started a drop-shipping company called YourBestDeals.net using his knowledge of HTML (taught to him by his father), and teaching himself PHP and SEO. In his first year, Kibak made more than \$100,000 in profit. Today, one

of Kibak's major priorities is giving back to the community and supporting the initiatives that helped him get to where he is today. The company works with I Love A Clean San Diego to adopt the beach outside The Control Group's office with a commitment to protect marine wildlife and keep trash off the beaches. They are also supporters of Together We Bake, a comprehensive workforce training and personal development program for women recently released from the corrections system.

Les Kollegian

CEO
Jacob Tyler Creative Group
www.jacobtyler.com



Les Kollegian and Jacob Tyler Creative Group had many achievements in 2012. Under his leadership, the company has doubled revenues since 2009 and tenfold since its inception in 2006. The agency now possesses an enviable client base that includes The Ken Blanchard Companies, Downtown San Diego Partnership, iTan, NuVasive, Sony and Bridgepoint Education. Kollegian has been instrumental in helping his agency achieve more than 75 industry awards in the past five years. In addition, he currently lectures MBA students at UC San Diego's Rady School of Management and also teaches advanced design and marketing principles as adjunct professor at the Art Institute of

California's San Diego campus. In 2013, he also achieved the status of renowned expert source, with his work published in more than 15 graphic design and marketing books. In the community, Kollegian is on the Platt College advisory board and a member and forum leader for the San Diego chapter of Entrepreneurs Organization. He also participated on the judging panel for the Summit Media Awards and International Creativity Awards.

Danna Korn

CEO
Sonic Boom Wellness
www.sonicboomwellness.com



There is a reason that Danna Korn is the chief "energizer" officer above and beyond being Sonic Boom Wellness's co-founder. This woman on a mission wellness guru and seven-time author of gluten free cook books is the booster rocket at Sonic Boom, doubling its revenue since 2010 to just over \$2 million. Korn led the development of Sonic Boom's innovative Wellness Incentive Management System (WIMS), adding high-level administrative value to clients' comprehensive wellness platforms through secure data exchanges, seamless integration, and customizable reporting. Awards have been forthcoming as well: San Diego Business Journal finalist for the "Most admired CEO"; U.S. Small Business Administration San

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Diego District award winner for "Woman-Owned Small Business of the Year"; and finalist and top-5 winner in the Business Journal's "San Diego's Healthiest Companies Award" for three years running. Korn also founded ROCK (Raising Our Celiac Kids), the largest support group of its kind, with more than 140 chapters in three countries, and thousands of members worldwide. Korn personally funds ROCK so that no one will ever have to pay dues to access the helpful resources she wishes were available to her in 1991 when she learned her baby had celiac disease.

Jason Kulpa

Chief Executive Officer
Underground Elephant
www.undergroundelephant.com



The year 2012 marked significant professional achievements for Jason Kulpa and his creatively named Underground Elephant agency. In 2012, Underground Elephant made the "National 101 Best and Brightest Companies to Work For" list and Kulpa was named a semifinalist for Ernst & Young's Entrepreneur of the Year award. Underground Elephant fosters an environment of cooperation and teamwork with Kulpa implementing a variety of performance-based bonus incentives, team-building activities and milestone recognitions. He founded Underground Elephant in 2008 and has grown revenues over 3,000 percent since its inception. Underground Elephant has quickly become the premier provider of customer acquisitions solutions in the online marketing space. While other tech start-ups were receiving angel funding and VC backing, Kulpa bootstrapped Underground Elephant, stretching every dollar and fine-tuning marketing operations. His drive for efficiency led to the creation of the company's proprietary technology platform, NeoKeo, which enabled automation of marketing processes, decreasing labor and production costs and increasing the volume of leads produced, validated and distributed.

Kevin Landry

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



Under Kevin Landry's watch as CEO, New Horizons of Southern California was named Microsoft's Western Region Learning Partner of the Year and Red Hat Ready's North American Training Partner of the Year. Under his leadership, New Horizons of Southern California's revenue has steadily grown. Landry believes that financial success is directly tied to the people within the organization and has worked hard to create an environment where employees are comfortable, happy and most importantly, growing personally and professionally. All New Horizons of Southern California staff have free access to all of New Horizons' training offerings, and are encouraged to take advantage of them to develop themselves. Landry has been a large part of the reason New Horizons of Southern California has been recognized

as a Best Place to Work in San Diego in 2012 and 2013, as well as in Los Angeles and Orange County.

Brook Larios

Founder & CEO
PlainClarity Communications
www.plainclarity.com



Brook Larios, founder and CEO, has grown PlainClarity into a preeminent public relations firm specializing in the hospitality industry. Larios has guided the firm to be one that is respected by the local food community from restaurateurs to caterers. The firm supports socially responsible businesses, with a focus on artisans food and chefs and restaurateurs who practice sustainability. Larios has opened her network to those who want to transition to this model and is helping to change the tenor of the food system through this work. She strives to lead a united team through a consistent and unwavering work environment filled with collaboration, positive brainstorming and respect. Larios also is involved in community efforts and sits on the board for Girls Think Tank.

Mark Laska

CEO & President
Great Ecology
www.greatecology.com



Dr. Mark Laska's professional achievements are directly reflected by the success and growth of his firm, Great Ecology. As president and CEO, he has developed Great Ecology into one of the fastest-growing environmental consulting firms in the region and established himself and the firm as industry leaders. Since its founding in 2001, Great Ecology has grown consistently and steadily. Last year—one of the firm's best and most profitable years—Great Ecology experienced a 39 percent growth rate and annual revenue of \$3.6 million. As the firm's top sales driver, Laska acquired three large Fortune 500 clients and other key contracts, which added more than \$2 million in revenue, expanding the firm's service reach. In 2012, Great Ecology opened its third regional office in Denver which has tripled in size within six months. In addition, Laska was nominated to join the I Love A Clean San Diego board of directors.

Casey LeBlanc

President
New Venture Escrow
www.newventureescrow.com



Casey LeBlanc successfully sold two businesses in 2012. He successfully exited those businesses because of the opportunity that he has created with New Venture Escrow for the future. While successfully selling 2 major corporations, LeBlanc has actively grown New Venture Escrow as its president. Within the last year New Venture Escrow has expanded its retail footprint throughout San Diego County with branch locations in north, south, and central San Diego. LeBlanc maintains a unique company culture for the escrow

and settlement industry. New Venture Escrow embraces a fun and professional environment. LeBlanc is working to modernize the way the industry does business. New Venture custom developed a mobile app that currently doesn't exist anywhere in the country. The technology is revolutionary and gives real estate agents, clients, and vendors inside access to their transactions.

Brad Lee

President
Breg, Inc.
www.breg.com



Breg, Inc. under the leadership of Brad Lee, has created unique products for the health care industry. Breg specializes in cost saving and efficiency improvement tools for orthopedic physician practices by providing the only available software application on the market which also is designed to be aligned with the demands of the affordable care act. Lee oversaw the expansion of their Mexican manufacturing facility to reduce production expenses as well as acquisitions, synergistic partnerships and new product lines, expanding revenues by \$30 million. He headed up efforts to create a program sponsored by Breg to provide an Orthopedic Physician Fellowship program that pays the salary of orthopedic surgeons opting to gain further training after residency in such specialties as sports medicine and spine injuries. Lee also is community minded and sits on the local board of the Encinitas Soccer League.

Gary Levine

CEO
Gallagher Levine
www.gslevine.com



2012 was a big year for Gary Levine and Gallagher Levine as a company. One of the greatest milestones in GS Levine's 26 year history occurred when the organization was recognized by several International insurance brokerages as the best fit to merge with and represent their brand in San Diego. GS Levine was approached by nearly 10 world class insurance brokerages because of their strong reputation, market share and leadership and the fourth largest insurance brokerage in the world, Arthur J. Gallagher & Co., became their partner. Led by Levine, the marketing team implemented a communications strategy that increased brand awareness and created buzz about the company as well as positioned them for a full rebranding initiative. Gallagher Levine also executed the complete re-brand with a new logo, colors, messaging and personality with the team participating in more than two dozen charitable events and increasing their participation and partnerships with companies such as the San Diego Museum of Art, Pro Kids Golf, the YMCA, The Boys and Girls Club, San Diego Sports Innovators, the San Diego Sports Council, Seacrest Village and Kids Included Together.

Ray Major

CEO
Halo Business Intelligence
www.halobi.com



Ray Major believes a customer is more than a financial arrangement. With his background as a researcher and educator rather than as a businessman, Major understands the challenges that companies face better than most. He knows what it is to have budget and personnel limits. He has used this experience to guide the organization through steady growth with a strategic plan and effective organizational structure in place. Major also understands the importance of giving back. Under his direction as CEO, Halo Business Intelligence has made numerous contributions to the community which include supporting the Ronald McDonald House Charities of San Diego, launching internship programs with Mira Costa College and Junipero Serra High School, and donating clothing and food to Casa De Cuna Orphanage.

Jim Matteo

President
Bird Rock Systems, Inc.
www.birdrockusa.com



In the IT industry it is important to stay innovative and Jim Matteo, president of Bird Rock Systems, Inc. stays on the cutting edge of the industry's developments. He has created a world class company culture at Bird Rock Systems which involves staff participation at every level. Matteo himself is directly responsible for 25 percent of the sales revenue for the company. He differentiates the IT resale playing field by offering diverse events in the area for customers and potential customers held at venues such as the Del Mar horse races, the golf tournament at Torrey Pines, movie premiers, lunch and learns, technology workshops, and even boat racing regattas. The events are Matteo's innovative way of creating a unique brand for the company and it is paying off.

Damian McKinney

CEO
McKinney Advisory Group
www.mckinneyadvisory.com



As CEO of McKinney Advisory Group, Damian McKinney has kept a commercial real estate office alive and growing during the worst recession in recent history. It is hard to call the company only a real estate company. At his design a number of services are offered including an in-house legal counsel, portfolio review, capital sources, space planning, event organization, conference services, and a vast array of development and project management. McKinney keeps active in the community and industry and traveled to China as ambassador for tourism to Hawaii in 2012. In addition to management of the firm. He is on numerous boards including All Kids Inc. of Los Angeles. Additionally, through his guidance the company was able to invite and host 100 business leaders in San Diego at a charity and executive mixer.

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Ash Mehta

CEO
PatientClick Inc.
www.patientclick.com



Ash Mehta is a serial entrepreneur and chief executive with 13 years of business management experience. He has managed multiple businesses in health care IT, business consulting and technology. In year 2012, as CEO of PatientClick, he increased the company's revenue three fold and oversaw PatientClick's development of three unique processes for a health care information delivery model. The organization is filing for multiple patents this year. Mehta is heavily involved with the business community in San Diego and Imperial Valley including CONNECT. He is on the board of advisors for Alliant School of Management and CSU San Marcos' Healthcare IT program.

Marc Menkin

President/Owner
Where You Want To Be Tours, Inc.
www.wheretours.com



Where You Want To Be Tours has created a unique niche in the tourism and hospitality industry due to Marc Menkin's creativity and unique branding. The destination company's specialty is "hidden San Diego spots" which has been a

popular marketing hit with clients. Under Menkin's leadership, Where You Want To Be Tours, Inc. has received numerous awards such as "Best Team building Facilitator" by California Meetings and Events, voted Best Tour for Locals by San Diego Magazine, and an Award of Excellence & Appreciation by the U.S. military. Over the years, Where You Want To Be Tours has created unique family bonding programs for faith-based groups and the military. The company's team building adventures and tours are all about fostering a happy environment and Menkin believes it all starts with the staff. Together as a team they have donated their time to such causes to the Susan G. Komen Race for the Cure and the American Cancer Society. Menkin recently was honored by the YMCA for all his outstanding work and dedication. In addition, he serves as a Cabrillo Foundation board member.

Chance Mims

CEO
Academy Securities
www.academysecurities.com



Chance Mims founded Academy Securities in 2009 and provides overall leadership, strategy, and direction as the organization's chief executive officer and majority controlling shareholder. He has been involved in every aspect of the firm's recent financial success and growth. Mims

has brought the best of the U.S. military resources to the Wall Street and investment banking industry by hiring many veterans with transferable skills, seeing their training and combat experience as a great asset. He has led the development of the company's veteran training and hiring programs. The firm has been frequently featured on CNBC, Fox News, Wall Street Journal, The Bond Trader, Business Insider, and Trader magazine and has been ranked Top 10 as co-managing underwriters by Thomson Reuters for Public Finance Operations. The organization has grown steadily and has opened offices in New York City and Chicago.

John Morrell

Managing Partner/CEO
Higgs, Fletcher & Mack, LLP
www.higgslaw.com



Most law firms around the country have scaled back operations and staff due to the pressures of the current economic environment. Yet under John Morrell's leadership, Higgs Fletcher & Mack realized a 5 percent increase in per-partner profits within the last year and reached a new record of 72 attorneys on staff and continued the streak of never having any professional layoffs since he became CEO in 1997. What's more, the newly established practice groups of transportation and immigration as well as restaurants,

hotels and tourism are thriving. As a general rule, law firms rarely change how they do business. Contrarily, Morrell views innovation as one key component to maintaining growth and profitability. Under his leadership, Higgs Fletcher & Mack continually revamps its online presence and Web-based communication. The firm is dedicated to diversity and Morrell and Higgs Fletcher & Mack continues to fund a Diversity Scholarship program in partnership with the University of San Diego, giving \$10,000 annually to a deserving student and funding a new diversity scholarship with California Western School of Law. Morrell is well known for his philanthropic activities, serving as chairman of the Mercy Hospital Ball, a member of the board of directors for Mercy Outreach Surgical Team, a member of the board of directors for the San Diego Rotary Club 33 and the board of trustees for the San Diego History Center.

Dylan Natter

Founder/Chief Executive Officer
centrexIT
www.centrexIT.com



Dylan Natter, founder and CEO of centrexIT, treats his engineers like partners. He hires for integrity and leadership—not on experience alone. One of Natter's key leadership principles is his

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Paul Hering
CEO, Barney & Barney, LLC
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local staffing policy. Although a common practice among IT management competitors, he refuses to outsource desk support overseas, although it's decidedly more expensive to maintain 100 percent of his staff in the U.S. He contributes to a positive work environment by helping his engineering staff develop their technical skills and becoming more effective communicators as new generation leaders for the company. As a result staff turnover is almost zero due to careful screening of employment candidates. Natter and centrexIT have received recognition for their partnership and assistance with some of San Diego's major nonprofit institutions. Natter was named the Young Professional of the Month in February 2012 by the Big Brothers Big Sisters Young Professionals Committee of San Diego.

Todd Nelson

CEO
Tonbo Biosciences
www.tonbobio.com



Todd Nelson had a vision for high quality, high performance flow cytometry reagents for research use at a 30 to 50 percent lower price than most suppliers in the U.S., at a time with NIH funding for immune function research is at an all-time low. As CEO of Tonbo Bioscience, Nelson built a strong, self-directed team that was able to take the company from zero to 200 products in inventory in less than four months and establish a global distribution channel that includes product distributors in Japan, Germany, Belgium, France, Netherlands, and Austria, among others. Tonbo is an employee-owned company with a culture unlike any in the San Diego biotech industry, providing many benefits for employees including free health care.

David Oates

President & CEO
Stalwart Communications
www.stalwartcom.com



David Oates has achieved a great amount of success as head of his public relations firm, Stalwart Communications. This year he was named to San Diego Metropolitan's "20 Men Who Make A Difference" and was recently awarded the Rotary San Diego/Imperial Valley District "Governor's Torch Bearer" award. Not only was he the only member from his club to be honored, but he was one of 63 in the district which is made up of 3,500 members. Due to Oates' success over the past year, he has played a crucial role in expanding the company's client roster which consists of a record high of 16 clients. He creates a collaborative and supportive environment for his staff that includes an open concept work area. In addition, there are TVs in the office so staff can stay updated on the latest news and watch March Madness and other significant events while working. Aside from providing a competitive salary, Oates also implements a bonus program which affords employees an opportunity to earn commission based on performance. The staff engages in a variety of fun activities outside of the office as well.

Mike O'Brien

CEO
Mingle LLC
www.climber.com



Mike O'Brien likes a noisy work environment and at his growing online job search organization, the XM satellite radio is always pumping out tunes to boost energy. O'Brien has grown his Climber.com website business to a national level and is currently pushing out two more tools to make the innovative site more relevant to the ever changing digital job market and also to provide more value to clients. O'Brien created the software and is always working on ways to improve the system and grow the name and brand. He believes in supporting his staff and gives congratulations where it's due. He has monthly sales contests and always thinks of ways all departments including support and development, can participate and actually win. O'Brien is an innovator and has combined his technological expertise with his passion for wine. In just a little under two years, he conceived and developed the brand Wine Battles, which is held under Mingle, LLC. Wine Battles has grown exponentially and O'Brien is pioneering this social wine experience site overseas this year.

Dr. Melanie Palm

CEO & Director
Art of Skin MD
www.artofskinmd.com



As the founding director of Art of Skin MD in Solana Beach, Dr. Melanie Palm, a board-certified dermatologist and fellowship-trained cosmetic surgeon, provides a full-spectrum of both medical and cosmetic dermatologic care. She also is an assistant clinical professor at the University of California, San Diego, and staff physician at Scripps Encinitas Memorial Hospital. She lectures nationally and internationally on laser and filler technology. Palm has authored more than 25 articles in dermatological literature and co-authored four book chapters on various topics including liposuction, sunscreen use, cosmetic injectables, vein therapy, and laser technology. Palm created DermSurg Fellowship Finder, a centralized database of fellowship programs for young dermatology residents to broaden awareness of advanced dermatologic surgery and training opportunities among dermatology residents. Palm is a physician supporter of Angel Faces, an organization that helps teen girls who have sustained traumatic burn injuries, and she also volunteers with the Skin Cancer Foundation conducting skin cancer screenings on-board the foundation's mobile RV.

Shawn Parr

CEO
Bulldog Drummond
www.bulldogdrummond.com



Shawn Parr, CEO of Bulldog Drummond agency, lives to inspire—from his articles, to his speaking engagements, to the Sunday night dinners he throws at

his house, he is constantly inspiring others to do what they love. He empowers his employees by allowing them the freedom to speak up and offer ideas. Parr has worked with a wide variety of clients. He has been published in Fast Company, PSFK, Business to Community and many more. He has helped nonprofits and startups such as The Paradigm Project, Invisible Children, and World Vision to create compelling stories and strategic business plans. He is a sought-out speaker, speaking for companies such as Southwest and Sony. He recently helped launch YouSchool, helping to guide high school students along a positive path.

Gary Peterson

Founder & President
gap intelligence
www.gapintelligence.com



Gary Peterson founded gap intelligence in 2003 with a \$10,000 bonus check. A classic student of business, the leadership skills he acquired and worked hard to develop throughout the past 10 years have helped guide the company through the "Great Recession" with high double-digit revenue growth. Today, gap intelligence is a proven leader in providing market research to the IT, consumer electronics, imaging, and home appliance industries. This year Peterson spearheaded gap intelligence's expansion into the new categories of televisions and home appliances including an assortment of products like refrigerators, laundry units, and kitchen ranges. After launching in March, this quickly became the biggest growth category, attracting several new clients and even more products such as dishwashers and microwaves. One of Peterson's most successful internal programs is gap intelligence's own institute of higher education called "gap University" that's contributed to significant increases in retention, productivity, and scalability within the company. gapU provides the entire team with leadership opportunities, as well as enriches gap's "work hard, play hard" mentality.

Sanjiv Prabhakaran

CEO
Bytes Inc.
www.bytesinc.com



Sanjiv Prabhakaran provides a positive and collaborative environment that leads to successful project completions. He has implemented cloud-based tools such as TeamWorkPM and Pivotal that enables his far flung teams all over the globe to collaborate effectively. He has guided Bytes Inc. into steadily increasing revenues that have grown by 14 percent despite the tough economy. Prabhakaran has overseen the acquisition of several large new clients including Certona and Qualcomm. And he nurtures his smaller clients as well. When one of his client's came to him with a challenge to convert a 50-year old manual workflow operation into a state-of-the-art computer application and, after some brainstorming, he proposed a very innovative tablet solution that in the end saved the client almost 15 to 20 hours of manual labor each

week leading to tremendous savings. In the community, he volunteers at the San Diego Food Bank.

Chad Robley

CEO
Mindgruve
www.mindgruve.com



Under Chad Robley's oversight, Mindgruve's 2012 projects secured twenty-one industry honors, including four Internet Advertising Competition awards and thirteen ADDYs, making Mindgruve the most-awarded agency in the ADDY competition. Robley also achieved substantial growth at Mindgruve, increasing revenue by 24 percent and clientele by 20 percent year over year. In 2012, he made a significant contribution to the entrepreneurial and startup communities in San Diego, leveraging his expertise in venture capitalism and mentoring young entrepreneurs, he created a "Shark Tank"-inspired competition at Interactive Day San Diego, a one-day digital marketing conference he has planned and executed for years. IDSD's SharkTank gives startups the chance to gain attention from an audience of tech and digital professionals.

Nathan Rogge

President & CEO
Bank of Southern California
www.banksofcal.com



When Nathan Rogge was promoted from COO to CEO at Bank of Southern California at 38 years old, the bank was entering a "consent order" and he had to figure out how to literally restart the bank. Now, at age 44, the results that Rogge has been able to achieve for the bank are impressive. During 2012, Bank of Southern California took a significant step by successfully exiting the TARP program. The magnitude of this for any bank, particularly a relatively small community bank, cannot be understated. Hundreds of small banks have failed over the last seven years, and exiting TARP is an incredible signal to customers, shareholders and the marketplace about Bank of Southern California's stability. Not only did Bank of Southern California survive, it thrived, growing from \$49 million in 2005 to \$200 million today. Rogge also oversaw two complete re-brandings that included name changes. In 2012-13, he was intimately involved in the bank introducing a successful new investor residential real estate financing product allowing more product to move through the sluggish housing market. He also oversaw the bank's development of a new robust online banking platform and mobile banking.

Jorge Ruiz de Castilla

President
The Chip Merchant
www.thechipmerchant.com



Having previously been the owner of an offshore software development company in Peru, Jorge Ruiz de Castilla's background in consulting, software engineer, and project management has given

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him the ability to take a 25-year-old brick and mortar hardware retail store and turn it into a successful technology services company, still including the retail store. When Ruiz de Castilla acquired San Diego Computer Consultants as a business to consumer option it incorporated flawlessly into The Chip Merchant (TCM) business model under his supervision. Ruiz de Castilla prioritizes his staff and involves them in the hiring process so that everyone has input on future potential employees. He encourages employee education and guides them toward certifications, which are company reimbursed. The Chip Merchant is a community partner with a number of nonprofits including The Coronado School of The Arts, Walden Family Services and Whispering Winds. TCM has also recently participated in events such as Geek Girl Tech Conference, which helps educate women on many forms of technology.

Robert Scherer

President
TAG
www.teamtag.net



2012 was a banner year for TAG, with a new office opening in Rancho Santa Fe and becoming a software reseller for NetSuite. This can be attributed to Robert Scherer's firm belief in TAG's values of "continuous improvement," "commit-

ment" and "stakeholder enrichment" to better serve communities in which TAG has clients and to sell the most sought after accounting software products. Scherer has contributed to TAG's success and growth by hiring full-time employees, not consultants. By having long-term engaged employees, who split their time among a variety of clients, it allows for building tremendous internal knowledge across a variety of industries and company sizes. Through the process of strategic acquisition and growth, Scherer has overseen TAG's expansion into three separate divisions: outsourced accounting; software sales and consulting; and family CFO services. Scherer empowers others by donating his time teaching financial management courses for the construction industry. He is passionate about accounting practices and software solutions for the construction trade.

Mark Schulze

CEO
Crystal Pyramid Productions
www.crystalpyramid.com



Mark Schulze launched Crystal Pyramid Productions in 1981 after graduating from UC San Diego. As a "one-man band," he videotaped special events, nonprofit PSAs and short industrials with a single camera, tripod and VCR. The company grew rapidly after Patty Mooney

joined him in 1982, and today produces and shoots for broadcast and corporate clients such as UPS, the Chopra Foundation, Microsoft, IBM and Cisco, as well as broadcast companies like Extra!, Discovery, the Dr. Phil Show and Inside Edition. Schulze teaches as he works with others from employees to clients, and is always patient when explaining complicated matters of production and how to achieve great results in a resourceful way.

Daniel Shepherd

President
Titan SEO, Inc.
www.titan-seo.com



Today, a 13-year winner of the Titan Boss' Day award and a fourth year receiver of an Inc 5000 award, Daniel Shepherd, president of Titan SEO, has guided the company from the bottom-up, assisting with many of the new client sales and client retention. He ensures each venture becomes profitable before building on it, or hiring more people for that role. As the top idea-man, he helped develop proprietary software to put the company ahead of the competition. He has created Titan to be profitable, fun, and fast-growing; but also encourages a family atmosphere where everyone feels they are contributing to the success of the company and bettering their community.

Jamie Lynn Sigler

Founding Partner
J Public Relations
www.jpublicrelations.com



Jamie Lynn Sigler is the founding partner of J Public Relations and is an award-winning public relations and marketing communications specialist. A recognized and respected expert in the luxury travel and lifestyle industries, Sigler specializes in building solid client relationships, creative campaigns and in scoring top media placements. JPR's clients have recently been featured in some of the top media outlets in the country including: The New York Times, Wall Street Journal Weekender, US Weekly, and The Today Show. Sigler further contributes to her industry by helping college and budding PR professionals through her involvement in Public Relations Society of America and PRSSA New Pros. Under her leadership, JPR has grown into a national seven-figure full-service public relations agency with offices on both coasts in San Diego and New York. She also remains committed to giving back to the community and is dedicated to raising money for childhood cancer research through her involvement with the St. Baldrick's Foundation, founding the San Diego chapter in 2008 with her husband, Jake.

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Nominations Now Open

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REGULUS
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President and Chief Executive Officer
of Regulus Therapeutics Inc.



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Brendan Smith

Founder/CEO
Motive Interactive
www.motiveinteractive.com



Brendan Smith runs Motive Interactive, a performance-based online and mobile marketing network, with an open door policy and complete transparency with employees. Team members know the financial state of the company and the goals. Smith also created a corporate culture that is the accumulation of every individual employee's personality. He has guided Motive's revenue growth from \$8 million in 2010 to \$17 million last year overseeing the launch of a new mobile service which now accounts for 70 percent of the firm's revenue. In addition, Smith recently spearheaded fundraising \$15,000 for those affected by Hurricane Sandy.

Daniel C. Steenerson

President & CEO
Disability Insurance Services
www.diservices.com



Paycheck protection for every American is not only a lofty goal—it's an ideal that Disability Insurance Services' president and CEO Daniel Steenerson strives to achieve every day. He has been recognized in the industry with a number of awards including The Standard Insurance

Company "Top Master General Agency" Award. Steenerson's ideas have been featured in many national publications, including National Health Underwriter magazine, Life Insurance Selling magazine and LifeHealthPRO. He also actively supports charity causes and has instituted a program within his company called "Jeans for a Cause" in which employees have the option to donate a few dollars a week to a worthy cause and in turn have the privilege to wear jeans on Fridays. The totals are then matched by Steenerson.

Steve Stoloff

CEO
VAVi, Inc.
www.govavi.com



Steve Stoloff, CEO of VAVi, Inc. is constantly looking at ways in which integrating new technology can help push the company forward. This year will see the planned roll out of a brand new website. Internally, Stoloff helped co-found the popular Electric Run. Since launching the first run in November of 2012, Electric Run has gone on to do almost 30 runs domestically and expanded to Australia in 2013. 2014 will see more growth domestically and an even more aggressive international expansion. Stoloff is active in a number of industry and community organizations. He has been re-elected as Sport & Social Industry Association

president and currently is the treasurer of both San Diego Friends of Parks & Recreation and the Pacific Beach & Santa Clara Recreation Council. He has also been instrumental in furthering the partnership with VAVi and the Challenged Athletes Foundation.

Robin Toft

President & CEO
Sanford Rose associates - Toft Group
www.sanfordrose.com/toftgroup



Robin Toft is owner, president and CEO of Sanford Rose Associates - Toft Group, an award-winning life sciences-centered executive search firm highly specialized in placing executives into personalized medicine, pharmaceutical, medical device and diagnostic companies. With offices in San Diego and San Francisco, Toft expanded her firm with the addition of the Sanford Rose Associates -Fort Lauderdale office becoming a significant force in two of the three largest biotech hubs in the U.S. Toft Group is the top performing firm within the 50+ offices in the Sanford Rose Associates worldwide network, and the most successful franchise on record in the company's 54 year history. Under her guidance the Toft team has partnered with The Foundation for Women, EcoLife Foundation, Challenged Athlete Foundation, MANA, Hope for a Cure, and The Clarity Foundation.

Toft has been a top fundraiser and walked in the Susan G. Komen 3-Day /60 mile event to support breast cancer every year since her firm opened.

Glenn Torrez

CEO/President
PRAVA Construction Services, Inc.
www.pravacsi.com



Glenn Torrez followed his vision and personally financed the start-up of PRAVA Construction Services. In December of 2004 Sempra Energy approached Torrez to manage their headquarters remodel. He accepted the offer and in January of 2005, PRAVA Construction Services, Inc. was formed. With hard work and a great deal of sacrifice, PRAVA was able to reach its sales goal in the first year. When PRAVA started, it had three employees; Glenn Torrez, his wife Denise, and his son Nolan. During the years he has created a team of 20 highly experienced building professionals. Torrez has been recognized with awards such as Minority Supplier of the Year 2012 and SDRCC Small Business "Excellence in Customer Service" winner. In 2012 he also was named as co-chair of the AGC Build and Serve Committee, as well as named to the 2012-13 board of directors for San Diego North Chamber of Commerce, the Boys and Girls Club of North County, and Sustainable Surplus.

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