SAN DIEGO BUSINESS JOURNAL

FASTEST 100 GROWING PRIVATE COMPANIES 2013

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LETTER FROM THE PUBLISHER

Fastest-Growing Companies 2013

Continuing our popular tradition, we are pleased to present the 10th annual rankings of the 100 Fastest-Growing Private Companies in San Diego County for 2013. The cadre of companies singled out as the top producers are a cross section of San Diego’s diverse economic community. San Diego’s growth businesses run the gamut of industries including software application and design, defense contracting, and home services.

San Diego itself is the catalyst for a number of these organizations. From a Wall Street refugee to a former Navy SEAL to a Canadian ex-pat, many of these companies were begun by individuals looking for a life more fulfilling, in an environment that was welcoming from a personal, as well as a business perspective. Though finding highly skilled talent and financial backing can be more challenging here, these C level executives voiced the importance of the lure of San Diego and its quality of life as an overwhelming reason for establishing themselves and their businesses at this destination. Community commitment also is a fundamental element of the success of these organizations. These companies and their dedicated employees bring their expertise and financial support to nonprofits throughout the region, giving back to the city that has provided the basis for their growth and success.

To be considered for this prestigious listing, organizations were required to have generated revenues in excess of $200,000 in 2010, the starting point for our comparison. We reviewed the financial details of each organization’s business operations in 2010, 2011 and 2012. The information was extensively analyzed and verified by independent CPA certification. Additionally, businesses were required to be San Diego-based, independent and privately held; but, not a division or subsidiary of another organization, public or private.

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Armon Mills
President & Publisher
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Construction Snowbird Finds Ideal Nesting Ground in Southern California

Walter Fritz has spent his life in the construction business. Beginning in the 1980s, Fritz perfected his trade in the dicey weather of Canada, building his construction business by working with different developers. At the end of 2009, Fritz started to see a lot of opportunity in Southern California and decided to establish what would become the headquarters of Nuera Contracting & Consulting in San Diego. The growing company has taken roots and thrived here, marking its success with the No. 1 ranking on our Fastest-Growing Private Companies list for 2013.

Fritz’s migration from Canada to San Diego was a partly personal and partly business decision. “I love riding horses, that part was personal, and from a business perspective I had good relationships with other contractors,” he said. The geographic position of San Diego between Mexico and the ocean provided what Fritz saw as long-term growth, and he speculates that “Southern California’s biggest niche is senior care.” Nuera has just completed the Wesley Palms’ “Summer House,” a $2.5 million memory care facility. It was a labor of love for Fritz whose father has Alzheimer’s.

According to Fritz, these types of senior living projects “take common sense. The biggest trick is understanding how residents live when they are there.” Using door handles instead of knobs, building cabinets that open and close easily, and creating doorways with appropriate widths for walkers and wheelchairs are key factors. Fritz states, “You must be careful not to create a hospital environment. Home is a powerful word.”

Fritz also sees an untapped market here for snowbird baby boomers who will trade colder climates for San Diego’s moderate weather on a permanent basis. Though Nuera also has a Canadian component, they are two separate entities and the majority of the growth is in the U.S. Fritz said that the biggest challenge is keeping the construction process simple with a logic and flow of sequences. “You don’t make profit on change orders. You make profit with recurring customers.”

Nuera also is LEED certified. Looking to new, greener ways of construction, Fritz surmises that their building practices are as green as they can be, but that is often dictated by the budget of the client. Building green can make a 2 to 5 percent deferential in a construction project budget.

With Nuera’s expanding client base, both in Canada and California, Fritz is hopeful the company will continue to grow without the need for lines of credit.
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Joe Divona had the drive, determination, vision and commitment it took to launch a business from the ground up, but he credits one overpowering factor that allowed him to follow his dream—the support of his wife. Divona took a chance at a time when most people would have taken the safest path. While expecting their second child, Divona began ITAV Solutions, diligently working out of his garage for two years, offering audio visual support to local companies looking for better ways to utilize emerging technologies in sound and video equipment. Divona’s client base grew from local to national to international corporations along the increasing scope of his services. ITAV Solutions’ impressive expansion has garnered it the No. 2 slot on this year’s Fastest-Growing Private Companies list.

ITAV’s range of offerings includes an extensive line of products and support services that incorporate the newest technologies. Massive stadium video walls, commercial grade security systems, paging and nurse calling systems, all manner of digital projectors, sound systems, conferencing systems, even digital signage are part of the vast inventory of available products.

Divona watched ITAV’s sales grow year over year. He found that his biggest asset was the partnerships he established. With clients such as Sharp Healthcare the relationship has grown and ITAV now does 100 percent of the organization’s AV integration. Rancho Bernardo Inn is also on the client roster, as hospitality venues require sophisticated conferencing equipment, state-of-the-art signage and high end televisions for guest and public rooms. “You have to be careful and don’t accept any new technology as standard,” Divona said. “We pride ourselves on keeping up with technology. Everyone on our staff is certified.”

Assistive listening devices (ALDs) are continuing to be a growing sector for ITAV as these systems are becoming mandatory requirements for projects such as new construction for courthouses and other public works buildings. Clients also include the San Diego Airport where the company contributed to an emergency responder’s room, installing monitors that each can feed different channels with each station still clearly hearing the audio from its source.

Audio/video conferencing has become more popular over the last five years as corporate travel has become more and more expensive. “Teleconferencing can be expensive as well with set ups for two rooms reaching $500,000,” Divona said. “New technology can provide the same interactive experience on laptops for a few hundred dollars.”

With an international reach and clients in far flung locales such as Dubai, Shanghai, and Taiwan, the company recently expanded, leasing more than 4000 square feet, doubling the size of its existing office space. It’s a given that ITAV Solutions is designing and installing its own AV systems within its new space to showcase its capabilities.
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Internet Marketing Inc.

Co-Founder/CMO | Brent Gleeson
Co-Founder/CEO | Brandon Fishman
Location       | 10620 Treena St., #250, San Diego
2012 revenue  | $13.7 million
2010 – 2012 growth | 365.08 percent
No. of local full-time employees | 65
Website        | www.internetmarketinginc.com

Internet Marketing Inc. grew from a small agency to what is now the fastest growing digital marketing firm in the country. Starting small, Co-Founder Brent Gleeson kept focus on building a winning culture, recruiting the best talent and “spent a lot of time in strategic planning.” Now the agency is beating out big legacy firms for lucrative contracts with health care giants and credit card companies and re-opening a New York office to keep pace with major industry players. The firm’s aggressive growth ranks it as No. 3 on our Fastest-Growing Private Companies list for 2013.

The company’s aggressive strategy comes second nature to Gleeson, a Navy SEAL with three deployments who grew up in Dallas and worked in finance, but landed here for degrees at the University of San Diego. While in graduate school, Gleeson met Brandon Fishman and they started NewCondosOnline.com in 2005, riding the wave of the housing boom. The company grew to a $4 million organization until the economy began its historic shift downward. Gleeson and Fishman wisely decided to diversify and by that point had learned a lot about driving traffic to websites. Customers began asking for help with SEO. Borrowing $100,000 from the online company and giving shareholders equal shares in the new organization, Internet Marketing Inc. launched with a small real estate development company as its first client. Since 2007 new business has doubled. Growth came so quickly that the firm moved to a 20,000-square-foot office space in Scripps Ranch in November of 2011 and immediately expanded, taking over the entire second floor. The organization now has a full HR department that helps recruit and keep a talented team as the company’s philosophy predicates client retention on motivated employees. Health, wellness and fitness are encouraged and prioritized. Now offering Web design, analytics, social media and SEO, Gleeson “sees ourselves transitioning to a full service agency with public relations, media buying, and trying to stay ahead of the curve.” Gleeson feels the essence of their success is that they “first listen to what the client needs.”

Internet Marketing’s expanding client roster includes companies in diverse industries from residential developers to biopharma, and range from mega online retailer Road Runner Sports to internationally-renowned Deepak Chopra and The Chopra Center.

Social responsibility also is a major tenet of the firm’s core values. The San Diego Food Bank and Rady Children’s Hospital are two of the organizations the company supports locally.

Gleeson sees their biggest challenge to growth as getting the best possible people in the business – and keeping them. He sees a generation in which some lack corporate loyalty, and with San Diego a relatively small city, companies often easily poach from each other. Future plans look to a global focus over the next five years with acquisition of small shops to bring additional expertise to the organization.
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Join the conversation:
Years in the pressure cooker of Wall Street forced Adam Stettner to re-evaluate his life and priorities in 2004. Then San Diego beckoned as a new opportunity to focus on work/life balance and a career course alteration. Stettner already had developed a solid sales background, but learned the ropes of the student loan industry and began his own business in 2007. As the economic tsunami began to take its toll on businesses everywhere, Stettner saw his struggles mirrored in other small businesses in every industry. He began seeing that the necessary capital was increasingly difficult to get for a small startup or even a medium-sized organization wishing to expand, with banks conservatively approving only 20 percent of small business loan applications. In establishing Reliant Services Group, Stettner began providing financing in nontraditional means. Small business loans are established with flexible fixed daily payments; merchant cash advances are structured with repayment as a fixed percentage of daily credit card sales. Reliant also offers funding for equipment leasing and a premium program for highly qualified businesses.

This formula has paid off for Stettner as Reliant has garnered the No. 4 spot on our list of Fastest-Growing Private Companies. According to Stettner, “If what I do doesn’t work for clients, they won’t come back.” His approach is working, as 74 percent of Stettner’s business today is returning customers looking to expand their product lines, buy additional franchises, and hire more staff. More than 80 percent of his applications are approved and Reliant’s default rate is in the single digits. Beginning in 2008 with establishing a line of credit for a pizzeria looking to replace a broken pizza oven, Reliant now has a national client list with California, Texas and New York, all large states in terms of commerce, ranking as their top territories. Clients range from doctors, chiropractors and home health care agencies to plumbers and specialty contractors with an average size of four to 20 employees. Growing the business took a lot of cold calling initially. “I finally hired a guy to dial with me,” remembers Stettner. Reliant’s staff has grown as well and Stettner credits his growth to his team. “The way we approach business is different. Most people in this space have a very defined box. We take a more consultative approach.”

Franchise expansion is a strong component of Reliant’s business and Stettner sees more flexible financial products being offered in the future. Reliant’s success stories range from a physician nervously opening a new clinic, only to see his practice grow so strong that he paid back the investment early, to an Illinois carpet cleaner who was loaned funds for his first van. He has returned nine times and now has a fleet of 11 service vehicles. Stettner adds, “To be part of so many people’s lives feels great.”
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Take one website designer with a passionate idea and overlay it onto an everyday responsibility; then blend in committed personnel and you have a recipe for success. Jeremy Yamaguchi, founder of Golden Shine Cleaning Agency, entered an industry that offered a service in great demand, but had many practitioners and consumers who connected via word of mouth and interacted personally for every transaction. Yamaguchi took this antiquated approach, layered on a sophisticated, but easy to use software system to manage both service providers and clients, and found a niche that has brought a steady stream of business growth and has ranked Golden Shine Cleaning Agency No. 5 on our Fastest-Growing Private Companies list for 2013.

“Housekeeping has been around since dirt itself,” Yamaguchi quips, “but there has been very little integration between the household services sector and technology.” Golden Shine’s system maintains a database of housekeepers who log in with information on what days they are available. Other factors are evaluated including the personalities of the provider and clients. College students may prefer someone who is extremely fast and takes care of just the basics, while other clients may want windows washed and carpets cleaned. An algorithm then extrapolates all the variables and recommends the most ideal placement. And, as handymen are becoming a thing of the past, the agency also can offer services such as gutter upkeep.

The core business of the agency is residential. Located in Mission Hills, they target a higher end of the market, but also reach into all areas of San Diego and Orange County. A native San Diegan, Yamaguchi finds there is a large pool of excellent providers to access in the region and the company prides itself on paying above market wages to its providers, instilling loyalty and longevity. Golden Shine also offers green cleaning products, vacancy and vacation rental cleaning services and “deep cleaning” targeting areas that traditionally get ignored from ovens and refrigerators to baseboards, blinds and shutters.

“The customer experience is essential and a lot of trust needs to go into that,” Yamaguchi said. The company also follows its heart and is a proud supporter of the Cleaning For A Reason Foundation, a unique nonprofit organization that provides free house cleaning services to women battling cancer.

Yamaguchi is looking at expansion not only in new locations in Southern California, but developing adjacent services. The agency’s website, a tribute to Yamaguchi’s Web design background, not only markets the agency’s full range of services, but is full of helpful blogs and posts that feature solutions to everyday dilemmas such as organizing and cleaning a home office or the daunting task of folding a fitted sheet.

Golden Shine Cleaning Agency

Founder | Jeremy Yamaguchi
President | Matt Rall
Location | 402 W. Broadway, #4017, San Diego
2012 revenue | $0.9 million
2010 – 2012 growth | 358.54 percent
No. of local full-time employees | 44
Website | www.goldenshine.com
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From Mobile Health Care to Mattel, Software Firm Designs Success for the New Age

With electronic health care as its original focus, a local San Diego firm now has expanded into a vast array of mobile and custom Web applications. With high powered international partners including Mattel and Cisco, Seamgen is seeing significant expansion and is listed as No. 6 on our 2013 Fastest-Growing Private Companies list.

“When the iPhone came out, we saw a huge opportunity for mobile in the health care space,” said Marc Alringer, Seamgen’s president. The health care industry is increasing its demand for mobile health applications in hospitals, physicians’ offices, and operating rooms, along with the quantum shift to electronic medical records; Seamgen has continued its involvement in the field while expanding into other areas.

There are more than 200 electronic medical record systems in the market, but most hospitals are standardized on one or two platforms according to Alringer. Seamgen was able to build a system on top of the existing system at UC San Diego’s cardiology department which has helped increase the efficiency of the physician’s time. Partnering with locally-based Digital Healthcare Systems, Seamgen also developed MyAfterCare, a system that helps monitor in-home care, keeping patients safe after surgeries.

Seamgen sets itself apart from other agencies with their client relationships and a strong focus on design. According Alringer, often they will propose a design, then the organization realizes it’s what they want, but they can’t build it. So Seamgen does. “70 to 80 percent of the people we get in front of, we sell to,” Alringer said. The company’s philosophy stresses the user experience with designs that account for different individual’s habits and the types of platforms they are using from smartphones to tablets to desktops. And the client connection does not end at product launch. Seamgen continues to evaluate products long after they have left the prototype stage.

“A big trend is companies wanting to mobilize their sales teams and get all their information on tablets and phones. We pride ourselves on streamlining work flow,” Alringer said. With their Salesforce.com system, all the tools a sales team needs in the field are available on a mobile device.

Seamgen also plays in the gaming field, developing entertainment concepts for big name clients such as Mattel. Seamgen helped build the Android and iOS versions of “Skip Bo,” a classic sequencing card game and also created a three-dimensional mobile version of the classic Rockem Sockem Robots game.

Games are a nice side for the company, but according to Alringer, “that industry is very tough. People don’t know what they want.”

Keeping a motivated, engaged, highly-skilled staff is one of the company’s major initiatives. Finding and retaining skilled designers is an ongoing recruitment effort. “We spend a lot of time looking for talent. It’s very hard to come by,” Alringer said.
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I.E.-Pacific Inc.

Owner | Diane Koester-Dion
Location | 1663 Pacific Rim Court, San Diego
2012 revenue | $35.3 million
2010 – 2012 growth | 307.94 percent
No. of local full-time employees | 24
Website | www.iepacific.com

Tenacity and Family Tradition
Keep Defense Contractor in the Game

With a degree in civil engineering and a father in the construction business, Diane Koester-Dion may have had her career path laid out for her. But the diversity, growth and scope of the company Koester-Dion leads is anything but predictable. I.E.-Pacific Inc. has become a major player in the defense contracting business, with complex projects from armory expansion at Camp Pendleton to emergency room facilities at San Diego’s Naval Medical Center and ranks as No. 7 on our 2013 Fastest-Growing Private Companies list.

The award-winning firm takes on projects that would challenge construction companies of mammoth size and completes them in record time and on budget. I.E.-Pacific has established itself in the defense realm with projects that range from $7.5 million to $15 million in the West Coast region. Additionally, located in a HUBZone (the U.S. Small Business Administration program for small companies that operate and employ people in Historically Underutilized Business Zones), I.E.-Pacific also qualifies to vie for $8.5 million to $7.5 million projects.

Koester-Dion notes some of her biggest – and most challenging – successes as including a large project at Twentynine Palms and a logistically-fraught build out at San Clemente Island. The Twentynine Palms project (one of the company’s largest) involved recruiting workers who would withstand the searing heat of the high Mojave Desert. San Clemente’s unique isolation required renting a $65,000 private barge (Cleopatra never had this problem) to transport extensive materiel and equipment. The project included the construction of eight buildings for military operations. The many projects demanding specialized customization include an air traffic control facility at Fallon Nevada; a military working dog facility at Travis Air Force Base; and landscape, irrigation and planting of the historical facility for Camp Pendleton’s base commander.

Koester-Dion began her company in a recession, but found that her dedication paid off. At the same time, she raised four children. Koester-Dion recalls challenges, but for the most part, unlike a staff job at a corporation, she could make her own schedule, which was positive. “When my daughter was born, I’d put her to bed, and then work on proposals until midnight,” Koester-Dion said.

As “sequestration” (the government’s mandated expense trimming) plays out, it is still unclear how that will affect I.E.-Pacific and other companies in their realm. Koester-Dion is philosophical. “We are continuing the same path, but looking for other opportunities if past experiences dry up.” As one of the few women who took up a STEM oriented career at the time, Koester-Dion says “there is still a shortage of women and minorities in math and engineering. When I went to engineering school, there were only a handful of women. When I started in business school, there were only a handful of women. I don’t notice it anymore. I have proven myself and proven I can do the job.”
### Visual Communications Co. LLC

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<th>No.</th>
<th>CEO</th>
<th>Andrew Zanelli</th>
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#### All That Glitters is Gold for Light Manufacturing Firm

If you think about the countless times you see an indicator light, you are seeing an expanding technology that has changed from gaslight to incandescent and neon to today’s LED displays. The applications are endless. Anywhere a machine interfaces with another machine there is a need for lighted indicators. There is no part of modern business, industry or today’s home that does not incorporate an array of indicator lights of every conceivable shape and size. From industrial equipment, tractors, aviation electronics, medical devices, cars, computers and appliances – lighting aids the interface at some level. The founder of Visual Communications Co. LLC (VCC), a 40-year-old San Diego-based firm, was a visionary, seeing early on the advent of LED lighting and knew it was the wave of the future. VCC made its mark in the evolution of the technology and has not lost its momentum since. The company has continued its growth arc and is our No. 8 Fastest-Growing Private Company for 2013.

Today the company, based in Poway, is guided by CEO Andrew Zanelli who has continued the expansion. VCC is recognized as a leading global manufacturer of LED indicators, LED light pipes, neon and incandescent indicators, and retrofit LED applications. VCC’s products are available through more than 250 distributors throughout the world. A major addition last year also boosted the company’s name recognition. “We acquired Chicago Miniature Lamp, the best known brand in the field for more than 100 years,” Zanelli said. “Now VCC is rebuilding that brand.” In 2012 VCC also acquired the Leecraft and Littelites product lines, as well as their related patents and intellectual property.

The acquisitions, along with larger headquarters and manufacturing space, established VCC as the most dominant player in the field. Aviation is a major industry that is stepping up its need for VCC’s products growing from less than $100,000 in revenue a year ago to $1.5 million now. VCC’s San Diego location aids efficiencies of manufacturing that has contributed to the organization’s bottom line. A 20-year relationship with a Tijuana maquiladora has streamlined and economized operations. “We still do a great amount in San Diego as well, but we are up against competitive manufacturing in China,” Zanelli said.

For the future, VCC continues to work on corporate strategies. “We see countless opportunities in custom solutions and off-the-shelf products,” Zanelli said. “We believe in today’s world, improved aesthetics is huge.” New materials, new looks, new feels – will all lead to new and better experiences.
TakeLessons Takes Off

“Keep Enrique out of Chili’s” became the battle cry of Steven Cox and his fellow band mates and the eventual inspiration for a unique service that has become a model for the music industry and online educational instruction. As the tale goes, the very talented drummer in Cox’s band had resigned himself to getting a “day job” and giving up drumming as music gigs and tutoring were not paying the bills – the age old challenge of many musicians. Cox saw an opportunity and as he recalls, “there was no 800 pound gorilla in the room to knock off.” The online world was morphing from product sales to the next generation – offering services over the Internet. However, it’s one thing to buy a shirt online and quite another to have a stranger come into your house. But with the advent of Craigslist, Angie’s List and Yelp!, consumers felt safer making those kinds of purchases. In that emerging environment, Cox introduced TakeLessons.com and the organization has grown to national prominence as the largest online service marketplace for music lessons in the U.S. and is slotted as No. 9 on our 2013 Fastest-Growing Private Companies list.

TakeLessons.com brings together pre-screened music instructors with customers. Through a seven-step recruitment process, teachers apply on the site and, if accepted, become part of TakeLessons’ database that matches parents and individuals looking for music instructions in all types of instruments with qualified, experienced pros. The site gets more than 1,000 applications regularly. Locations are matched so instructors can work as close or as far from home as they desire. TakeLessons aids with scheduling, and transaction support, communication with clients, along with marketing and promotion, while instructors do what they do best, their music. Clients are asked for feedback so TakeLessons keeps track of metrics for constant evaluation.

Last year proved a turning point for the site. Expanding from personal one-on-one instruction, TakeLessons began offering online instruction and the floodgates opened. Today, a 67-year-old client in Paducah, Kentucky takes Ukulele lessons from a teacher on Hawaii’s Big Island. Sitar and harp lessons are available online along with the popular standards – singing, guitar, keyboard, violins and drums. Cox self-funded the company initially, but revenues now generate from a percentage of the lessons and providing the tools and platform itself, including a billing system. “I have to give credit to the team internally who built our own … hardware,” Cox said.

An influx of venture capital at the beginning of 2013 will support even more expansion. Students are now served in more than 3,000 cities and tutorials for other instructional areas are coming online. Expansion internationally has already begun and is being looked at for major growth in the next few years. Cox sees San Diego as a tougher place to raise needed funds in comparison to the Bay area where much of the region’s investment capital resides. “I would love to see San Diego support more startup activity,” Cox said. “The cost of working here for employees makes it tougher to do. Santa Monica and Silicon Valley have made a concerted effort to attract young software startups.”

And Enrique. He never made it to Chili’s. He kept on drumming, touring internationally with prominent bands – and today he still teaches for TakeLessons.com.
A case of mistaken identity started Michael Larkins on his career destiny. Shortly after college the 22-year-old recent grad was contacted by a recruiter for Labor World. Quickly accepting the position, Larkins assumed he was entering the exciting realm of magazines. He then discovered it was actually a job placement company. But he found he really enjoyed the work and, 24 years later, Larkins now leads his own successful company and Suna Solutions stands at No. 10 on this year’s Fastest-Growing Private Companies list.

As Larkins puts it, “dumb luck and circumstance” started him in the business. But keen insight into the marketplace and the shifts in the economics of different industries has kept Larkins’ company in sync with the needs of organizations as they grow, transition or even downsize. Larkins feels the core values that have been established for Suna keep the firm grounded and focused on priorities. Those values – transparency, empowerment, community involvement and enabling clients’ goals – along with hiring excellent people, provide the formula that guides day-to-day decisions.

Unlike many businesses, economic slowdowns have not been a negative. “A soft economy helps this industry,” Larkins said. “You can get great talent for a great price.” He feels looking for the right personality is key. “Hire people with soft skills – cognitive and critical thinking – then teach them hard skills.”

Larkins sees the health care initiative as impacting the bottom line for many companies who may turn to staffing organizations like Suna for contract employees as a cost saving measure. In order to stay below a certain threshold of full time equivalent employees, companies can elect to have Suna provide the W2 services for designated staff. There are clearly defined criteria for 1099 (contract) staff or a W2 employee and Suna offers risk assessments to evaluate a company’s employee status and recommends any needed changes for compliance. Suna also offers a variety of staffing services from direct hire (which is the biggest growth area today), hourly, and project support. Larkins notes one of the most challenging areas for staffing is the demand for STEM (science, technology, engineering and math) educated job applicants. “It is becoming more and more difficult to find qualified candidates in those fields.”

Larkins also is a committed supporter of community involvement and encourages the entire staff to join with him. “I feel we need to give back to the community,” Larkins said. Suna’s employees are actively engaged in volunteer and financial support for numerous organizations including Freedom Station, Make-A-Wish Foundation, and Casa de Amparo. He strongly believes in keeping employees motivated and engaged on a number of levels. Recently, Suna began hosting yoga classes every Wednesday for staff and clients. And Larkins proudly recalls that “the first piece of equipment that arrived at our new offices was a fooseball table.”
# FASTEST-GROWING PRIVATE COMPANIES

Ranked by percent of verified revenue growth from 2010 to 2012

<table>
<thead>
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<th>Rank</th>
<th>Company Address Website</th>
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<th>Percent growth in revenue from 2010 to 2012</th>
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<th>Business description</th>
<th>CEO/GFO</th>
<th>Year established locally</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Mauer Contracting &amp; Consulting LP</td>
<td>850-965-1844</td>
<td>850-965-2502</td>
<td>1,544.25</td>
<td>$7.0</td>
<td>75</td>
<td>General construction, owner representation</td>
<td>Walter J. Fritz</td>
<td>2009</td>
</tr>
<tr>
<td>2</td>
<td>TechSolutions Inc.</td>
<td>850-423-4528</td>
<td>888-699-4593</td>
<td>477.22</td>
<td>$1.1</td>
<td>11</td>
<td>Audio visual design and integration</td>
<td>Joseph Evans</td>
<td>2009</td>
</tr>
<tr>
<td>3</td>
<td>Internet Marketing Inc.</td>
<td>619-956-5155</td>
<td>788-706-5126</td>
<td>395.06</td>
<td>$4.4</td>
<td>32</td>
<td>Digital marketing agency</td>
<td>Brent Gweasen</td>
<td>2007</td>
</tr>
<tr>
<td>4</td>
<td>Alerant Services Group LLC</td>
<td>850-367-5882</td>
<td>797-899-1382</td>
<td>392.65</td>
<td>$1.1</td>
<td>10</td>
<td>Financial services</td>
<td>Adam A. Stettner</td>
<td>2008</td>
</tr>
<tr>
<td>5</td>
<td>Golden Shines Cleaning-Agency</td>
<td>850-705-4115</td>
<td></td>
<td>358.54</td>
<td>$9.0</td>
<td>44</td>
<td>Household services</td>
<td>Jeremy Yamaguchi</td>
<td>2009</td>
</tr>
<tr>
<td>6</td>
<td>Sears Inc.</td>
<td>619-819-7468</td>
<td></td>
<td>314.59</td>
<td>$2.0</td>
<td>9</td>
<td>Custom software design and development</td>
<td>Marc Alringer</td>
<td>2008</td>
</tr>
<tr>
<td>7</td>
<td>L.E.-Pacific Inc.</td>
<td>619-671-5870</td>
<td>619-671-5877</td>
<td>307.44</td>
<td>$1.9</td>
<td>21</td>
<td>Defense contractor</td>
<td>Diane Houston-Donn Lisa Hirelli</td>
<td>1993</td>
</tr>
<tr>
<td>10</td>
<td>Bascom Group Inc.</td>
<td>619-405-7889</td>
<td>619-546-4997</td>
<td>207.36</td>
<td>$1.8</td>
<td>10</td>
<td>Private PR outsourcing solution</td>
<td>Brad Fplain</td>
<td>2008</td>
</tr>
<tr>
<td>11</td>
<td>Sage Solutions</td>
<td>619-529-0493</td>
<td></td>
<td>204.01</td>
<td>$1.0</td>
<td>5</td>
<td>Custome website design, development, strategy</td>
<td>Dave Benton</td>
<td>2004</td>
</tr>
<tr>
<td>12</td>
<td>Integrated Practice Solutions Inc.</td>
<td>619-796-0047</td>
<td></td>
<td>199.06</td>
<td>$13.2</td>
<td>39</td>
<td>Software</td>
<td>Robert Molberg</td>
<td>2008</td>
</tr>
<tr>
<td>13</td>
<td>Insite Health</td>
<td>619-818-6482</td>
<td>757-731-2400</td>
<td>191.16</td>
<td>$7.2</td>
<td>78</td>
<td>Software</td>
<td>Russ Carroll</td>
<td>2004</td>
</tr>
<tr>
<td>14</td>
<td>DigitalMatics</td>
<td>619-785-0360</td>
<td></td>
<td>183.73</td>
<td>$8.6</td>
<td>8</td>
<td>E-commerce, digital marketing, technology</td>
<td>Brian Melekian</td>
<td>2008</td>
</tr>
<tr>
<td>15</td>
<td>Kearny Mesa</td>
<td>850-961-1101</td>
<td></td>
<td>183.72</td>
<td>$17.0</td>
<td>127</td>
<td>Information assurance services, certification training</td>
<td>Eric Barri</td>
<td>2001</td>
</tr>
<tr>
<td>16</td>
<td>Cybernet Systems</td>
<td>850-943-5550</td>
<td>850-943-5572</td>
<td>183.00</td>
<td>$7.5</td>
<td>65</td>
<td>Financial services</td>
<td>Jeff Silva</td>
<td>2003</td>
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<tr>
<td>17</td>
<td>P3 Software</td>
<td>850-688-1586</td>
<td>850-923-2607</td>
<td>164.88</td>
<td>$24.6</td>
<td>54</td>
<td>Software, advertising</td>
<td>Jason Kylle</td>
<td>2009</td>
</tr>
<tr>
<td>18</td>
<td>Fabric Software</td>
<td>850-436-7720</td>
<td>850-436-7207</td>
<td>162.15</td>
<td>$3.8</td>
<td>14</td>
<td>Construction consulting</td>
<td>Todd Bumpner</td>
<td>2009</td>
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<tr>
<td>19</td>
<td>Manta Trading</td>
<td>850-543-5111</td>
<td></td>
<td>160.60</td>
<td>$4.7</td>
<td>17</td>
<td>Financial services</td>
<td>Curtis M. Richins</td>
<td>2003</td>
</tr>
<tr>
<td>20</td>
<td>Polo Brand Group</td>
<td>850-952-3129</td>
<td></td>
<td>159.65</td>
<td>$5.0</td>
<td>2</td>
<td>Professional products</td>
<td>Phil A. Rancio</td>
<td>2009</td>
</tr>
<tr>
<td>21</td>
<td>Global Strategic Management Institute</td>
<td>850-954-4418</td>
<td>850-923-3542</td>
<td>151.46</td>
<td>$2.4</td>
<td>7</td>
<td>Accelerated learning for corporate executives</td>
<td>Byron Migliavacchi</td>
<td>2008</td>
</tr>
<tr>
<td>22</td>
<td>Proven Solutions Inc.</td>
<td>850-457-1111</td>
<td>850-457-1100</td>
<td>149.00</td>
<td>$5.5</td>
<td>24</td>
<td>Technology, finance, accounting, Risk management</td>
<td>Louis L. Seguingham B. Levaner</td>
<td>2007</td>
</tr>
<tr>
<td>23</td>
<td>Hawaii Ship Manager</td>
<td>850-276-0872</td>
<td>888-128-9688</td>
<td>148.15</td>
<td>$1.1</td>
<td>12</td>
<td>E-commerce solution provider</td>
<td>Diana Nova</td>
<td>2006</td>
</tr>
<tr>
<td>24</td>
<td>Just Buisness</td>
<td>850-353-7695</td>
<td></td>
<td>148.00</td>
<td>$2.7</td>
<td>23</td>
<td>Public relations, social media</td>
<td>Jamie Lynn Sjogard Lindsey Back</td>
<td>2009</td>
</tr>
<tr>
<td>25</td>
<td>Softwire</td>
<td></td>
<td></td>
<td>146.56</td>
<td>$18.1</td>
<td>11</td>
<td>Information technology and management consulting</td>
<td>Andy Chin</td>
<td>2005</td>
</tr>
</tbody>
</table>

**Note:** Percent growth is based on verified revenue growth, using 2010 and 2012 figures. Companies must be headquartered in the San Diego region, and must have earned at least $200,000 in revenue in 2010. The Business Journal has chosen not to show rankings from last year’s list because they misrepresent the company’s growth. The purpose of this list is to highlight those companies that grow quickly each year, and while it’s unlikely that that same rank will hold every year, it does show that it is not predictable and still growing. A number of companies returned surveys but did not rank in the top 100 this year.

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

**Research conducted by:** Emily Pippin and Stephanie R. Glidden

**Continued on page S35**
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To the best of our knowledge this information is accurate as of press time. While every effort is made to ensure the accuracy and thoroughness of the information and geographical data sometimes occur. Please send corrections or additions to the Research Department at the San Diego Business Journal.

SOURCES:

1. CBRE—Commercial real estate.
2. Inside Printing—List of the fastest-growing printing businesses.
4. San Diego County Assessor—List of the fastest-growing companies.
5. San Diego Regional Chamber of Commerce—List of the fastest-growing companies.
7. San Diego Union-Tribune—List of the fastest-growing companies.
34. San Diego Business Journal—List of the fastest-growing companies.
42. San Diego Business Journal—List of the fastest-growing companies.
43. San Diego Business Journal—List of the fastest-growing companies.
44. San Diego Business Journal—List of the fastest-growing companies.
47. San Diego Business Journal—List of the fastest-growing companies.
52. San Diego Business Journal—List of the fastest-growing companies.
60. San Diego Business Journal—List of the fastest-growing companies.
64. San Diego Business Journal—List of the fastest-growing companies.
70. San Diego Business Journal—List of the fastest-growing companies.
73. San Diego Business Journal—List of the fastest-growing companies.
75. San Diego Business Journal—List of the fastest-growing companies.
77. San Diego Business Journal—List of the fastest-growing companies.
82. San Diego Business Journal—List of the fastest-growing companies.
84. San Diego Business Journal—List of the fastest-growing companies.
86. San Diego Business Journal—List of the fastest-growing companies.
89. San Diego Business Journal—List of the fastest-growing companies.
95. San Diego Business Journal—List of the fastest-growing companies.
100. San Diego Business Journal—List of the fastest-growing companies.

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Researched by Emily Pippin and Stephanie R. Gildien
this list is to highlight those companies that grow quickly each year, and while it is unlikely that a company will rank every year, this does not mean size or numerical rank indicates its quality.

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For the $1 million to $5 million category, companies that grew more than 150% in 2012 are listed. The list may not be complete, and the Business Journal reserves the right to make changes to the list after publication.

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