



2013 Women Who Mean Business Awards

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Union Bank is proud to sponsor the *San Diego Business Journal's* Women Who Mean Business Awards.

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*DiversityInc Magazine, June 2013.

Letter From The San Diego Business Journal

We have reached an exciting milestone. The San Diego Business Journal is celebrating its 20th year of honoring San Diego's extraordinary professional women. Our Women Who Mean Business Awards program is now the longest running and one of the largest programs of its kind in the region. We have had the distinct privilege over the years to highlight these dynamic individuals, their professional successes and their nurturing dedication that has helped make San Diego what it is today.

These women represent every business sector imaginable from education, arts and social services to hospitality, health care and high tech. They have dedicated their professional lives to being pathfinders for those younger women who have followed in their footsteps; and at the same time raised children, cared for aging and ill family members, and found time to follow their passions for community service.

In addition to this special issue, these remarkable women were honored at a special luncheon on Wednesday, Nov. 13, at the Town and Country Hotel in Mission Valley attended by 860 guests. We also acknowledged the great contributions made by a select group—longtime local arts and culture activist and supporter Danah Fayman received the Lifetime Achievement Award; Joyce Glazer accepted the Exemplary Service Award; and Dr. Karen Haynes was announced as the second Darlene Marcos Shiley Educational Leadership Award winner. Popular local personalities Pat Brown and Susan Taylor emceed the ceremonies.

Our gratitude goes to the judges—Chris Bryant, Pam Fair, Dr. Sheryl Gee, Kimberley Layton, Crystal Sargent and Maggie Watkins—who deliberated and chose our winners from a field of more than 160 qualified candidates.

We also thank the program's supporters including title sponsor Union Bank; gold sponsors Kaiser Permanente and SDA Security; the Town and Country Resort Hotels and ACTIVE Network.

Congratulations to all our honorees who over the years have become the mainstay of our business, political, social and cultural way of life.



Armon Mills
Armon Mills
President & Publisher



20th Anniversary Women Who Mean Business

2013 AWARDS OF DISTINCTION

Danah Fayman Community Philanthropist



Lifetime Achievement Award

If there were one person who could be looked to as the chronicler and grand force behind the growth of San Diego's arts and culture for the last half century, one name would come to mind—Danah Fayman. Her dedication to San Diego has been relentless. Her vision and ability to link the right people to the right causes has helped establish the city's global reputation for performing arts, visual arts and music. Migrating from the East Coast (where she early on developed a passion for theater, working in summer stock while in college); Fayman first began her work, alongside her photographer husband Ben, with the emerging Contemporary Art Museum in La Jolla in the mid-1950s. Together the two of them grew in their commitment to contemporary art and photography and Danah, seeing a real need to "get the word out," became the museum's public relations director. Her knack for bringing in people who could grow the organization through their influence and wealth was sealed.

Since then, she has lent her time and talents to many of the city's most dynamic organizations at the most critical times. She was on the board of the Old Globe in 1978 when a devastating arson fire gutted the theater in Balboa Park. She immediately began helping with the arduous task of rebuilding, bringing together influential groups to devise a new vision and develop a plan for funding the now legendary San Diego theater. She has been a key supporter of the Museum of Photographic Arts since its inception, even recently gifting a collection of her husband's work. The list of organizations that she has aided is massive and reaches beyond arts and culture into education and youth services and includes the San Diego Foundation for the Performing Arts (as a founder), La Jolla Country Day School, and San Diego Youth and Community Services among many. Fayman was and continues to be an ardent champion for San Diego's downtown redevelopment. She was one of the original residents of the first high rise condominium building in downtown's new core, moving in as Horton Plaza opened its doors. She worked tirelessly for Partners for Livable Places/San Diego, encouraging collaborations to attract more support and interest in San Diego's urban center. With her quiet demeanor and gentle persuasive abilities, she continues to bring people together to support San Diego's cultural and social needs. Danah Fayman truly embodies the spirit and commitment of life long philanthropy.

Dr. Karen Haynes California State University San Marcos



Darlene Marcos Shiley Educational Leadership Award

For almost a decade, Dr. Karen Haynes has led California State University San Marcos (CSUSM) with an eye toward the future. Since she began her tenure as president in February 2004, she has fostered the tremendous growth of the university by focusing on academic excellence, student life, campus climate, community partnerships and educational equity. Haynes has successfully guided the young university toward increasing the educational attainment rate of students in the region; developing relevant degree programs that make CSUSM students in demand; and engaging with the community in meaningful ways that significantly benefit students and the region.

Through her diligent efforts CSUSM has become a sought-after campus, especially among traditionally underrepresented student populations. Currently 41 percent of the 2013 graduating class were the first in their families to earn a four-year college degree, and nearly 50 percent of the total student body identifies as being a minority. Haynes' commitment to public higher education is helping CSUSM transform the lives of students and families throughout Southern California.

Haynes holds a doctorate in social work from the University of Texas in Austin. She is acknowledged in her field and has held significant positions in higher education advocacy associations including the presidential sponsor for the American Council on Education's Southern California Network of Women in Higher Education. She also serves on the regional board of the San Diego Economic Development Corporation. She has earned several awards for her leadership including receiving the 2013 American Council on Education's Donna Shavlik award for her sustained commitment to advancing women in higher education.

Joyce Glazer Community Activist



Exemplary Service Award

Joyce Glazer plays an active role in the San Diego community, bringing together business executives, philanthropic and nonprofit organizations. She employs her past experience as a successful business executive for the benefit of the community, where she has become a recognized community leader. Glazer is a founding board member of San Diego Private Bank. She lends her professional expertise to a number of economic development efforts including the Downtown Partnership Public Business and Industry Development Committee and the San Diego Rotary Club 33. She also serves on the National Advisory Board of The Salvation Army, traveling around the United States representing San Diego on the board and the board of the San Diego Police Foundation.

Glazer is a tireless crusader for San Diego's arts and cultural organizations. She is a founding member of Balboa Park's Patrons on the Prado. She has served on boards for many of San Diego's major nonprofit organizations including the San Diego Opera and the San Diego Symphony, lending her expertise to lead fundraising events that include the Mingei Museum's 19th and 25th anniversary gala; the Museum of Contemporary Art Monte Carlo Ball; and Charity Ball benefitting Rady Children's Hospital. Awards for her service include: the San Diego Chargers Community Quarterback Award Finalist 2004; the Living Legacy Award, Women's International Center; Woman of Dedication, The Salvation Army Women's Auxiliary; and the Dove Award presented by ARC.



20th Anniversary Women Who Mean Business

2013 JUDGES



CHRIS BRYANT
San Diego Employers Association

Chris Bryant is president of the San Diego Employers Association (SDEA) which provides human resources support to businesses in San Diego. Prior to joining SDEA, Bryant enjoyed a decades-long career in banking, including executive positions with Bank of America and North Island Credit Union. She volunteers with a number of organizations and is known for her commitment to the San Diego community. She serves as the treasurer and secretary for the national board of the American Lung Association, and treasurer for the Children's Health Fund. She is a board member of Combined Health Agencies and a finance committee member for the Council of Community Clinics. Bryant is a former chair of the California Bankers Association and is a graduate of LEAD San Diego.



PAM FAIR
Community Activist

Pam Fair is a former utility executive and an active volunteer leader. She retired in September after working almost 29 years for Semptra Energy's California utilities, San Diego Gas & Electric and Southern California Gas Company. Most recently Fair was vice president of Environmental and Operations Support and Chief Environmental Officer for SDG&E, overseeing operations. She devotes her time to community support and is chair of the U.C. Davis Chancellor's Club and past chair of the U.C. Davis Foundation board of trustees.

Additionally, she is vice president of the Fleet Science Center's board of trustees and serves on the advisory board of the Pacific South Coast Chapter of the Multiple Sclerosis Society. She has been honored with a number of awards including the "Breath of Life" Award from the Cystic Fibrosis Foundation and a "Tribute to Women in Industry" (TWIN) Award.



DR. SHERYL GEE
Neighborhood House Association

Dr. Sheryl Gee, a cultural psychologist and organization development consultant, has more than 25 years of experience providing industrial and organizational counseling, consulting, training and coaching services. Dr. Gee initially joined Neighborhood House Association (NHA) as the special assistant to the president/CEO in March 2008. A few months later Dr. Gee was appointed to the position of vice president of organization development. She is responsible for leading and managing organization effectiveness and staff development efforts. Additionally, she oversees the administration and delivery of NHA's InnoVisions program, a fee-for-service program focusing on organization effectiveness and professional development. She serves the community as a board member with the San Diego Delta Foundation and National University's Master of Arts Human Behavior advisory board.



KIMBERLEY LAYTON
San Diego Chargers

Kimberley Layton joined the San Diego Chargers in 2000 and has expanded the Chargers' outreach and impact in the community ever since. As director of public affairs and corporate/community relations, she has been the driving force behind creating programs and initiatives to enhance the Chargers' corporate, business, educational and charitable relationships. She also oversees the Chargers Community Foundation, which has provided more than \$4 million in benefits to San Diego's youth and educational communities. Hundreds of community groups receive support from Layton's outreach efforts. Prior to her work with the Chargers, Layton served in local government for many years as chief of staff for Assemblywoman Lucy Killea, director of department of inter-governmental relations for the City of San Diego and chief of staff to Mayor Susan Golding.



CRYSTAL SARGENT
Torrey Pines Bank

Crystal Sargent joined Torrey Pines Bank in 2005 and is responsible for advising the executive management team on effective strategies that enhance growth and profitability. She brings to the bank professional experience spanning 17 years in sales and corporate marketing in the financial services industry. As the bank's community reinvestment officer, she is responsible for ensuring that the bank meets its CRA obligations in the communities it serves. Sargent hosts a

nine member executive advisory board of nonprofit executives whose focus areas include community and economic development, small business financing, governmental affairs, affordable housing, and youth services. Originally from Chicago, she is a current board member for the Old Globe Theatre and San Diego/Imperial County Alzheimer's Association. Sargent is a "Tribute to Women in Industry" (TWIN) Award recipient.



MAGGIE T. WATKINS
Best Best & Krieger LLP

Maggie Watkins is the chief marketing and business development officer of Best Best & Krieger LLP, a regional law firm with eight offices in California and one office in Washington, D.C. She is responsible for all of the firm's marketing, business development and communications initiatives. Watkins has more than 25 years of experience in strategic planning, marketing, public relations, communications, community relations, sales and business development, and client relations expertise. She is an active volunteer in professional and community organizations. On a national level, she was past president of the Legal Marketing Association and the Association of Accounting Marketing. She has served as chair on numerous boards such as the Peninsula YMCA, the East County Performing Arts Center and the Alzheimer's Association, San Diego Chapter. She also has served on the local boards of LEAD San Diego, The American Heart Association, Project Concern International and The Arthritis Foundation.

Women Who Mean Business Celebrity Emcees

The Women Who Mean Business Awards ceremony has been a "must attend" event since its inception.

Adding to its glamour and credibility are two of San Diego's most respected news personalities—Pat Brown and Susan Taylor. Each year, they graciously give their time and talent to host this event, bringing their poise and professional grace to guide the proceedings.



PAT BROWN
Chief Weather Anchor
KGTV Channel 10

Pat Brown epitomizes the quintessential Southern California professional woman with her style, enthusiasm and trademark sunny disposition. Brown is a familiar face to San Diegans and has been a weather anchor on local television newscasts and a member of the morning team at KyXy radio. Over the years, she traveled from the rainforests of Australia to the Alps of Austria. Closer to home, she swam with sharks and flew supersonic in a Navy F-14 fighter jet, earning five Emmy Awards along the way. And, Brown has airtime that has nothing to do with television. She has soloed a single-engine airplane, piloted a blimp and a sail plane, run off a cliff in a hang glider, ridden in hot air balloons and helicopters, and endured aerobatics in an open-cockpit bi-plane. Prior to San Diego, Brown co-hosted "PM Magazine" at WCCO-TV in Minneapolis and at WDTN-TV in Dayton, Ohio. A Maryland native, Brown came to San Diego in 1985 to co-host the local "PM Magazine," a syndicated news magazine program that aired for five years on KFMB/Channel 8. Brown also co-hosted the morning radio show at KyXy (96.5 FM) for six years. Before breaking into television, she worked at The Washington Post while earning her degree in communications from American University in Washington, D.C. She also is a credentialed teacher and taught fifth grade in Solana Beach. Brown gives her support to a number of San Diego nonprofits. She is a board member of the Alzheimer's Association, an advisory board member of the Burn Institute, a trustee emeritus of the Multiple Sclerosis Society and for 13 years, she has been a weekly volunteer book pal at Ericson Elementary. Her motto is, "Life is not a dress rehearsal."



SUSAN TAYLOR
Executive Director, External Affairs
Scripps Health

Susan Taylor has taken a path that has led her away from the adrenaline rush of breaking news and high speed electronic journalism. Stepping back from the spotlight with her ratings soaring was a significant choice for Taylor, but she decided that her time needed to focus on her family. Today she represents Scripps Health to the community, patient groups and leaders throughout the region. Taylor joined Scripps in 2011 after more than 15 years as an award-winning San Diego news anchor for NBC. In her new role she plays a critical role in raising awareness and understanding of Scripps' programs, facilities and services. She also helps educate a broad range of audiences about the significant changes underway in health care locally and nationally. In addition, she serves as a member of the Scripps Medical Response Team. A New England native, Taylor began her career in Boston as a writer and associate producer. Prior to San Diego, she worked for television stations throughout the country including Hartford, Miami, Dallas and Los Angeles. During her career, she covered the O.J. Simpson trial, the downfall of Panamanian leader Manuel Noriega, the Super Bowl riots in Miami, the Northridge earthquake and the San Diego wildfires of 2003 and 2007. She also returned with troops from Iraq on the final voyage of the aircraft carrier USS Constellation before it was decommissioned. Taylor has interviewed prime ministers and Nobel Peace Prize winners and has been honored repeatedly for her work, including receiving Emmys and other broadcasting accolades. Continuing her lifelong community commitments, she currently is a spokesperson for the San Diego Police Foundation's Internet campaign against cyberbullying and she is on the board of LEAD San Diego.



Don't Be a Sitting Duck

sitting duck [n. Colloq.]

1. *an easy target*
2. *a business unwilling to protect itself*

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20th Anniversary Women Who Mean Business



2013 WINNERS



JENNY AMARANENI
CEO and 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.



MARY JEAN ANDERSON
President
Anderson Plumbing,
Heating & Air
www.andersonph.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 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 helps those in need, assisting those from an 86-year-old senior in need of a new heater to a young chemo patient needing air conditioning to keep her salon operating.



NADIA AUCH
Associate Director,
Center for Peace and
Commerce
University of San Diego
www.sandiego.edu/cpc

Nadia Auch is primarily responsible for the Social Innovation Challenge and the Idea Labs series at USD's Center for Peace and Commerce. As associate director of the program she has proven what students could do with a little seed money. Four projects were created in the first year with the winning project providing a strategy that cleaned up California and Haiti's water simultaneously. Auch has grown the program from 52 participants to 114; created new partnerships resulting in raising funds for the \$40 K Social Innovation Challenge; and streamlined the process by creating a partnership with Dell Social Innovation Challenge. She is a new board member for 4 Walls International, a non-profit currently focused on building community centers out of discarded tires and plas-

tic bottles in the San Diego-Tijuana region.



CONNIE BENSON, M.D.
Professor of Medicine
UC San Diego School of
Medicine
www.ucsd.edu

Dr. Constance A. Benson, is an internationally-recognized researcher and clinician working in the field of HIV/AIDS since 1984. Chaired by Benson at the UC San Diego AntiViral Research Center, this year marked the closing of the AIDS Clinical Trials Group Longitudinal Linked Randomized Trials Study—the culmination of more than 13 years of studying of the long-term effects of HIV treatment on men and women around the world. The study provided researchers and clinicians the opportunity to understand the long-term ramifications of therapeutic HIV treatment choices. Benson's work on the study is revolutionizing how HIV care providers understand long-term HIV treatment and how to best care for their patients over the course of their lives. Benson and her colleagues were pioneers in producing the ground-breaking research that led to new treatments for opportunistic infections that were the immediate cause of death in the early days of HIV treatment. And internationally, Benson serves as the UC San Diego co-principal investigator of Mozambique's University of Eduardo Mondlane Medical Education Partnership Initiative grant, sponsored by the NIH and the President's Emergency Plan for AIDS Relief. Benson currently co-directs the research training component of the program.



CATHERINE BLAIR
President of the Board
of Directors
Susan G. Komen for the
Cure, San Diego
www.komensandiego.org

Catherine Blair is the current president elect of San Diego's board of directors for Susan G. Komen for the Cure. She is an influential pillar of San Diego's business and philanthropic community. Numerous local nonprofits have benefitted from Blair's hard work, dedication, exemplary organization skills and passion. She began volunteering her time and expertise to Susan G. Komen for the Cure, San Diego in 2008. As chair of the Grants Committee she completely overhauled the grant making process, increasing impact and transparency. Under her tenure, grants made to the San Diego community have grown from \$750,000 (2008) to \$1,400,000 (2013). A resident of San Diego for 35 years, Blair is an active volunteer for many causes, beginning her involvement in the community with Rady Children's Hospital Auxiliary. Blair is a breast cancer survivor.



QUAN CAMPBELL
President
Lifewellness Institute
www.mylwi.com

Quan Campbell knows hard work. Raised in the midst of a number of start-up family businesses where she was expected to help, she even toiled in the strawberry fields in Oregon as a youngster, which instilled a work ethic that she has carried with her. Being the first employee of the Lifewellness Institute, Campbell quickly established herself as a "jack of all trades" as the business grew from an outdated equipment room of a hospital. Today Campbell leads the company in implementing wellness programs for corporations locally, nationally and in Europe. She has designed and championed innovative and successful, yet cost-effective programs for employees of both small and large, private and public

companies. She has worked with high-profile clients implementing Lifewellness Institute's Executive Wellness Program for Rancho La Puerta and developing the medical component of Premier Fitness Camp for La Costa Spa and Resort. Additionally, Campbell has served as assistant medical director for the San Diego Rock and Roll Marathon, coordinating the recruitment and race-day responsibilities of more than 300 physicians and medical care providers, directing care for the approximately 20,000 athletes participating in and raising money for the world famous race. Campbell is active in supporting industry initiatives and is an executive member of Athena in San Diego. She also found time to training for and complete an Iron Man race.



DR. ANN CLARK
CEO and Founder
ACI Specialty Benefits
www.acispecialtybenefits.com

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-tiree" 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 DOW
Partner
Sughrue Mion PLLC
www.sughrue.com

Born in a coal mining town in Western, Pennsylvania, Karen Dow had a long journey to her present life. Dow's parents were both from coal mining towns with only high school diplomas and had jobs working in the mines. Dow worked her way through high school, college, and law school graduating Cum Laude with a Bachelor's of science degree in Chemistry and a minor in Biology then obtaining a law degree. She has more than 20 years of patent experience in biotechnology and pharmaceutical issues including work as patent counsel for Eli Lilly Company and Triton Biosciences. Today, she is considered one of the foremost experts and qualified I.P. attorneys in San Diego County. Currently a partner with Sughrue Mion PLLC, Dow has procured numerous patents in the specialty area of biotechnology for San Diego-based companies. Prior to joining Sughrue Mion, in 2003, Dow helped start a new San Diego IP law firm branch office and was the first woman in the patent business of this firm to make partner. Dow has given a number of presentations on the complex America Invents Act. This act represents the most significant change to the U.S. patent sys-

tem since 1952. Dow has demonstrated great interest in the success of women in all fields—especially in life sciences. She has encouraged, mentored, and has counseled women of all ages by being an Athena San Diego FEW Mentor. She has also supported CONNECT as a board of directors member since 2010.



PATRICIA DUKE
Assistant Sheriff
San Diego County
Sheriff's Department
<http://www.sdsheiff.net>

Patricia Duke's professional career has taken her from front-line cop to her current

executive position in law enforcement, leading one of the largest operations of its kind in the U.S. Duke has been recognized for her leadership in law enforcement and the impact she has had in the area of crime prevention, particularly with youth. She introduced Start Smart to the Sheriff's Department, a driving education and safety program for young drivers that includes their parents. Duke is the first woman to lead the Sheriff's Law Enforcement Services Bureau. She directs all law enforcement operations for San Diego Counties and nine contract cities. A single mother of three, Duke earned her bachelor's degree while a full-time cop. Duke recently was recognized by Communities Against Substance Abuse - Vision and Leadership Award as well as the Office of the Secretary of Defense. This follows the prestigious Red Ribbon Award for Outstanding Prevention Program in 2011 and the California Department of Alcohol & Drug Programs Director Award in 2010.



SHIRAZ FAGAN
Chief Executive, Senior
Vice President, Scripps
Medical Foundation
Scripps Health
www.scripps.org

Shiraz Fagan was named Chief Executive of the Scripps Medical Foundation in May 2012. In this role, she is responsible for planning and managing the daily operations of Scripps Medical Foundation, which includes Scripps Clinic, Scripps Coastal Medical Center and the Scripps Cardiovascular and Thoracic Surgery Group. A key leader in preparing Scripps for success under the new federal health care reform, Fagan spearheaded the transition from a hospital-centric system to a physician-driven, patient-centered system. She began at Scripps 12 years ago. At the time the organization was so disjointed that Scripps Green Hospital and Scripps Memorial Hospital La Jolla — located just one and a half miles away from each other — were duplicating programs and directly competing against each other. Now, Fagan oversees 600 of Scripps' 2,600 physicians that have joined together in an integrated model. Under Fagan's direction, during the first year of its restructuring alone, Scripps achieved \$77 million in profit in 2011 and \$64 million in 2012 through increased revenue and reduced expenses. But, most importantly, these financial results have been achieved along with great gains in service to patients. Fagan also serves as an advocate for progress throughout the health care industry. Her industry recognition is evident through numerous annual speaking requests at national-level organizations across the country on the advancement of health care delivery. Fagan also volunteers at Rady Children's Hospital and at Feed America.



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20th Anniversary Women Who Mean Business Winners



KELLY FRAZER, PH.D.
Director, Institute for Genomic Medicine
UC San Diego Health Sciences
<http://igm.ucsd.edu/faculty/profiles/frazer.shtml>

Ten years ago, the term “genomic medicine” was more notion than reality. It demanded a new breed of scientist who could translate complex and emerging data about genes and genomes into usable clinical therapies. Dr. Kelly Frazer entered that world. Today a professor of pediatrics, Frazer is founding chief of the Division of Genome Information Sciences at UC San Diego, director of the Bio-Computational Center at UC San Diego's Clinical and Translational Institute and, in March 2013, was named the director of UC San Diego Institute for Genomic Medicine. Frazer is committed to building the science of genomic medicine and is an internationally renowned leader in the field of genome biology and medicine, an emerging and rapidly evolving endeavor to understand how the lives and health of individuals are determined and affected by the interlocking elements of their genomes. This knowledge can then be used to develop new drugs and therapies designed to specifically benefit individual patients, based upon their unique genetic profile. She also heads a full-functioning laboratory at UC San Diego Moores Cancer Center where she helped establish the iHope program in coordination with Rady Children's Hospital-San Diego. The program sequences the DNA of local children with undiagnosed diseases. She is a member of the National Institutes of Health Research Resources Committee and belongs to the advisory boards of The Cologne Center for Genomics in Germany, the Canadian British Columbia Cancer Center Personalized Medicine Program and the journal Cell Reports. She has participated in National Institutes of Health leadership meetings to establish and organize genomic medicine institutes across the country.



DANIELLE GRASSI
Managing Director
Mth Degree
www.themthdegree.com

Danielle Grassi brings more than 17 years of marketing, communications and operations expertise to Mth Degree as their managing director. She has led media and marketing teams at both startups and mid-size companies. She has worked directly with national and regional accounts that include Sony, Samsung, The San Diego Chargers, The San Diego Foundation, and Green Flash Brewing Co. Grassi has been instrumental in leading a national-record breaking community engagement campaign for the San Diego Foundation's Our Greater San Diego, Show Your Love campaign which invited San Diegan's to speak out on their vision of the future of the city. She has spearheaded a large marketing campaign for Sony and their Walkman product, the W Series, teaming with Olympian and NYC Marathon Champion-Meb Keflezighi and select Rock 'N' Roll marathon events, attracting a new audience for Sony by striking an emotional chord with the running community. The campaign generated more than 180,000 direct consumer interactions and a 148 percent increase in traffic on the W Series Walkman Sony.com e-tail page. Grassi has served on a national level as the White House liaison working with the Leon H. Sullivan Foundation during the Clinton and Bush Administrations and has significant experience working with nonprofit organizations and governments, domestically and internationally. She is currently serving on the board of directors for Include Autism. Her work with that organization helped refocus its brand position and fundraising activities. She also volunteers

with the Wounded Warrior Foundation as a tennis camp coach.



GEORGIA GRIFFITHS
President and CEO
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 much 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, Ms. Griffiths volunteers her time, her aircraft and all expenses to ferry passengers to and from medical procedures as an Angel Flight West.



JUDY HOFFMAN
President
Trigild
www.trigild.com

In her former role as chief operating officer, Judy Hoffman directed and oversaw San Diego-based real estate management and advisory firm Trigild, including the company's offices and divisions nationwide. Serving the company in numerous capacities over the years, she now helps oversee more than 800 multi-million dollar properties, and has taken the company through one of the biggest growth periods in its history. Trigild was founded in 1976 primarily as a hotel management company and Hoffman started there in 1984 as marketing coordinator. She has worked her way up the company ranks and now oversees 750 employees and 10 regional offices. Hoffman is founder and organizer of both the annual Trigild Lender Conference and Trigild Spring Conference, now the commercial loan industry's premier national symposiums for insight on dealing with non-performing loan portfolios. Over the last year, she helped engineer a long-term alliance with Charlotte-based Allegiance Realty Corp. As part of the deal, she worked to solidify a deal in which Trigild took over the operations of multiple Class A/Class B office buildings throughout Ohio, Michigan and across the East Coast. Under her leadership, Trigild has expanded its fiduciary services to include bankruptcy services, and in 2012 was named CRO trustee for a \$1.6 billion real estate investment. Aside from her Trigild responsibilities she donates her time and expertise to help others. She is a longtime supporter of the Aseltine School, which meets the educational needs of emotionally disturbed and learning-disabled students and she co-founded the Southern California Chapter of Las Madres to provide support and education for young children and mothers. For the past four consecutive years, Hoffman has been selected as a Woman of Influence by Real Estate Forum magazine. Hoffman was recently named president of Trigild.



TINA HOWE
Vice President
Bill Howe Family of Companies
www.billhowe.com

Tina Howe has been the heart and soul of the Bill Howe Family of Companies during its beginnings and growth in San Diego. However, the majority of her role was hard and long hours behind the scenes while also raising her family. She set initiatives and strategies in place that kept the company thriving during a difficult economic time. One of Howe's biggest achievements of 2012 was relocating the company to an expansive new facility. It was the third move in Bill Howe history, and by far, it was the most significant. She oversaw everything from design layout to the negotiation of the lease agreement. As part of her responsibilities, Howe oversees all three divisions, Heating & Air, Restoration & Flood Services, and Plumbing, ensuring each is meeting goals, along with guiding the company's marketing efforts. She has created a strong brand in San Diego over the last 30 years and all decisions she makes within the advertising department align themselves with the message of The Bill Howe Family of Companies. Late in 2012, Tina has also stepped into the role of president of the Plumbing-Heating-Cooling-Contractors Association in San Diego. She has been critical to the success of the journeyman apprenticeship program and has overseen the hiring of four new teachers. Within the industry, she has implemented a number of programs for San Diego youth to experience the plumbing trade and gain valuable experience. She has incorporated a veteran-based program for transitioning military. Howe leads the company's many community efforts. She has committed Bill Howe Plumbing to be an associate sponsor for the Burn Institute's “Spirit of Courage” awards in May 2013. An organization special to her heart. She has been active with the American Heart Association for the past three years leading the sponsorship of “Howe Healthy is your Heart Drawing Contest” which seeks to reach out to children in the community and promote how to choose healthy lifestyles.



VALLERA JOHNSON
Administrative Law Judge
State of California
www.dgs.ca.gov/oah

Vallera Johnson is a centerpiece of the San Diego legal community. She has taken it upon herself to bring awareness to the legal community of volunteer events and opportunities to support the community or organizations within San Diego, and is consistently giving of her time and energy. Johnson's biggest contribution to her profession and industry is in her commitment to diversifying and enhancing the legal community in San Diego. She goes well out of her way in giving of her time, talents, and resources to assist students, boards, and other organizations aimed at assisting students, as well as young and even established attorneys. Johnson is the mother of five children, whom she raised while establishing her career. She worked her way up to the position of a State Administrative Law Judge, and has successfully maintained that position. Although Johnson's job requires her to travel outside San Diego County, she finds time to give back to the community. Two of her most notable and recent accomplishments have been the organization and founding of Women of Color in the Law, Inc., and the SDCBA/ACC-SD Diversity Fellowship Program. Her many accolades include San Diego County Bar Association - Outstanding Jurist, 2005, California Western School of Law - Mentor Award for Diversity, 2008

and the National Bar Association - Jurist of the Year, 2009.



DONNA JONES
Partner
Sheppard Mullin
www.sheppardmullin.com

From expanding beachfront properties to protecting wetlands, obtaining entitlements for land owners and developers has become increasing complex over the years, and requires relationships with decision-makers and staff as well as in-depth knowledge of federal, state and local laws and the ability to work cooperatively with a wide range of interests. Donna Jones is an experienced land use attorney who specializes in CEQA (entitlements and litigation) as well as all aspects of land use and real estate permitting. She has worked on ballot initiatives to increase density or eliminate height restrictions; negotiated development agreements to vest entitlements; and drafted complex infrastructure and other real estate and land use agreements. She has obtained approvals for expansions of major San Diego projects from resort hotels to landfills to smart growth communities such as Del Sur. On behalf of Host Hotels & Resorts, she obtained approval from the San Diego Unified Port District and then the California Coastal Commission for a Port Master Plan Amendment that will allow a \$200 million San Diego Marriott Marquis & Marina Improvement Project. She also advises SDG&E on CEQA and land use issues for both transmission and distribution line projects as well as for substation approvals. Jones was a single parent for almost 10 years, working full time at an associate for two large international law firms while raising her young children. She is the immediate past chair of Civic San Diego (formerly CCDC) and was previously treasurer of that organization. She is in her second year of serving as chair of Public Policy for the San Diego Regional Chamber of Commerce, and serves on the Chamber's Management Council and Board of Directors. She previously chaired the Downtown San Diego Partnership and also is a member of the board of directors of the San Diego Exploratory Committee (the “Committee”), a California nonprofit public benefit corporation exploring a San Diego bid for the 2024 Summer Olympics. In addition, she has tirelessly given back to the community through using her expertise in land use and political issues to volunteer her time on the Wetlands Advisory Board and Historic Resources Board.



DIANE KOESTER-DION
President
I.E.-Pacific Inc.
www.iepacific.com

Trained as a civil engineer, Diane Koester-Dion built IE-Pacific (IEP) into one of the most successful San Diego construction firms topping \$35 million in revenue in 2012, making it the number four women-owned business in San Diego and the eighth largest construction firm in San Diego (the larger firms are typically publicly traded national and international companies). IEP's federal construction and design-build projects can be seen throughout California, garnering numerous awards, including Excellence in Construction awards and National Construction Safety Excellence awards. Koester-Dion is the only woman on the board of the Associated General Contractors. Giving back to the community is part of her design as well. In SDSU's Construction Management Mentor program she grooms the next generation of construction leaders and also mentors teen girls in the “Women in Civil Engineering” program at Our Lady of Peace Academy. Her charitable work here and in Mexico in support of children and needy

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20th Anniversary Women Who Mean Business Winners

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adults are many, including Hogar del Nio Todos Santos (an orphanage), providing not only financial assistance, but spending time with the children and bringing them school supplies, backpacks, and educational materials. Koester-Dion also supports Los Cabos Women's Wellness Foundation providing prosthetics to women cancer survivors.



LAUREN LEK
Head of School
Academy of Our Lady
of Peace
www.aolp.org

As the head of school for the oldest, continuously operating high school in San Diego, and the first lay leader in the history of this all girl's school, Lauren Lek's leadership at the Academy of Our Lady of Peace (OLP) has begun with marked success. She started an OLP Robotics Club and reached out to the community, including the university community, to build strategic partnerships. Before her OLP appointment, as principal of Moreau Catholic in Hayward, the school earned many distinguished awards. While there, Lek created one of the first coordinated STEM programs in northern California, launching four different engineering courses, including engineering design, green engineering, robotics engineering, and gaming design and analysis. The school saw the STEM discipline grow to more than 25 percent of its course offerings. She also launched a Biotechnology initiative and boosted programs in the arts at the school. In San Diego, she is working with faculty, students, staff, and alumnae and the buzz abounds about what's next in store for OLP.



NANCY MARLIN
Provost
San Diego State
University
www.sdsu.edu

As a passionate advocate for student success in higher education, Provost Marlin's time at San Diego State has been marked by success. Under her direction, San Diego State eliminated the achievement gap on campus, and during the past three years, SDSU has moved up 31 spots on the US News and World Report National University rankings, the largest jump of any university in the country. Graduation rates also have doubled over the last 10 years. A lifelong learner, Marlin is known for quietly asking a professor if she can "sit in" on a class. Her efforts extend beyond the Aztec campus as a member of the American Association for the Advancement of Science, American Psychological Association (Division 3), Behavioral Teratology Society, Eastern Psychological Association, Golden Key International Honour Society, and the Midwestern Psychological Association. Marlin's leadership is also at the boardroom level as a director-trustee with the Association of Public and Land-Grant Universities, National Center for Conflict Resolution, and the California Western School of Law, and past director of the Council for Higher Education Accreditation and the International Community Foundation.



MAGDA MARQUET
PH.D.
Founder and co-Chair
of Ajinomoto Althea
Technologies
<http://www.altheadx.com>

Dr. Magda Marquet is the founder and co-

chair of Ajinomoto Althea Technologies, and served as its co-president and CEO for 10 years. Marquet also is founder and co-chair of Althea Dx, a spin-off of Althea Technologies focusing in companion diagnostics development. Volunteering, as well, is part of her DNA. She is the chairwoman of BIOCOM, the local trade association for the life science industry, and is a UCSD Moores Cancer Center board member. She is currently involved as investor, adviser, and board member in more than twenty local San Diego companies. As a researcher, she patented several novel methods for the production of clinical grade DNA for use in gene therapy and DNA vaccines. In 2005, she won the Regional Ernst & Young Entrepreneur of the Year award in the Life Sciences category. Her passion for life sciences and entrepreneurship has helped stimulate the local job market by creating companies and new careers in the region.



MARIA ELENA MARTINEZ, PH.D.
Moores Cancer Center
Sam M. Walton
Endowed Chair for
Cancer Research
UC San Diego Health
Sciences
www.cancer.ucsd.edu

"Is it biology, education, money or culture that creates cancer disparities?" asked Dr. Maria Elena Martinez, MPH, Ph.D. "Biology is part of it, but you cannot ignore cultural and financial factors that get in the way," says Martinez, the UC Moores Cancer Center Sam M. Walton Endowed Chair for Cancer Research and co-director of the Reducing Cancer Disparities research program at UC San Diego. The lofty goal of this program is to eliminate social, racial and economic disparities in cancer risk and incidence. Martinez, born in Mexico,

followed her farmworker father to Chicago when she was 10 years old. Her father had a sixth grade education and her mother made it only to fifth grade, and Martinez, the oldest of six children, lacked English language skills, making her student years in North American schools a great challenge. Despite it all, she pursued higher education, graduate degrees, and fellowships, including a two-year fellowship at Harvard, cementing her interest in the new field of cancer disparities. Her disparity research in the United States, Mexico and Latin American is having profound impact on the profession leading to the conclusion that individualized communities differ in risk and therefore must differ in prevention strategies. As a scientist and professor in family and preventive medicine, Martinez is mentoring others in the field. She is an adviser to graduate students, postdoctoral students, and junior faculty. Half of the mentees are minorities and most are women.



PATTY MOONEY
Video Producer
Crystal Pyramid
Productions
www.crystalpyramid.com

Co-Owner of Crystal Pyramid Productions, Patty Mooney is a woman of many hats, including video producer, videographer, sound technician, editor, narrator, actor, photographer, marketer, blogger and CFO. In 2012, Mooney produced several shoots for Inside Edition and Extra and earned the Communitas and Golden Reel awards for producing a pro bono documentary, "The Invisible Ones: Homeless Combat Veterans," which is generating donations to Veterans Village of San Diego for their work

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Wells Fargo Commercial Bank

E. Marie Landers

Senior Vice President and Regional Manager
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Together we'll go far





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20th Anniversary Women Who Mean Business Winners

with homeless veterans. Mooney was the 2011 inaugural recipient of the Heilbron Award and was honored as one of San Diego Magazine's 2011 "Women Who Move the City." This year, Crystal Productions received the San Diego Regional Chamber of Commerce's "Small Business Award for Most Innovative Company" for 2013. Mooney supports many causes, including The Carter Center, Women's History Museum, and the Peace Resource Center, and donates her video producing expertise to nonprofits, such as the MLK Parade Committee, Girls Think Tank, and San Diego Code Pink.



COREEN G. PETTI
Associate Vice President, Marketing and Strategic Partnerships
University of San Diego
www.sandiego.edu

Whether she's climbing the side of a mountain in her personal time or tackling a major initiative in her professional, Coreen Petti isn't afraid to take on something big. Petti is the associate vice president for marketing and strategic partnerships at the University of San Diego. In this capacity, she oversaw the University of San Diego's 60th Anniversary in 2009 and established the Founders' Gala as the year's culminating event. The black-tie affair raised more than double its fundraising goal and has become USD's signature fundraising event. Under Petti's leadership, the Founders' Gala has brought in a combined total of nearly \$1 million for student scholarships. She also has overseen the rebranding of the university's visual identity and has taken a lead role in the creation of USD's major fundraising proposals. Petti is also involved in the community and actively supports Girl Scouts of America. She also is the chair elect for the Board of Directors of the Academy of Our Lady of Peace in San Diego. Recently, she was named the Professional Woman of the Year by the National Association of Professional Women.



TERESA RAMOS
Executive Director
Navy Region Southwest
www.cnrc.navy.mil/regions/cnrsw.html

As Navy Region Southwest's senior civilian employee, Teresa Ramos shares responsibility in overseeing the Navy's requirement to maintain the ability to train its forces on ten bases, as well as the duty to serve as good stewards of the environment. While Ramos is based in San Diego, the scope of her responsibilities goes beyond San Diego County and includes Navy shore installation management encompassing 1.6 million acres across the six Southwestern states. She provides resource and policy oversight to the Navy's major installations in Ventura, Orange, Kings, Imperial, and Kern Counties. Under her purview are more than 10,000 employees, a \$1.2 billion budget and infrastructure of more than 11,000 buildings with a plant replacement value of \$27.7 billion. She is a quiet leader who operates in a volatile, high visibility senior leadership position for the United States Navy. Ramos's years of personal engagement with the Mayors of Tijuana and their staffs has provided a continuous conduit between the Navy and the City of Tijuana. Ramos has also taken a leadership role in organizations like the Mexican American Business Professionals Association, Federal Employees Association (Vice President), San Diego Military Advisory Council, FBI Citizens Academy Alumni Organization, and the American Council on Hispanic Employment. Ramos grew up on an avocado farm in Fallbrook. She began her Federal career in 1974 as a corrections officer with

the Federal Bureau of Prisons, working directly with the inmates and standing at a mere five feet tall.



SHARON SCHULTZ
Chief Nursing Executive and Chief Clinical Officer
Tri-City Medical Center
www.tricitymed.org

Sharon Schultz was destined to be a nurse and a leader. She has more than 25 years of experience in mentoring, program design and implementation, physician partnering, employee accountability, cost efficiencies and quality outcomes. In 2009, after spending much of her near 40 year career in emergency services, Schultz was appointed the chief nursing executive and chief clinical officer at Tri-City Medical Center. She now manages 17 direct reports and oversees multiple areas in patient and clinical care. A champion of lifelong learning and professional development, she has put Tri-City Medical Center on the Pathway to Excellence, a program of the American Nurses Credentialing Center that recognizes health care organizations for providing positive environments in which nurses can excel. Additionally, her vision of delivering integrated health services that are accessible and less costly for the community has resulted in the medical center becoming a more cost-efficient organization. She emerged as a leader early in her career having proposed a central monitoring system at Chicago's Rush University Medical Center's Emergency department in the late 1970s. Schultz is most proud of receiving the ENA Nurse Manager of the Year Award while at Edward Hospital in 2000, as well as a Candle Lighter Award while at Rush University, an honor which recognizes a person "who lights the world with their work." Schultz participates in many local fundraisers and volunteers for the Tri-City Medical Center Carlsbad Marathon and Half-Marathon and supports the March of Dimes' Walk for Babies. Schultz donates generously to various nursing scholarships at CSUSM; the Boys and Girls Club of Oceanside; her local church; and Tri-City Hospital Foundation.



DEBRA SCHWARTZ
President & CEO
Mission Federal Credit Union
www.MissionFed.com

Debra Schwartz is a strong believer that education and financial education along with life-long learning is the key to overcoming financial and personal obstacles and obtaining life and career successes. Schwartz is the president and CEO of Mission Federal Credit Union in San Diego, and has served in that leadership role since 2008. She is an experienced credit union executive with more than 25 years of financial services leadership. Prior to joining Mission Fed, Schwartz served in senior executive positions as chief financial officer at First Future Credit Union, and as executive vice president at San Diego County Credit Union, both San Diego-based institutions. In 2012, she was named an at-large director to the National Association of Federal Credit Unions' board of directors, an extremely prestigious achievement. This duty takes her to Washington D.C. where she is a key lobbyist on behalf of the credit union movement. August, 2012, The Credit Union Times, a premier credit union national publication, named Schwartz one of their "Top Women to Watch." Since 2008, she has been serving as an active member on the board of directors of the Mission Federal Community Foundation, which since inception in 2007 has donated \$500,000 in financial literacy grants. She also serves on the governing board of Junior Achievement San Diego and Imperial Counties, where she was

instrumental in establishing the first credit union shop at JA BizTown. Additionally, she was a long-time member of the board of directors for the San Diego Make a Wish Foundation. Under her six years of leadership, Mission Fed has won more than 40 community impact awards and has just been named the first not-for-profit credit union to be awarded the prestigious AFP's 2013 Philanthropic Corporation of the Year.



LORI STEELE
Founder and Chief Executive Officer
Everyone Counts, Inc.
www.everyonecounts.com

Lori Steele is a global expert in election modernization. She is dedicated to helping election officials and decision-makers serve voters better, more quickly, and more cost-effectively. In 2012 the company she founded Everyone Counts was selected, following an exhaustive industry search, by the Academy of Motion Picture Arts and Sciences to provide the first ever online voting for the Oscars. Electronic voting generated the highest participation in Academy history and the results were featured at 85th Academy Awards in 2013. A presidential election year, 2012 saw Everyone Counts continue to grow nationally as it managed electronic elections for 85 counties in eight states. Steele has built and run Internet and telephone voting projects in the United States, Canada, the United Kingdom, and Australia, accepting votes electronically from voters located in more than 160 countries. She has served as an advisor to dozens of governments and political parties on writing and implementing legislation for better serving voters, and on building and deploying new election technology. A Finalist for Forbes' 2011 "Most Powerful Women Entrepreneurs," Steele has been featured in Time, the Wall Street Journal, CNN Money, The New York Times, and numerous other media outlets located around the globe. She dedicates her time to community efforts and has served on the board of the Greater San Diego Boys and Girls Clubs for 17 years. She is a founding partner and director at San Diego Social Venture Partners and has served as a director for Voices for Children.



TAMARA WEISSER PH.D.
Partner
Jones Day
www.jonesday.com/tweisser

Dr. Tamara Weisser is currently a partner in the Intellectual Property practice group at Jones Day. With a Ph.D. in immunology and virology and more than 10 years of experience as a research scientist, Weisser serves both public and private biotechnology and pharmaceutical company clients on a wide variety of IP issues. Her successful legal practice includes domestic and foreign patent portfolio development, management and enforcement in all areas of biotechnology. Along with her busy and successful legal career, as well as being a wife and mother, she is consistently giving back to the community in an effort to facilitate the advancement of women in the legal and science, technology, engineering and math (STEM) fields. She has organized dozens of seminars and other events geared toward personal and professional advancement of women; and she is working to found a nonprofit organization geared toward young women in computer science. Weisser has received numerous accolades. She was selected as the only attorney for a small roundtable discussion with other industry professionals and senior officials from the CA State Controller's Office, and the Chief Economist of the Board of Economic Advisors to discuss specific recommendations for policy and other actions to help sustain and

grow California's critical technology sector. She serves on the board of directors for Lawyers Club of San Diego, as well as the San Diego Chapter of the Association for Women in Science and is actively involved in a number of local professional organizations, such as the San Diego County Bar Association, San Diego Intellectual Property Association, Athena San Diego, and the San Diego chapter of the Association for Women in Science (AWIS-SD).



LINDA ZANGWILL, PH.D.
Professor, and Co-Director of Clinical Research and Director of the Imaging Data Evaluation and Analysis (IDEA) Center at the Hamilton Glaucoma

Center
University of California, San Diego School of Medicine
<http://shileyeye.ucsd.edu/faculty/linda-zangwill>

During her 20 year career at the UC San Diego School of Medicine, Dr. Linda Zangwill has infused the university with almost \$14 million in research funding. She has served as principal investigator or co-Investigator of eight groundbreaking studies with the National Eye Institute. Her novel research is exploring myopia in children and diagnostic imaging for glaucoma. In 2012, Zangwill attracted more than \$2.6 million in research funding to the UC San Diego School of Medicine and the Shiley Eye Center. Her research focuses on improving our understanding of the complex relationship between structural and functional change over time in the aging and glaucoma eye. As director of the Imaging Data Evaluation and Analysis (IDEA) Center, Zangwill has developed and implemented protocols for utilizing diagnostic imaging instruments in national and international multi-center clinical trials of glaucoma and ocular hypertension. She also serves on the editorial boards of the Journal of Glaucoma, International Glaucoma Review, and Current Glaucoma Practice. As an advisor to the Chancellor and to the university's faculty leadership, she has helped shaped the organizational structure of the university to reflect women leaders and scientists. Zangwill helps to inspire and promote women in science, and recruits, retains and promotes top female talent across the U.S. to San Diego. Zangwill has served on the Chancellor's Advisory Committee on the Status of Women as both a member and faculty co-chair; and currently serves on the Women's Leadership Alliance Executive Committee.



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2013 FINALISTS



LESLIE ADAMS
General Manager
GET Engineering Corporation
www.getntds.com

Leslie Adams is the general manager of GET Engineering Corp., a Woman-Owned Small Business (WOSB) in the competitive government contracting arena. She is responsible for all aspects of the day-to-day activities of a successful business that is succeeding in an extremely difficult fiscal environment. She is personally involved with every project and mentors her staff to allow them to gain the experience for the growth that is necessary for a small business. Adams is a member of Women In Defense, Armed Forces Communications and Electronics Association, and National Defense Industrial Association. She also is actively involved in the Advancement Via Independent Determination (AVID) program and has served as the treasurer of the Scholarship Foundation.



LAUREN ALEXANDER
Vice President of Marketing
Underground Elephant
www.undergroundelephant.com

Laura Alexander has become an integral part of local digital marketing agency Underground Elephant. In her hands in 2012 the education vertical doubled its growth. In 2013, she grew Underground Elephant's auto insurance vertical into a multimillion dollar revenue producing unit. Alexander has created an environment at the young agency that fosters and engages people to grow in their careers in advertising. She has mentored several people from little-to-no experience to higher levels of responsibility. Outside the office, she is an avid volunteer for the

San Diego Humane Society and SPCA.



ALLISON ANDREWS
Founder and Director Fashion
Week San Diego
Fashion Week San Diego
www.fashionweeksd.com

Allison Andrews used her own money and resources to bring a dynamic event to San Diego that has brought exposure and tourism dollars to the city. She is the founder and director of Fashion Week San Diego, a platform for entrepreneurs in the fashion and beauty industry to grow their careers and business. The success of the reinvented event was confirmed when it sold out 3 weeks prior and garnered the most cover stories for any event in San Diego outside of Comic-Con. Andrews produces the mega-event with no permanent staff, relying on volunteers and independent contractors. Raised by a single mother, Andrews is her family's first college graduate. She gives back to the community and is involved in a number of nonprofits. She sits on the board of Rancho Coastal Humane Society and Angels Family Foster Network.



CONCETTA ANTICO
Owner
Antico Fine Art
www.anticofineart.com

Most humans can see around one million colors, but due to a rare condition local artist Concetta Antico has the ability to see much more. Antico, an accomplished contemporary artist, uses her gift in her art, giving collectors and admirers a peek inside her hyper-chromatic world of intense color, shade, and movement. She has been teaching art at her

studio in Mission Hills for more than 20 years and has taught more than 12,000 students. She has been involved in many innovative art education programs in San Diego and was a trailblazer through the San Diego Unified School District, being the first to offer after-school fine art instruction. Antico donates a portion of every sale of her artwork to Rady Children's Hospital.



MARCI BAIR
CEO
Bair Financial Planning
www.bairfinancialplanning.com

Marci Bair has had to overcome a lot of adversity. In her profession, working through several stock market slumps and major recessions that challenged her financial planning business. During the same time she took the responsibility of caregiver for several aging family members. Bair has maintained through it all and is dedicated to mentoring the next generation. She has given many motivating financial planning workshops to help inspire women how to become more financially independent. She also mentors young boys and girls by coaching them in basketball, soccer and baseball and teaching them life lessons with the correlation of life and playing a team sport. She is the founder of the annual South Bay Pride Art & Music Festival and has been awarded "Business of the Year" by the Greater San Diego Business Association.



MICAELA BANACH
Partner
Kirby Noonan Lance & Hoge
www.knlh.com

2012 was a significant year for Micaela Banach, a partner

at Kirby Noonan Lance & Hoge. Not only did she achieve a number of successful results for her clients, but she also was an active volunteer in the San Diego community. At just 35 years old, she has handled hundreds of cases, including in 2012, successfully defending a major national restaurant chain in an arbitration in which her client was sued for more than \$12 million for alleged discrimination and wrongful termination. Banach has become a go-to expert for the local media on employment law issues, specifically sexual harassment. In addition to her work with the firm Banach is a actively involved in The Lawyers Club of San Diego and volunteers with the San Diego County High School Mock Trial Competition, Rebuilding Together San Diego and the San Francisco AIDS Walk.



ANN BERCHTOLD
EXECUTIVE DIRECTOR
ART San Diego
www.artsandiego2013.com

Ann Berchtold brings creative art to San Diego each year, inspiring the community, its residents and visitors to become active participants not only in the regional art scene, but the global landscape of arts and culture. As its executive director, Berchtold has brought ART SAN DIEGO into the limelight and leads the charge on having the largest contemporary art fair in the country—putting San Diego on the map as an art and culture hot spot. The 2012 edition of ART SAN DIEGO showcased a fresh new concept and a fresh new venue. Moving to the 38,000-square-foot Balboa Park Activity Center, designed by Rob Wellington Quigley, the festival opened up an opportunity to explore

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20th Anniversary Women Who Mean Business Finalists

a more urban theme and also collaborate with leading art institutions in Balboa Park. More than 10,000 art enthusiasts were in attendance for the four-day fair—the largest attendance at the event to date.



KENDALL BERKEY
Principal
Kane, Ballmer & Berkman
www.kbbllaw.com

As the State of California dismantles its local redevelopment agencies, attorney Kendall Berkey has been instrumental in assisting local agencies with interpreting the new state law and processing their statutory obligations and submittals to the state and county in the wind down of redevelopment agencies with an effort to preserve and complete local governmental redevelopment projects and goals. Berkey is also dedicated to furthering the growth of her alma mater—Thomas Jefferson School of Law. She is very active with the alumni board of directors and has been actively on the board for years in many capacities. She was a key player in the selection process for the law school's new dean. Berkey is noted as a leader who helps others achieve their goals and thereby empowers the team as a whole.



KATIE BOWEN
Executive Assistant
The Event Team
www.eventteam.com

Katie Bowen came to The Event Team as an intern in their sales and marketing department. She was armed with a degree in design, but was discouraged by the job market in that field. In almost two years, she has become a right-hand to the top management team of the company and continues to lend her strength in design including both her cre-

ative eye and knowledge of vital software programs such as the Adobe Creative Suite and CAD. This has given The Event Team a leg up in winning business over its competitors. Bowen was instrumental in providing logistical and design support for one of the company's biggest events to date—an 8,000+ guest block party. Bowen is also passionately committed to helping find forever homes for our four-legged friends. She is a board member and volunteer with San Diego Spaniel Rescue and her family holds the record with most dogs adopted to one family—Charlie, Toby, Ruby, Doogie, and Stu. Bowen also is committed to humanitarian efforts and, in 2011, travelled to India where she volunteered in a Delhi orphanage.



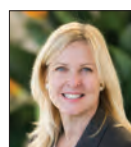
KARIE BOYD
Attorney/Shareholder
Boyd Contreras APC
www.boydcontreras.com

Karie Boyd is a shareholder and co-founder of Boyd Contreras APC. Boyd has carved her own path as a litigation attorney and a prominent business owner. She has grown a once small practice into a powerful litigation firm representing clients throughout Southern California. In addition to practicing law, she is a licensed real estate broker. Boyd has counseled both attorneys and real estate agents on the contractual pitfalls leading to real estate litigation. She has participated in mediated disputes as well as courtroom trials. Believing in the benefits of women helping to empower one another and the importance of achieving balance in family and career, Boyd is a board member, sponsor, and active participant in the Mother Attorneys Mentoring Association.



ALEXIA BREGMAN
CEO | Marketing
Vuka LLC
www.vuka.com

As one of the few women to lead a beverage company, Alexis Bregman has carved out a unique niche for her career. She is the CEO and also heads the marketing efforts for Vuka LLC, an energy drink company that caters to adults with a range of products that contain no preservatives or artificial ingredients. She recently facilitated the move of the company's headquarters from Denver to San Diego and has overseen more than a 300 percent increase in sales for the organization. She has quickly become active in San Diego's community, volunteering as an advocate for children in foster care and serving on the board of the Rancho Santa Fe Community Center and was recently elected as marketing chair of the Rancho Santa Fe Education Foundation. She juggles her oversight of the growing company with raising three young children and uses a blog to share her life and empower others to reach for their goals.



CELIA BREWER
City Attorney
City of Carlsbad
www.carlsbadca.gov

Celia Brewer continues to progress in her career, moving from acting general counsel at the Unified Port of San Diego to becoming the city attorney for the City of Carlsbad. Brewer has served as a mentor to many young women. As a member of Lawyers Club of San Diego, she has spoken on career panels and mentored women one-on-one. The Association of Women In Water, Energy and Environment consider her a pivotal member. She is a tireless advocate

for the advancement of professional women and epitomizes the model of a woman who "does it all" with grace, good humor, and very little sleep. Her son Spencer was catastrophically injured in a freak snowboarding accident and in the days, months, and years following that accident, she has fought and advocated for him as he recovers and for others in the same situation. She has championed the causes of spinal cord injury survivors and others with physical limitations with her dedication to organizations including Wheels-to-Water, Project Walk, Help Hope Live, Life Rolls On, and The Miami Project.



STEPHANIE BURNS
CEO & Founder
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.



MICHELLE BURTON
Managing Partner
Shoecraft Burton
www.sbcivilaw.com

Trail Lawyer Michelle Burton is the first person in her family to graduate from college. After college she traveled and worked in Europe

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Joshua McKee
Recruiting Specialist
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for a year and met her South African husband in Greece. When they moved to the U.S., they had \$100 between them. Today they now run two successful businesses. Burton's father was a professional gambler, and her mother worked nights at a casino. She was challenged growing up, living in many different cities; but that experience helped her to get along with diverse people and to adapt quickly to change. Burton is the president of Run Women Run, a non-partisan membership organization whose mission is to inspire, recruit, train and support pro-choice women for elected office in San Diego. She is active with all the activities of her two children and with the Liverpool Soccer Club for which her husband plays. She serves on the board of governors for the Association of Trial Lawyers and is certified as an appellate specialist which required passing another bar exam.



TAYLOR BUTLER
HR Manager
Underground Elephant
www.undergroundelephant.com

Taylor Butler has made herself an integral part of the team at San Diego's boutique agency, Underground Elephant. Laid off due to the economy, Taylor started at Underground Elephant two years ago at the front desk and reception area at minimum wage just to make ends meet. She worked her way up the ladder and in less than a year led the human resources department team. Butler took it upon herself to go back to school and receive a PHR accreditation in human resources. After the accreditation and year of dedication, she became the agency's HR director. She was a critical leader in building the human resources department and creating a world-class culture at Underground Elephant. The company has won several awards and accolades including San Diego's Top 10 Places to Work Finalist 2012, National 101 Best and Brightest Companies to Work for 2012, as well as making the Inc. 500/5000 Fastest Growing Companies list. She has created a corporate philanthropy program at the agency that allows employees to take time away from the company and volunteer in the community.



SHELLEY CALLAHAN
Vice President of Marketing
Advanced Particle Therapy
www.advancedparticletherapy.com

Shelley Callahan is a connector and a motivator. As vice president of marketing for her company, Advanced Particle Therapy, she created a new marketing department and in less than a year, had re-branded the organization, launched a website, new collateral materials, content marketing strategy and held successful events for key stakeholder groups. She co-founded the Art of Marketing Conference, an all-day education and networking conference for San Diego marketers. Callahan has served on advisory boards for industry specific events such as the IQPC Conference. She is a member of the board for San Diego AMA. She also spearheaded the brand redesign for the association. In the community Callahan has participated on the host committee for the San Diego Wine Affair to benefit Rady Children's Hospital. Additionally, she is a team leader for her company for the American Cancer Society's Making Strides Against Breast Cancer Walk.



MARYANNE CARLIN
Chair, Foundation Board of Directors
Walden Family Services
www.waldenfamily.org

Since joining the Walden Foundation board of directors, Maryanne Carlin has used her talents to facilitate its expansion to include philanthropic members of the business community. Carlin led Walden's 9th Annual Wine D'Vine event committee that raised \$223,332 for the In-

dependent Futures Program. She is a self-employed entrepreneur who expanded her business internationally in 2012, building an executive group of entrepreneurs worldwide through network marketing. She has successfully laid the framework to expand her business, MXI-Xocai, into international markets in Asia and Europe and launched Xophoria Skin Care line. Carlin belongs to numerous networking organizations that include Networking Marketing in San Diego, Netherlands and Taiwan.



KRISTIN CARROLL
Vice President Corporate & Consumer, Marketing
The ACTIVE Network
www.activenetwork.com

Kristin Carroll has been a key leader at The ACTIVE Network during the last 12 years as the company has achieved double and triple digit growth from its original start-up mode. Carroll drove the company-wide rebranding and repositioning process, unifying more than 25 acquired companies behind ACTIVE Network; creating the company mission statement and leading all internal communications and education efforts for ACTIVE Network's more than 3,000 employees. In 2011, she led communications for the organization during one of the largest San Diego IPO's in recent history. In 2012 Carroll co-authored (with the Sports & Fitness Industry Association) the Journey of Sports Participation in America Study. In the community Carroll is a member of Athena San Diego, has raised money for Kids in the Game by participating in ACTIVEx Charity Challenge / Solana Beach Triathlon and oversees the ACTIVEx program has raised almost \$100,000 in 2013 for local charities.



BRANDY CASTLE
Senior Business Development Manager
Cubic Defense Applications
www.cubic.com

As a woman in the male-dominated defense industry, Brandy Castle has to continually prove herself. And she does as the senior business development manager at Cubic Defense Applications. She has been instrumental in winning new business, shaping opportunities, and developing solutions for critical customer requirements. Castle has captured major contracts for Cubic in excess of \$500 million. In 2012, she significantly contributed toward booking orders of more than \$61.7 million dollars for Cubic's Ground Combat Training Systems business unit. A breast cancer survivor, Castle is a member of the Susan G. Komen Breast Cancer Foundation. In addition, she volunteers for the Special Olympics.



JENNIFER CHANG
Associate
Sullivan Hill Lewin Rez & Engel
www.sullivanhill.com

Jennifer Chang focuses her legal practice on corporate and real estate transactions along with estate and probate disputes as an associate at Sullivan Hill Lewin Rez & Engel. She also has experience in commercial and business litigation and commercial technology transactions. Fluent in Mandarin Chinese, Chang plays an important role in Sullivan Hill's international business practice area. She has been acknowledged for her work as the 2013 San Diego County Bar Association Public Service Award winner. Chang is actively involved with a number of community and industry outreach organizations including co-chair of the Lawyers Club of San Diego. As co-chair of the firm's partnership with Washington Elementary School, Chang coordinates several annual partnership activities between the school and the firm, including mock trials, poster and essay contests, and job shadow days.



KIM CHARTRAND
Founder and Clinic Director
Pando Health Groups
www.pandohealthgroups.com

Kim Chartrand was simply following her lifelong instinct to help and nurture people when she began her career as a registered nurse in Los Angeles in 1981. She ultimately found her passion in the area of patient advocacy, becoming certified in a number of alternative and complementary health practices. This trajectory led to a position of nurse case manager overseeing the innovative programs at Scripps Center for Integrative Medicine. From there Chartrand co-founded Pando Health Groups with Dr. Mark Kalina. Together with their team of therapists, they offer a variety of classes to help people deal with their medical challenges. Chartrand also has provided medical oversight for the North County Women Heart support group, volunteering to drive elderly people in need to medical appointments and manage their medications.



SARA CHRISTENSEN
President
Sara Christensen Inc.
www.sarachristensen.com

Sara Christensen launched her business in 2012 offering three distinct and unique products to her customers. At the same time Christensen wrote and published the book "Create a Body and Life You Love." Her company is dedicated to helping women create a body and life that they love through online information products, community support, coaching, and education. Her programs are innovative and the first of their kind, providing women a comprehensive, holistic, fun method for weight loss. She donates her time and products to women who would benefit from her services, but cannot afford them. Christensen also is involved with the Humane Society of America and the American Society for the Prevention of Cruelty to Animals.



CLAUDIA CINCO
Director of Human Resources
MRC Smart Technology Solutions, A Xerox Company
www.mrc360.com

In 2012, MRC acquired another core company, Astro Business Technologies. Throughout this complex process Claudia Cinco, MRC's director of human resources, managed the transition that included merging two separate cultures into one. Cinco oversees a myriad of programs that help employees excel including a tuition reimbursement program, a lunch & learn program for MRC employees to gain better knowledge on topics such as financial planning, retirement, real estate and nutrition, and a new employee referral program. Cinco also started a branding program designed to target local colleges to help recruit new employees. MRC has attended 15-20 different college career fairs over the last year. To support community involvement for MRC, she implemented a new program that will allow an MRC employee to spend a paid week to help with the organization of their choice.



DOLORES CONTRERAS
Attorney/Shareholder
Boyd Contreras APC
www.boydcontreras.com

Dolores Contreras used her mother as an inspiration for her own success. Her mother immigrated to the United States at 14 and raised Dolores on her own. Contreras has used that model to follow her own path to success. Today she is a shareholder and co-founder of Boyd Contreras APC where she assists individuals in the practice areas of real estate litigation and acquisition, civil litigation, and bankruptcy. In addition to practicing law, Contreras also is a licensed real estate broker. As an attorney-broker,

Contreras was able to grow the law firm from a tiny office to a staff of 16, expanding to an 8,000-square-foot office earlier this year in Emerald Plaza. Her vision and determination has allowed for expansion to Orange County and Los Angeles. Contreras has been noted for both her outstanding achievements in business and contributions to the community. She was chosen as a spokesperson for the nonprofit organization Abriendo Puertas, an organization created by San Diego's Channel 10 News and TV Azteca, with collaboration from the District Attorney's Office to inform the public of current real estate issues. She also is a member of National Latina Business Woman Association, where she served on the board as legal counsel. Additionally, she is a member of the San Diego Bar Association and La Raza Lawyers Association.



KELLY CROTHERS
Vice President, Marketing
MaintenanceNet Inc.
www.maintenancenet.com

In October 2012, after nearly a decade of putting MaintenanceNet on the map, Kelly Crothers was named vice president of marketing. Making use of her natural leadership skills, she has guided the company through important product milestones, enabling it to attract new customers and expand relationships with existing customers including Cisco and Ingram Micro—two of the biggest forces in the global technology sector. She 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. Crothers established a code of ethics for MaintenanceNet and inspired an internal effort to promote health and wellness and help the company attract top talent. She grew MaintenanceNet's "Selling Services" industry blog with best-practice advice and guidelines for marketing and sales professionals. An avid writer, Crothers found time to contribute more than four "how to" articles on marketing and technology to industry trade journals.



ELISABETH CULLINGTON
Managing Director
HoyleCohen LLC
www.hoylecohen.com

In 2012, Elisabeth Cullington became a managing partner of HoyleCohen. She has been instrumental in encouraging the position of women in the firm, launching the organization's women's practice, a model other financial firms have adopted into their own practices. In 2012, the women's practice contributed nearly a million dollars in revenue and is on track to exceed that in 2013. Cullington is active in women's health issues and co-founded The Betty's Cancer Foundation to help women with cancer and find answers. In addition she is an active fundraiser for her daughter's soccer team that won National's this year, beating other women's soccer teams from across the country.



AMANDA CURRIE
Senior Vice President
Adconion Direct
www.adconiondirect.com

Adconion Direct, a leading global provider of cross channel digital advertising, has been setting new records and Amanda Currie has helped lead the way to these successes. She oversees strategic partnerships, business development and marketing efforts for the company of more than 300 employees. Currie is a highly respected online advertising executive and entrepreneur with more than 10 years of experience. To empower her team, she spearheads company efforts in employee cross-training and professional development through on-on-one mentoring and weekly company-wide "Crush

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Talks." Currie is the only child of a single working professional mother and was able to put herself through college with a combination of scholarships, loans, and after school jobs, graduating with honors with a degree in International Business from Pepperdine University. She is active in industry associations and is a member of the Internet Advertising Bureau Performance Committee.



SARINA DAHUKY
Senior Analyst
gap intelligence
www.gapintelligence.com

At gap intelligence, Sarina Dahukey provides the agency's clients with the data they need to target just the right customer. She specifically oversees major categories such as home appliances, cameras, laser supplies, and directly manages the ink supplies and print media services, collectively bringing in millions of dollars in revenue. Dahukey also heads gap's professional development in the form of its own institute of higher education called "gapU." Dahukey is committed to the Aids Project Los Angeles and The Emilio Nares Foundation that provides children specially designed medical garments making chemotherapy treatments less intrusive.



SAMANTHA DARELLA
Director, Acquisition People & Processes
Naval Facilities Engineering Command Southwest
<https://portal.navfac.navy.mil/>

Samantha Darella's role as director, acquisition people and process for the Naval Facilities Engineering Command Southwest included overseeing execution of contracting operations across the entire Southwest region including all of California, Nevada, and Arizona. Her support and expert contracting advice directly contributed to the agency's ability to award more than 7,800 contract actions for construction, facilities support services, environmental, architectural-engineering, and energy worth more than \$1.9 billion, much of which was in San Diego County. Darella is passionate about equality, promoting small businesses, and helping veterans. She is a committee member on the Command's Diversity Committee and a council member on the Advisory Council of Hispanic Employment (ACHE) for the Department of Navy. She also graduated from Naval Facilities Engineering Command's (NAVFAC's) Leadership Development Program during 2012. Entry into this program is highly competitive.



MELINDA DICHARRY
Founder / CEO / President
Paradigm Mechanical Corp.
<http://www.pmccontracting.com>

Melinda Dicharry has been active in the construction industry for more than 10 years. She launched Paradigm Mechanical Corp. 2010, specializing in working with project teams to design and build mechanical systems for medical, laboratory, government, and industrial facilities in the Southern California region. Projects have included new buildings, retrofit and repair of existing equipment, as well as maintenance service contracts. Dicharry led the company through the tedious and comprehensive submission process of becoming certified SBA 8(a) organization. Today, her client list includes Rady Children's Hospital, Sharp Rees-Stealy Medical Group, San Diego Metropolitan Transit System, Solar Turbines, and the City of San Diego. She currently serves as a board member and vice president of the National Association of Women in Construction, San Diego Chapter. She also is a member of the prestigious San Diego's Women's President Organization and has participated in the East County Children's Ball for the East County Boys and Girls Club.



KIMBERLY DOTSETH
Broker/Owner
Blend Real Estate
<http://blendrealestate.com>

Kimberly Dotseth wears two hats. She is a successful real estate broker, but at the same time writes children's books. She opened a real estate brokerage during the recession, first launching Green Box Homes in 2007 which focused on real estate sales with a green twist. In May 2013, she launched Blend Real Estate, focusing on sellers and their needs. Dotseth also is the author of the new children's book "Surprise of the Season," to be published in December 2013. She has been named the San Diego Association of REALTORS "Broker of the Year" in January 2012. Dotseth also volunteers and is on the advisory board for Meals on Wheels.



LISA DRUXMAN
CEO
Fit4Mom (formerly Stroller Strides)
www.fit4mom.com

Every report card Lisa Druxman received noted that she needed to stop "day dreaming," but perhaps this day dreamer made her dreams come true. Druxman turned this challenge into a strength. From one class in San Diego ten years ago, she has created the premiere stroller fitness program for moms, which continues to evolve. Fit4Mom (formerly Stroller Strides) has become a successful niche business that targets new mothers who are committed to staying fit. Druxman is the consummate "mompreneur" who has been able to combine motherhood with business. Stroller Strides franchisees have quickly grown and now number 300. Druxman has added new classes to the program including Stroller Barre and launched an online TV show/platform entitled www.momonamissiontv.com. The show has garnered more than 1,500 viewers and featured two San Diego moms and their successful weight loss.



LAURIE EDWARDS-TATE, MS
President and 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 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."



TIFFANY ENGLISH
Principal
Ware Malcomb
www.waremalcomb.com

As a child of U.S. diplomats, Tiffany English has lived through the Vietnam and Gulf Wars, experiencing firsthand the chaos and destruction associated with conflict. Those experiences have helped her gain a unique perspective in dealing with international business. Today, as principal at Ware Malcomb, she leads the firm's San Diego, Phoenix and Latin America Interiors Studios. In addition to navigating her teams through the completion of hundreds of projects

year-round, she is a certified interior designer and a LEED accredited professional. She is very hands-on with her projects, contributing her expertise to deliver successful results focused on clients' goals. This has resulted in several award winning projects such as the Bank of America building, awarded BOMA's prestigious "Office Building of the Year." In Addition, English has received the prestigious YWCA San Diego "TWIN Award" and been named California Construction Magazine's "Top 20 under 40."



ANNIE FINCH CARLSON
Founder/CEO
Katherine Cosmetics
www.katherinecosmetics.com

Annie Finch Carlson 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 Carlson 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 and 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 women leading companies in tech, but Fishlock is renown throughout the industry, and in startup and entrepreneurial circles as one of their biggest supporters, as a volunteer, mentor and financial contributor. She is very 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.



ANNIE FONTE
CEO
Evolve Physical Therapy, Snap Saver and Lines In The Sand
www.kgpt.com

At her office, her title is informally the CIO (Chief Inspiration Officer), but Annie Fonte's official responsibilities are wide ranging and include a number of innovative companies. As CEO of Evolve Physical Therapy + Advanced Wellness she heads the health care organization's operations. She was instrumental in the development and patenting of the OnTrack treatment method for the most common knee disorder in the world, patellofemoral dysfunction. She created and managed the manufacturing, warehousing and distribution of the product. Fonte's most recent undertaking is the development of Lines In The Sand, a personal development organization designed to help people achieve their highest level of living. She also co-founded OrthoEd, an international continuing education provider. In 1999, Fonte was the sole founder of the consulting company, ProfitRx with a goal of educating and coaching medical professionals and small business owners about how to start and operate successful entrepreneurial enterprises. In

2002, Annie co-founded Snap-Saver LLC to manufacture, market and sell an innovative new line of food storage containers. Snap-Saver was recognized in Entrepreneur Magazine as one of the "Hot New Products for 2006".



LIZ FRAUMANN
Executive Director
Securing Our eCity Foundation
www.securingoureconomy.org

Liz Fraumann is the executive director of the Securing Our eCity Foundation that is focused on cyber security awareness, education and preparation for business and individuals. Prior to this role, Fraumann was the director of marketing at ESET, North America where she helped the organization more than double its market awareness in North America. She has taken on the task of an annual cyber symposium that hosts international and local speakers on the subject of cybersecurity, coordinated a series of citywide tabletop exercises focused on the subject targeted to small and medium businesses. Fraumann was instrumental in coordinating a regional effort for the San Diego Mayor's Cyber Cup which highlights hands on learning exercises through high school computer clubs.



JANET FRENKEL
Chief Operating Officer
American Council on Exercise
www.acefitness.org

Janet Frankel left a successful career as a corporate consultant to join the American Council on Exercise (ACE) in 2010, moving her family from Florida to California. Her operational know-how led ACE to significantly expand ACEfit.com, an online resource of user-friendly, trusted health and fitness information for people of all ages. In 2012, she led the charge to restructure ACE's marketing and sales departments and, under her leadership, ACE enjoyed a 20 percent increase in revenue that same year. Equally important, ACE has created additional jobs, nearly doubling in size to more than 70 total employees. Frankel assisted with the implementation of the "12 Months of Giving Program." Leading by example, ACE employees now participate in a new volunteer opportunity each month. In 2012, the organization donated time and labor at North County Solutions for Change, collected donations for the San Diego Food Bank, and served meals at St. Vincent de Paul Village.



EMILIA GABRIELE
Vice President & CFO
San Diego Workforce Partnership
www.workforce.org

As vice president and CFO of San Diego Workforce Partnership, Emilia Gabriele leads a large and diverse staff in areas including accounting, finance, human resources, facilities, procurement, and compliance. As a careful steward of the public funds that the organization manages and disperses throughout the region for job training programs, her oversight has enabled Workforce Partnership to carefully navigate the complexities of funds while providing for excellent audits. Gabriele leads by example. She works hard, but provides a positive, progressive, and rewarding environment.



POLLIE GAUTSCH
Owner
G&A Legal APC
www.gandalegal.com

Pollie Gautsch, owner of G&A Legal APC, practices a niche area of law and she is able to have a clear sense of who her clients are and where she can reach out to them. Gautsch has been very helpful to "mompreneurs" (young mothers and women in business beginning entrepreneurial endeavors) and

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believes very strongly in the balance between career and family. She provides legal advice and assistance to many "mom" inventors who need to protect their new inventions. Gautsch has published multiple articles on trademark law and inventions. She blogs about the excitement of inventing a new product and how to protect your inventions. In the community Gautsch is on the president's counsel for the San Elijo Lagoon Conservancy. She is very active environmentalist and has built a certified "green" home in Solana Beach.



DEBBIE GILLIGAN
Product Strategist
FirstWatch
www.firstwatch.net

In her role at FirstWatch, Debbie Gilligan helps customers grow and succeed. She created a completely new, but sorely needed, position of "product strategist" at FirstWatch. Gilligan excelled in a sales role, but stepped up into this new, undefined role to help solve many issues associated with the company's growth. FirstWatch customers are employed in public safety (emergency medical services, fire departments, law enforcement agencies) and public health, so their needs are very targeted. Gilligan has streamlined the company to match its product with its client's needs. Gilligan has been active for years with the Susan G. Komen Inland Empire, including volunteering as annual race chair for multiple years. She is currently the nonprofit's board chair.



ELIZABETH GRIGGS
Chairman & Chief Executive Officer
NextImage Medical
www.nextimagemedical.com

Only 15 percent of all

startup companies raise institutional capital, and 85 percent of startup companies fail. Elizabeth Griggs entered that environment to raise capital for her new company, NextImage Medical. After 83 presentations across the U.S., a leading health care venture capital firm finally backed her. Most institutional investors would not take a woman, let alone a young woman, seriously, but Griggs proved them wrong, growing the company to \$140 million in revenue, and selling the company to TA Associates, one of the top health care private equity firms, for 13 times their investment. Griggs is committed to a number of local causes. She helped the fundraising campaign for Bishop's School in La Jolla which raised \$1 million and is also active as a sponsor of Promises2Kids. In addition she is an annual donor to Susan G. Komen and sponsors all employees who participate in the annual local 5K walk.



BRIDGET GRIMES
Wealth Advisor
HoyleCohen LLC
www.hoylecohen.com

Bridget Grimes is the first one at the office in the morning and often the last to go home. As a wealth advisor and HoyleCohen she has launched the Executive Women's Forum with a mission to offer executive women a forum by which they can explore professional and cultural issues that affect them and their businesses. She also has been actively communicating financial literacy among lawyer's club groups and has moderated panel discussions about mentorship. She is greatly involved in the community and has leveraged her role at HoyleCohen to help women get serious about financial organization. She also hosts larger events of 50 plus women to highlight meaningful skills that relate to their bottom line. She is actively involved in

HoyleCohen's Gives Back program, which was recently awarded the Heilbron Award from the Rotary Club 33.



CHRISTINA GUSTIN
Financial Advisor
UBS Wealth Management
www.ubs.com/team/rk

Christina Gustin started from scratch more than once. After leaving Goldman Sachs in New York City to start a European incentive travel business based in Spain, the events of 9/11 forced her and her husband to scrap their business plan and start over. They regrouped and built what was at the time one of the largest Spanish wine import companies in the U.S. Gustin then came back to the world of finance and joined UBS as a Client Service Associate in San Diego. At UBS, she oversees the resources of a local six person team and the company's 61,000 person global firm to feel like a boutique experience for clients. Over the years, she has become a consistent supporter of the arts in San Diego. She and her team have been sponsors of ART SAN DIEGO. She also is a board member of AYSO and a member of the women's auxiliary supporting San Ysidro Health Centers.



MELANIE HAGERTY
Senior Principal Systems Engineer Lead
Cubic Defense Systems
www.cubic.com

Melanie Hagerty is a senior principal systems engineer lead for Cubic Defense Systems, currently serving in the deputy chief engineering position for the Airborne Systems and Instrumentation Systems business group. As the next generation instrumentation system integrator, she is responsible for connecting with

Cubic's military customers to ensure the internal research and development objectives remain aligned with their needs. Prior to her service at Cubic, Melanie also served in the U.S. Air Force, reaching the rank of Captain. She is active in assisting the Cubic in organizing events such as "Bring Your Child to Work Day" and the "Toys for Tots."



FELEENA HANSON
Founder
Hera Hub
www.herahub.com

After a major car and fire truck accident at age 22, Feleena Hanson came literally inches away from losing her life. After years of surgeries and recoveries, Hanson followed her passion and today is a long-time entrepreneur and marketing maven. Her latest venture, Hera Hub, is a spa-inspired shared workspace for female entrepreneurs. This as-needed, flexible work and meeting space provides a productive environment for women who primarily work from home, but have access to a professional space to meet with clients and to connect and collaborate with like-minded business owners. The company has grown to two San Diego locations with a third in the works for Carlsbad, and also is beginning the franchise process with the goal of launching 200 locations across the U.S. by 2017. Hanson has been acknowledged with the "Women Business Owner of the Year Award" by the local chapter of the National Organization of Women Business Owners in 2012.

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California State University SAN MARCOS



CONGRATULATIONS President Haynes!

For exemplary contributions to women in higher education, the San Diego Business Journal honored President Karen Haynes with the 2013 Darlene Marcos Shiley Educational Leadership Award.

To learn more about CSUSM's impact in the community visit www.csusm.edu or follow us!



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MARY JO HARBERT, M.D.
Assistant Clinical Professor
in the Department of
Neurosciences
UC San Diego School of
Medicine and Rady Children's
Hospital-San Diego

www.health.ucsd.edu/Pages/default.aspx

Dr. Mary Jo Harbert says she feels like "the luckiest person in the world" to serve as clinical professor in the Department of Neurosciences at University of California, San Diego Health System and improve the well-being of newborns and their mothers. Harbert's main research interest is fetal and newborn brain injury and looking at innovative techniques to improve a neurological condition in this patient population. She is part of a small group of professionals who study perinatal stroke treatments and outcomes, hypothermia and neonatal seizures. Harbert, who recently founded the subspecialty neonatal neurointensive care at UC San Diego, has been part of a new study testing whether all of those intimidating electronics placed on a premature baby in the neonatal intensive care unit (NICU) could be replaced with a stamp-sized wearable patch of tiny circuits, sensors and wireless transmitters that stick to the skin like a temporary tattoo, stretching and flexing with the skin while maintaining high performance. By providing simultaneous, real-time measurements of multiple vital signs, these wearable electronics promise to open up a new frontier in doctors' understanding of the developing newborn brain. She trains teams of dedicated neuro NICU nurses at all three sites and has developed a website for employees that is now being used as a training model across the nation. Her accomplishments in both neurology and neonatology have resulted in the NeuroNICU Service at UC San Diego Health System becoming the fifth of its kind in the nation and being recognized in the top 20 for the first time in the 2013-2014 US News & World Report.



SHANDON HARBOUR
President
SDA Security
www.sdasecurity.com

As third generation president of the family-owned SDA Security, Shandon Harbour works endlessly to create a brand and a business that her family can be proud of. The security industry is very male dominated and difficult for a woman to maneuver her way through static gender roles. However, despite this, Harbour dove straight into the pack and made a name for herself almost instantly. She manages a balancing act of being a mom for three boys (one developmentally challenged) and a career woman. In 2007, she was named one of the "20 under 40" by the national publication, Security Systems News. And in 2010, SDA was honored as number 61 of the top 100 security companies nationwide by Security Distribution Magazine. Harbour leads the organization's support in the community. Throughout 2012, SDA partnered with the Burn Institute, sponsored several events throughout the year as well as gathered 17 SDA employees to help install smoke and CO detectors in the homes of elderly residents across San Diego County.



KAREN HARRISON
Senior Vice President, Small
Business Banking
Bank of America
www.bankofamerica.com

Karen Harrison has held a number of leadership positions in the financial services industry for many years, including serving on the board of governors of the Credit Union League in San Diego & Imperial Counties. She was hired to recruit, hire, train, manage and lead a new Small Business Banking division for Bank of America in San Diego County. Under

her leadership, she and her team have met face-to-face with more than 4,000 companies in San Diego. Her expertise in leadership, management and business operations resulted in her being named the top performing manager / team in the West Region U.S. and ranked number 3 nationwide. She is also an advocate of women in business, and is active in the National Association of Women Business Owners, recruited by NAWBO to be an Advisory Board Member. Harrison was selected to serve on Bank of America's CA Women Leaders Network. She also serves on the board of directors of Junior Achievement of San Diego.



LAURA HARTMAN
Senior Digital Marketing
Strategist
Digitaria
www.digitaria.com

Laura Hartman was an instrumental leader as Digitaria built the practice of content strategy over the past two years, and was a primary outreach to promote the discipline to clients. She was critical in developing the content strategy for Qualcomm, as they reposition their brand to a consumer audience, as well as developing the content strategy for the launch of Toq, Qualcomm's first wearable device. She also played a leading role in Petco's first foray into content, driving the content strategy for the WholePets content marketing program. Hartman regularly educates clients on digital best practices for online marketing, media and content marketing and is Digitaria's primary representative for the San Diego Ad Club. She serves as a board member of Ad2, the sub-group for Ad Club members 32 and under. And with a passion for our four-legged friends, she rescued a dog from the Baja Animal Shelter.



MICHELLE HARVEY
Broker/Owner, Realtor
Harvey Homes Real Estate and
Property Management
www.harveyhomes.com

Local Vista native, Michelle Harvey, started a company in real estate with no loans and only what she had in the bank. When business slowed in 2005, rather than bail, Harvey studied, earned her broker's license and started her own company. Harvey Homes Real Estate has had steady growth since then, even selling a home in less than 24 hours. Harvey is committed to supporting her local community. Each time a home is purchased or sold through Harvey Homes, she donates money to an organization of the client's choice. Harvey has supported numerous organizations throughout the years, both local and on a national level and helped to create the Appreciation of Women in Business with five other business women in San Diego. She helped to plan and create a fundraiser for the AWB awards event that helped raise money for the American Cancer Society.



JOANNA HERR HANKS
President and Owner
Herr Photography Inc.
www.herrphotography.com

Joanna Herr Hanks was one of the few female photographers in the San Diego when she began. Through hard work and a dedication to her craft, she established her business and it flourishes today. She has created PhotoTrotting.com—offering worldwide photo tours while giving back to the areas visited. With her commitment to women's issues, Herr Hanks published a book last year after photographing 30 women in different stages of breast cancer. She wanted the women to have beautiful images and to boost their self-esteem around body image. She donates time and photographic product to fundraisers including Dress for Success, Camp Erin, and the Carlsbad Boys and Girls Club. Additionally, she is the co-director of From Chrysalis to Wings, a breast cancer support group. Herr Photography

also sponsors and maintains part of the Encinitas Trail System.



LUANNE HINKLE
Development Director
Meals-on-Wheels Greater San
Diego Inc.
www.meals-on-wheels.org

Luanne Hinkle is the development director for Meals-on-Wheels Greater San Diego Inc., a local, independent nonprofit that provides more than 400,000 healthy, nutritious daily meals to more than 2,600 homebound seniors a year. Hinkle has used her drive to support the efforts of not only Meals-on-Wheels Greater San Diego has helped other Meals on Wheels organizations around the country to grow. Hinkle led the rollout of the social media campaign for Subaru Share the Love event that garnered widespread social media, as well as television, radio and print media attention which resulted in a \$35,000 grant. One of the challenges facing the service organization was the need to create additional healthy, nutritious menus that addressed the tastes of a rapidly changing senior demographic and a growing Hispanic senior population. Hinkle's was to create a methodology for developing new menus. She received a grant of \$50,000 in early 2012 and the project has become a great success and model for other organizations.



TARA HOFFMAN
Co-Owner
Bob Hoffman Photography &
Video
www.bobhoffmanvideo.com

With an understanding of how powerful and effective video is as a tool for communication, Tara Hoffman has worked with the Bob Hoffman Video & Photography team to produce many videos for San Diego nonprofits including Mental Health Systems, Dallas Pugh Foundation, ARTS, YMCA and Educational Enrichment Systems—the organization dearest to her. Much of what Hoffman does in her day-to-day is support her staff and family, making sure that no ball gets dropped and no detail overlooked. She has been honored with an industry Telly Award for ARTS: A Reason to Survive. Hoffman is an active member of the National Association of Catering Executives, the Association of Bridal Consultants, and ISES (International Special Events Society). She remains a prominent figure in the event community, often requested for sub-committees and speaking panels for her industry.



SUNNIE HOUSE
Vice President, Pacific Sub
Region Manager
URS Corp.
www.urscorp.com

Sunnie House, vice president and Pacific sub region manager for URS Corporation managed a \$70 million consulting, engineering, planning, program management and construction management operation consisting of three offices in San Diego and Hawaii. She served as principal in charge for the design of several large projects including the San Diego Airport's \$300 million Green Build Landside Improvements. House has been honored as the top 25 most influential women in the region's transportation industry by the Women's Transportation Seminar (WTS) and was featured in the book "Changing Our World: True Stories of Women Engineers, Sybil E. Hatch, 2006."



SHAY HUGHES
Chief Operating Officer
Hughes Marino
www.hughesmarino.com

Shay Hughes is the first to admit she has taken an unusual path to her executive role as chief operating officer at Hughes Marino, San Diego's largest commercial real estate firm exclusively representing tenants. She was first

recruited by her husband, Jason Hughes, many years ago to produce the firm's high-profile television commercials and head up the company's major marketing campaigns. Her leadership in the firm became even more apparent with the unveiling of the company's award-winning headquarters located on Front and Beech Streets in downtown San Diego. From conceptualizing the original design to personally hand-selecting every finish and furnishing throughout the one of a kind space, Hughes created a "home away from home" that has transformed the company's culture and raised its profile in the community. Today, she spearheads the company's philanthropic efforts, offering their workspace as a venue for local nonprofit events. Recently, she played a role in hosting an event celebrating American Artist Appreciation Month to raise funds for Casa Cornelia Law Center, which provides quality, pro-bono legal services to victims of human and civil rights violations.



STAR HUGHES
Director
Hughes Marino
www.hughesmarino.com

Star Hughes is a prime example of following the family tradition. She earned the designation of California Department of Real Estate Licensed Broker—the highest designation within commercial real estate in the state—in 2012. She has since been involved in upwards of one million square feet of active real estate transactions in San Diego, working with tech startups, law firms, creative agencies, and more. Hughes is a director and licensed broker at Hughes Marino, San Diego's largest commercial real estate company that exclusively represents tenants. A San Diego native, she specializes in downtown San Diego real estate. She contributes her time to serve the community and raise awareness for various causes. She is an active member of the Lawyers Club of San Diego, which is committed to advancing the status of women in society and in the workplace and is an active member of the San Diego Symphony Sweethearts.



DANIELLE HUMPHRIES
Partner
Marks, Finch, Thornton &
Baird, LLP
www.mftb.com

No doubt, being the oldest of eight kids taught Danielle Humphries many of the interpersonal skills that make her such a special lawyer where she often answers client calls on the weekend, late at night, early in the morning. Humphries joined a firm of 20 litigation-driven lawyers and founded a trust and estates practice. She has a passion as well as an aptitude for trusts inspired and promoted no doubt by her recently deceased father, a long time Southern California solo trusts practitioner. Humphries also is the president of MAMAS (Mother Attorney Mentoring Association of San Diego). She is a role model for all attorneys, but in particular, young women learning to make it in the legal profession and she reaches out to mentor aspiring trusts attorneys through her involvement with the SDCBA.



KARA JENSEN
Creative Principal
Bop Design
www.bopdesign.com

Kara Jensen started Bop Design with her husband, Jeremy Durant in 2008. They recognized a need among professional and business services firms for effective and capable outsourced marketing. Jensen has guided Bop Design to be one of the fastest growing marketing firms in San Diego. From 2010 to 2011, Bop Design's revenue tripled and revenue doubled in 2012. The firm is on track to double the revenue again in 2013.

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Through her creative direction, Bop Design now competes and wins business over more established marketing agencies in New York, San Francisco and Chicago. Jensen was the winner of a 2012 Graphic Design USA packaging design award for San Diego-based Life Force's new product called BeNew. The BeNew packaging was featured in the GDUSA magazine along with national brands such as Dial, Oreo and Mountain Dew. Jensen also donates time to volunteer efforts and is a board member of the San Diego Hunger Coalition.



ERICA JOHNSON
Director, Community
Development
Sullivan Solar Power
www.Sullivansolarpower.com

Erica Johnson, director of community relations and development at Sullivan Solar power, worked tirelessly in 2012. She oversees the region's top solar installation firm's marketing and public relations activities. The year was challenging for the solar industry, as many threats that would detrimentally impact the financials of going solar were introduced at the California Public Utilities Commission. Johnson reached out to her company's otherwise unfriendly competitors to build the San Diego Solar Coalition, comprised of the most influential solar companies in the region. She met with local mayors, city councilmembers, solar generators, labor unions, environmental justice groups, chambers of commerce and media representatives to educate the community about the issues at hand, and worked with local Senator Christine Kehoe to introduce a bill that would protect the interest of those that invested in solar. At San Diego State University, Johnson worked with faculty, staff and the Dean of Undergraduate Studies to establish the environmental sustainability major. Many students whom Erica mentored in college have called her their greatest inspiration. Today, she continues to work and inspire with those individuals in her field of renewable energy.



JENNIFER JOHNSON
President / Chairman of the
Board
SDHR Roundtable
www.sandiego.hrroundtables.com

In the San Diego HR world, Jennifer Johnson is building a name for herself as a tremendous networker and supporter of HR continuous education. As president and chairman of the board of SDHR Roundtable, she has an extraordinary sense of what is helpful to the HR community, and helps others to keep updated on what is happening in San Diego. San Diego has long had the Society for human resources Management (SHRM) group, and being the connector that Johnson is—she has found ways to partner and play to each organization's strengths and collaborate to build a strong and dynamic human resources community that shares best practices, networks for recruiting, and supports healthy organizations to grow. Everyone she comes in contact with, and the clients she serves, gets her undivided attention.



PAULA KALB
Vice President
Bank of America
www.mortgage.bankofamerica.com

Last year, Paula Kalb led a Bank of America team that funded more than \$600 million in retail loans for consumers and expanded product lines increasing options for home ownership. Although Kalb is a Bank of America vice president, her career path was not always that certain. Kalb and her family emigrated from Italy when she was young

and then her father died tragically when she was 17. As the oldest of four children, her dreams of attending college were put aside so she could help her three younger brothers with their college dreams. After the youngest brother was accepted into college Kalb pursued her own career, first as a receptionist at Norwest Mortgage, eventually working her way up to vice president at Bank of America. Kalb knows that in business if you put yourself in your clients' shoes, you will have a client for life and by inspiring her team to pursue their dreams she fosters their success. Kalb cares for her 90-year-old grandmother and is heavily involved with the ALS Association, fundraising for a cure for ALS, often referred to as Lou Gehrig's disease, the progressive neurodegenerative disease that claimed her mother. In 2009, Kalb was the

ALS Association's biggest contributor to its ALS Walk in San Diego.

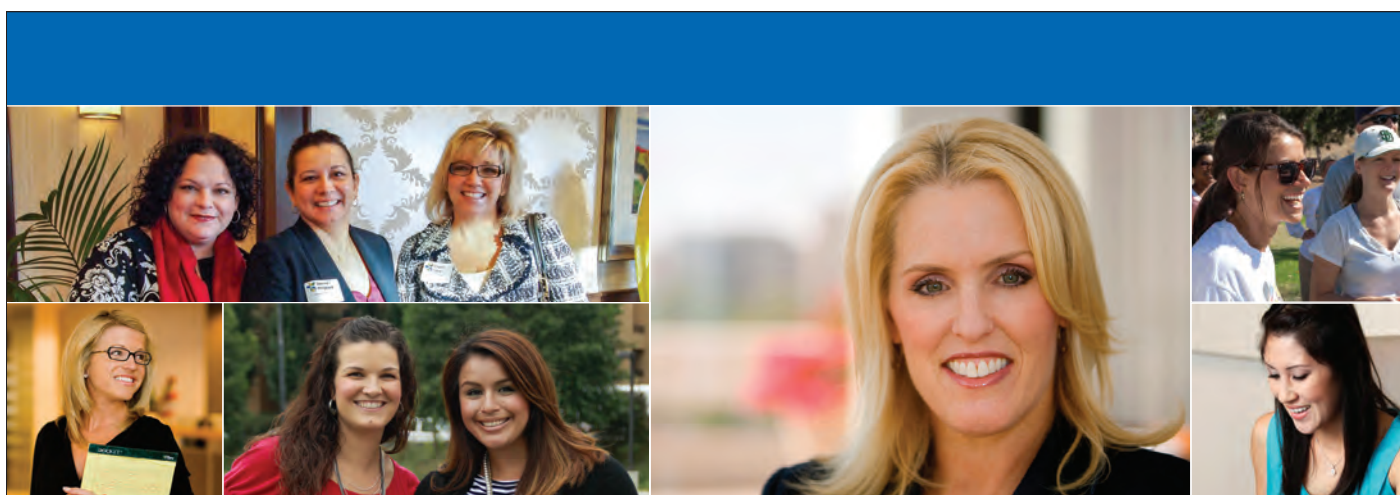


TERRY KALFAYAN
Vice President for Finance and
CFO
University of San Diego
www.sandiego.edu

Terry Kalfayan's 12 years of financial leadership at the University of San Diego (USD), her passion for building USD's capacity to provide financial aid to needy students, and her many years of prior financial work experience, prompted her recent promotion to USD's vice president for finance and CFO. She led USD's financial affairs through the recession and it emerged stronger. She helped build a special endowment fund, now at \$130 million (nearly

one-third of the total USD endowment), unprecedented in its size among USD's peer schools. The special endowment's earnings will fund financial aid packages to recruit the best, brightest and most diverse student body. Kalfayan's prudent budget management, coupled with USD's operating margins and remarkable endowment growth during the recession, made USD the only university among its California peers to earn an "outlook upgrade" from Moody's Investor Service. Kalfayan also is credited with working with USD's deans to craft a faculty home buying assistance program, particularly for those in the lower paid liberal arts disciplines. As a USD alumnus, Kalfayan recognizes that she is there for a reason—to work from the heart, to take great care of

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**When it comes to women in leadership,
we mean business.**

In 2010 Barney & Barney launched B&B GROW, an internal women's initiative aimed at attracting, retaining, educating and supporting the women of the firm.

Barney & Barney congratulates all of the **San Diego Business Journal's 2013 Women Who Mean Business** Honorees. You have inspired us to shatter stereotypes, aim for the stars, set the bar higher and grow. We are honored to call many of you clients, colleagues and friends.



B&B GROW.
Growth in Relationships & Opportunities for Women

B&B GROW is a women's initiative that leverages education, mentoring and networking opportunities to help female associates realize their potential and become the leaders of today and tomorrow.

EMPLOYEE BENEFITS
COMMERCIAL INSURANCE
EXECUTIVE RISK
WORKERS COMPENSATION
RETIREMENT & WEALTH MANAGEMENT
COMPENSATION CONSULTING



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USD and its students, and to enable future generations the same opportunities she experienced.



SUSAN KARLAN
Vice President - Surety
ICW Group
www.icwgroup.com

Vice President Susan Karlan is in charge of all surety business for the San Diego-based national insurer and surety company ICW, which has more than 700 employees. Karlan has a strong reputation as tops in her field and is a driving force in the success of ICW. In 2012, following the housing and development decline of the late 2000s, Karlan streamlined all of ICW's surety business, including assessment of claims, exposure, and recovery. By contrast, the fallout of the recession had put many other sureties out of business. As an attorney, Karlan was an invited expert panelist on the ABA's Ethics of Joint Representation of Sureties and Principals seminar. With her responsibilities Karlan's ICW travel schedule can include as many as 200 days on the road overseeing hundreds of millions of dollars in bonds issued for development projects across the country.



LIZA KAY
Owner
92130 Realty
www.92130realty.com

Liza Kay is a model for the 21st century working woman who wants to work and raise a family. Kay shows that women can succeed in doing both at the same time, while also generously contributing her volunteer time in the community. Ten years ago, Kay started her own realty firm serving Carmel Valley, Del Mar and Rancho Santa Fe. Her personal service style serves her well with her clients and her volunteer work. Kay is a PTA officer at her children's schools and she donates to the Carmel Valley Library, the Del Mar Schools Education Foundation, and Make a Wish. Kay is a parent volunteer at Teen Volunteers in Action (TVIA) and her company generously sponsors community events and children's sports such as soccer teams, baseball teams and school carnivals.



CAROLYN KLING
Principle
Kling Partners

Families and private foundations rely on Carolyn Kling to mitigate their investment portfolio risk. She oversees the due diligence process for manager selection and monitors investment performance. As the principle at Kling Partners, she ensures that her clients understand exactly what they are investing in, where the conflicts of interest are, and if it is an appropriate investment to meet their goals. Kling is a founding endowment member of the Del Mar Community Foundation and past president and chairman of its board. She is also a former board member of the Greater San Diego Boys and Girls Club Foundation. Kling devotes countless hours helping local nonprofits and professional associations, including those mentioned, as well as the California Hedge Fund Association, Women in Pensions, and the 100 Women in Hedge Funds association. Kling earned both a Global Fiduciary Strategist certificate and the Global Leadership Council Certificate. She is an accredited investment fiduciary analyst and an accredited investment fiduciary through Fi360.



DANNA KORN
Business Enhancement Guru
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 cookbooks is the booster rocket at Sonic Boom, doubling its revenue since 2010 to more than \$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 Diego District award winner for "Woman-Owned Small Business of the Year"; and finalist and top-five 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.



ROSALIE KRAMM
President
Kramm Court Reporting
www.kramm.com

Whether it's running her own business, mentoring others in the industry or making the community a better place, Rosalie Kramm is at the top of her game. After Kramm's immigrant father became physically disabled, Kramm helped the family by refereeing soccer games, saving \$30,000 by high school graduation and allowing her at age 25 to finance her own court reporting company—Kramm Reporting. Well known in court reporting, Kramm embraces new technology advancing the real time ability of the profession. In 2013, Kramm received a gubernatorial appointment to the Court Reporters Board of California. She is the president of the Society for the Technological Advancement of Reporting and former president of the California Deposition Reporters Association and the General Reporters Association of San Diego. She is a director of the San Diego Volunteer Lawyers Program, a nonprofit provider of free civil legal services to more than 5,000 low-income San Diegans annually. Recently, Kramm and three partners founded The Futbol Factory LLC, a 26,000-square-foot indoor soccer training facility in Eastlake that helps kids and adults master soccer fundamentals, something often overlooked in regular team practices due to time constraints, differing player skill levels, or personal coaching choices.



RAZELLE KURZROCK M.D.
Senior Deputy Director for
Clinical Science, UC San Diego
Moore's Cancer Center
UC San Diego Health Sciences
www.cancer.ucsd.edu

Razelle Kurzrock is a preeminent cancer fighter. As senior deputy director for Clinical Science at UC San Diego's Moore's Cancer Center (MCC), Kurzrock founded MCC's Center for Personalized Cancer Therapy after a stellar career at MD Anderson in Texas. Just as no two people are alike, no two cancers are either. Large and small differences in patients' genetic and molecular profile mean a drug that works for one person may not in another, even if both patients have the "same" type of cancer. Kurzrock has published more than 450 peer-reviewed papers on the biology and treatment of cancer and oversees a long-running clinical trials fellowship and an accredited MS/Ph.D. program in patient-based biological research, grooming new researchers in individualized cancer therapy. These graduates have published 325 peer-reviewed articles making an enormous con-

tribution to the scientific field. Kurzrock's Center for Personalized Cancer Therapy is on the leading edge of individualized cancer therapy and it recently received a \$1 million leadership gift from San Diego philanthropists Joan and Irwin Jacobs.



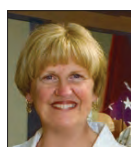
ALLISON LANTZ
Attorney
Marks, Finch, Thornton & Baird
LLP
www.mftb.com

In 2012, Allison Lantz, associate attorney at Marks, Finch, Thornton & Baird LLP, hit the trifecta. She successfully defended a San Diego general contractor against numerous lawsuits and liens filed by 30 subcontractors after the owner of a local shopping center defaulted on its commercial loan; recovered \$300,000 for a local steel subcontractor who had claims against the same general contractor across eight different projects; and obtained an approximately \$1 million recovery for a general contractor when the corporation that hired the contractor defaulted. In addition to handling complex cases, Allison advises professionals on all facets of the operations of their businesses, including contracts, internal operations, intellectual property, and avoiding and preventing disputes and litigation. Allison also brings her acumen and dedication to her volunteer work with Junior League, serving on its recruitment and fundraising committee, which raised \$113,000 to help foster youth adapt to adulthood.



BROOK LARIOS
Founder & CEO
PlainClarity Communications
www.plainclarity.com

"You're better than a boyfriend!" That's how one client describes Brook Larios, CEO-owner of PlainClarity Communications. Larios' effective public relations work has put sustainable, socially-conscious companies with a focus on artisans, food, chefs, and restaurateurs front and center in the new foodie-conscious San Diego. Those who work with Larios laud her creativity and professionalism, and the media she connects her clients with also reach out to Larios because she knows the food scene in San Diego—inside and out. Even though Larios has lived with a brain tumor since the age of 10 and battles with double vision in her day-to-day life, she finds time to give back to the community. She is a supporter of basic human rights, which she advances as a board member of Girls Think Tank. Its latest achievements include supporting the Transitional Storage Center for the homeless downtown and the push for public self-cleaning restrooms on several downtown streets.



SANDY LEHMKUHLER
Executive Director-President
Warrior Foundation-Freedom
Station
www.warriorfoundation.com

Sandy Lehmkuhler's patriotism is obviously not just skin deep, even though she wears red, white, and blue nail polish to match the American colors in her clothing choices and her cellphone ring tone is "I am Proud to Be an American." Lehmkuhler's patriotism and caring led her to found Warrior Foundation-Freedom Station, a 12-unit housing complex where military men and women who have served their country in the war against terrorism can live while receiving help for their injuries at nearby Balboa Hospital. The Foundation supports the needs of the warriors, including special glasses for those whose retinas detached after IED blasts, modified combat boots for prosthetic limbs, and hundreds of plane tickets to send warriors home for Christmas. Lehmkuhler's major achievement was building Freedom Station in San Diego for the warriors. She commits every single day and evening to those the organization serves. At Freedom Station,

Lehmkuhler helps these returning soldiers pursue new careers, teaches them how to manage their finances, and links them to permanent homes when they are ready to leave Freedom Station.



SHAVON LINDLEY
Co-Founder and CEO
Women Evolution
www.womenrevolution.org

The host of "the CEO" weekly radio show on ESPN 1700, Sharon Lindley also is the CEO and co-founder of Women Evolution, and an organizer for 1 Million Cups, a weekly event where local entrepreneurs pitch their business ideas to advisers, mentors, entrepreneurs and investors over a cup of coffee. Lindley's company builds confidence in women through mentorship and trains women to take ownership of their careers. On her radio show, Lindley interviews local successful female CEOs so others can learn from their experiences. She also spotlights nonprofits she is passionate about, including Make-A-Wish, Planned Parenthood, Girl Scouts, Employment and Community Options, and Big Brothers Big Sisters. Lindley sits on the board of Employment and Community Options, which helps adults with disabilities find employment. In 2012, Lindley's awards and recognitions included winner of Women's Advocate of the Year by the National Association of Women Business Owners, nominee for San Diego Magazine's Woman of the Year, and San Diego Magazine's Top Wealth Manager.



ERICA LIODICE
Marketing Director
Samuel Scott Financial Group
www.samuelsscottfg.com

Samuel Scott Financial Group's Marketing Director, Erica Liodice, uses her public relations expertise to bring positive attention to the company and the real estate and lending community. In 2012, Samuel Scott Financial Group received recognition in the following categories: Fastest Growing Private Companies (San Diego Business Journal); Fastest Growing Companies in the Nation (Inc. 5000 list); Best Mortgage Company (Ranch & Coast Magazine); and Best Places to Work (San Diego Business Journal). Liodice uses social media and videos to get her message out and has been an invited speaker at classes held by local title and escrow companies. She also contributes her marketing skills and expertise to nonprofits, such as the Helen Woodward Animal Center and the Friends of the Israeli Defense Force.



ENEETRA LIVINGS
Global Director of Marketing
Zimmer Dental
www.zimmerdental.com

Eneetra Livings is the global director of marketing at Zimmer Dental, a \$4.7 billion market leader in implantology products, practice-building strategies, and education programs. A long-time leader in health care marketing, in 2012, she led Zimmer's integration of a new product line designed to treat patients in financially challenged regions of the world. She also maintained 80 to 90 percent product margins and achieved corporate operating profit metrics by management of upstream and downstream global portfolio performances for the company's \$200 million annual implant/instrumentation line. Additionally, she helmed a blockbuster product launch, exceeding revenue expectations by reaching \$1 billion in year one and achieving 55 percent of market share. Livings accomplished all of this despite being diagnosed with cardiomyopathy two years ago when she was in her mid-30s. Livings believes that helping others also is important and mentors aspiring young professionals. Using her own funds, she has flown to different states to meet and interact with them

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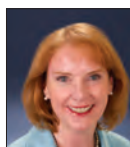


on nights and weekends.



CATHERINE MAGAÑA
Managing Partner
WWM Financial
www.wwmfinancial.com

Putting herself through college and becoming a financial adviser was just the first step Catherine Magaña took on her journey to becoming managing partner at WWM Financial. Early in her career, when asked to get coffee for other male financial advisors she was shocked. If this is how she was treated as a woman financial adviser, she wondered how they were treating women clients. She set out to change the culture. After a long, successful stint at Smith Barney, she emerged as a top North County woman business leader since co-founding WWM Financial, an independent financial advisory firm, in 2011. Today, she helps manage \$110 million in assets, and this number continues to rise. In addition, she inspires women in transition, including those divorced and widowed or changing their careers, to embrace the change. She hosts free monthly events to help women cope with change and become confident, especially in navigating any financial challenges. She also volunteers with the Carlsbad Chamber of Commerce, the Community Resource Center's Annual Holiday Baskets program, and Coastline Church.



LINDY MAMER
Senior Vice President
City National Bank
www.cnb.com

As senior vice president for City National Bank, Lindy Mamer was one of the bank's top relationship managers in 2012. In her nine years with the bank, she has consistently been an outstanding performer. While most of her banking relationships are with private companies, one that is public is High Tech High. Mamer is one of the financial architects of their impressive growth at all three campuses—Point Loma, Chula Vista and San Marcos. Working closely with the High Tech High team she maximized their financing options in the face of rapid growth, a growth that the community demanded. This involved public and private bond financing and short-term financing. This year, Mamer co-chaired the record setting American Cancer Society's local fundraising gala. She also volunteers at Jewish Family Services, teaching a monthly financial literacy class for disadvantaged and under-educated community members.



BARBARA MANDEL
Executive Director
San Diego County Medical Society Foundation
www.sdcmsf.org

As executive director for the San Diego County Medical Society Foundation for the last two and a half years, Barbara Mandel has expanded collaborations with health partners, including UC San Diego, Alvarado Hospital, Kaiser Permanente, Alliance Healthcare Foundation, and California Endowment, along with honing relationships with the 80 plus San Diego community health clinics. These partnerships enabled the Foundation to expand its flagship program, Project Access San Diego, providing low-income, uninsured medical patients access to specialty medical care from volunteer specialists. Mandel increased grant funding, which translates into increased mammography and colorectal cancer screenings for uninsured, underserved populations, and re-engaged retired physicians to help military veterans who need assistance navigating the current healthcare system. Over her career, she has been an accomplished development and marketing professional and a consultant to many nonprofits. She volunteers with many organizations, including serving as secretary and campaign coordinator for

the Friends of the Del Mar Parks capital campaign.



CASEY MARQUAND
Chief Financial Officer
Kineticom Inc.
www.kineticom.com

As chief financial officer at Kineticom Inc., Casey Marquand, rose steadily in the company after joining in 2004. As CFO of a staffing services provider for the telecommunications sector, Marquand is integral to balancing the \$50 million dollar plus annual budget, increasing revenues more than 500 percent over the last decade, and overseeing Kineticom's capital structure, economic strategy, and forecasting. In 2012, Marquand led the company through a critical eight-month transition where a new CEO and board of directors were appointed to grow the company's already large North American footprint. During the transition, the company grew from 313 contractors to 417 and expanded from 41 to 55 internal employees. Marquand also secured a line of credit to retire the founders' guarantees, saving Kineticom an estimated \$250,000 annually. Marquand has volunteered with the Home of Guiding Hands, Boys & Girls Club of East County, Sage Canyon Elementary School, and Solana Beach Presbyterian Preschool but still finds the time to run the La Jolla Half Marathon each year.



JENNIFER MARSH
Community Education & Outreach Coordinator
Center for Compassionate Care of The Elizabeth Hospice
www.elizabethhospice.org,
www.cccforhope.org

Through Jennifer Marsh's own journey with grief, including the loss of her boyfriend to a tragic car accident and her mother to lung cancer, she provides strength and wisdom as the Community Education & Outreach Coordinator at The Elizabeth Hospice. Marsh is lauded for her ability to engage the public in dialogue about serious illness, end-of-life decisions, and grief and loss. She facilitates these sensitive topics through in-person meetings, group sessions, panel discussions, webcasts, tweet chats, and online forums. In talking about advanced planning, one of the important topics she is known for, Marsh says, "Advanced planning is not about you, instead it's about helping the people you love. No one should have to guess what you want when you are no longer able to express your wishes. When advanced planning occurs, loved ones feel supported." In addition to her work with Hospice, Marsh's volunteer efforts include organizing the first "Breathe Deep San Diego" 5K Walk and Fun Run in 2012 benefiting LUNGevity Foundation and lung cancer research, raising more than \$22,000 with 110 participants.



MARI MCAVOY
Worldwide Vice President,
Human Resources
Cubic Transportation Systems Inc.
www.cubic.com

From Irish immigrant to an 18-year career at Cubic Transportation Systems Inc., starting as a human resources assistant, Mari McAvoy now is its highest ranking woman in the organization as worldwide vice president for human resources. In fact, McAvoy is the first and only woman on the company's executive leadership team. Responsible for the HR needs of its 1,700 global employees, McAvoy has been instrumental in influencing Cubic Corporation (Cubic Transportation System's parent company) to implement several talent management and global organizational strategies, including generating a worldwide company values campaign (in process); initiating a global employee opinion survey that garnered more than a 70 percent response rate followed by a comprehensive leadership

action plan based on the results. In addition, she redesigned Cubic's benefits package to increase employee satisfaction, retention and recruitment. McAvoy actively volunteers with Big Brothers Big Sisters of San Diego County, and as a breast cancer survivor, raises money annually and has walked in the Susan G. Komen three day event.



MARY ANN MCGARRY
President and CEO
Guild Mortgage
www.guildmortgage.com

Now president and CEO of Guild Mortgage Co., Mary Ann McGarry began her career there in 1985. Guild Mortgage Co., once a single office in 1960 in San Diego, has expanded to more than 170 branch and satellite offices in 16 states and grown in the past two years to become a nationally recognized mortgage banking company with loan volume hitting \$6 billion. The growth resulted strategically from a 2010 future market dynamics analysis. Guild increased its branches by 15 percent and aggressively recruited top talent in key markets while continuing its focus on high quality loans. Guild also expanded its correspondent division to serve community banks and credit unions nationwide. The result was record increases in loan and servicing volume. From 2010 to 2012, Guild's loan volume jumped from \$4.1 billion to \$6 billion and servicing volume from \$6.4 billion to \$10 billion. McGarry is leading efforts at Guild to recognize and promote community service work in every community Guild serves, with an emphasis on affordable housing, community health, and financial literacy, including youth programs.



DARCY MIRAMONTES
Executive Vice President
Jones Lang LaSalle
www.us.am.joneslanglasalle.com

During her career, Darcy Miramontes completed more than \$980 million worth of multi-family real estate transactions, resulting in the sale of 9,100 units. As executive vice president of Jones Lang LaSalle, Miramontes represents institutional and private clients in multi-family investments throughout San Diego County, Las Vegas and the Inland Empire. In 2012, Miramontes and her team closed two significant transactions, Monarch (314 units) at Shadowridge, an \$80 million project, and La Palma Apartments (548-units), a \$30 million project, earning Miramontes headlines in the U-T San Diego, San Diego Business Journal, Real Estate Bisnow, and North County Times. Currently, Miramontes heads the listing team for Coronado Bay Club Resort Apartments, a 549-unit waterfront apartment community. Miramontes was able to entice a diverse group of investors to bid against one another on this iconic Coronado property. Miramontes volunteers with Nice Guys, the Commercial Realtors Association, and is a mentor to law school graduates who want to use their degrees in positions outside of the legal profession.



ERICKA MIZUTA
Owner
Mizuta & Associates Physical Therapy
www.mizutapt.com

As Co-owner of Mizuta & Associates Physical Therapy, Ericka Mizuta is credited with growing the business by 50 percent in gross revenues from the previous year. With two children under the age of two, and her co-owner husband as her business partner, Mizuta divides her work time treating patients, managing the staff, and marketing the growing business. Now with six employees, the business has grown to more than 300 patient visits each month and has below a "10 percent patient no show" rate—very unusual in the physical therapy business. At Mizuta & Associates, therapists spend more time with their patients, and receive up-to-date train-

ing, which translates into getting patients back to their normal activities quicker. As a growing clinic, Mizuta wants to hear from each employee about how to make the clinic better. Procedures are continually updated based on staff input and Mizuta empowers each physical therapist to follow their passion.



CANDIS MORELLO, PHARM.D., CDE, FCSHP
Associate Dean for Student Affairs
UC San Diego Skaggs School of Pharmacy & Pharmaceutical Sciences
www.ucsd.edu

In 2002 Candis Morrello became a founding faculty member of the UC San Diego Skaggs School of Pharmacy & Pharmaceutical Sciences. In 2011, she became its associate Dean for student affairs. A highly accomplished researcher, bringing in upwards of \$1 million in external and internal research funding, Morello mainly studies diabetes and diabetes management. In 2009, she opened a novel Diabetes Intense Medical Management Clinic at the VA San Diego health care system and is leading the research for a hypertension clinic at UC San Diego Internal Medicine. In 2013, Morello was one of 51 health-system pharmacists in the United States to be given the title "Fellow" by the American Society of Health-System Pharmacists in recognition of the excellence they have achieved in pharmacy practice. A winner of excellence in teaching awards, and an author and editor of numerous peer-reviewed publications, Morello also volunteers at the nonprofit, Take Control of Your Diabetes, and authors its "From Your Pharmacist" section of its national newsletter.



ANDREA NAVERSEN
Editor-At-Large
Ranch & Coast Magazine
www.ranchandcoast.com

Editor-At-Large for Ranch & Coast Magazine, Andrea Naversen is a veteran magazine editor, newspaper reporter, network television correspondent, newscaster and author, as well as a community leader and volunteer. Naversen's career as an anchor and reporter with San Diego television stations KUSI, KFMB and XETV, and before that as a network and national news correspondent across the U.S., Europe, and the Middle East, is only rivaled by her volunteer work with Rady Children's Hospital Auxiliary, Childhelp USA, Kids Korps USA, the New Children's Museum, and Country Friends. She has authored two books, "Beautiful America's San Diego" (with her brother Ken) and "San Diego: Coming of Age, a Modern History." Naversen was honored by The Salvation Army Women's Auxiliary in 2013 as a Woman of Dedication and in 2011 by the San Diego Chapter of Childhelp USA with its "For the Love of a Child" award.



AMY NELSON
Founder and Director
Mission Healthcare
www.homewithmission.com

Mission Healthcare Co-Founder and Director Amy Nelson is a vital part of company's rapid expansion and growth. With a keen eye for hiring compassionate and hard working professionals, Nelson oversees business development with a focus on sales and marketing. Nelson co-led the start of Mission Hospice in 2011, expanding it into Riverside County and growing it to 450 employees caring for 1,400 patients. In 2012, Mission Healthcare was highlighted in the New York Times, won the Best and Brightest Companies to Work For in California award, and earned a finalist spot in the San Diego Business Journal's Most Admired CEOs award. When

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Nelson co-founded the company in 2009 as a single mother, she went without a salary for a year. Now she and her co-founders recently launched a year-long campaign to help the homeless, and she is a board member of Elder Help of San Diego.



LINH NGUYEN
Director of Finance and Operations
FMT Consultants
www.fmtconsultants.com

An immigrant from war ravaged Vietnam, Linh Nguyen is now the director of finance and operations of FMT Consultants. In her brief time at FMT since April 2013, she has already overhauled its recruitment process, taking it in-house rather than outsourcing it, saving FMT \$75,000 this year. She increased accuracy on cash forecasting, and accelerated the month-end close process, and improved documentation on policies and procedures. Nguyen also streamlined FMT's employee self-service portal to minimize administrative tasks so employees can spend more time on value-added work. Prior to FMT, Nguyen was the CFO of International Stem Cell Corporation and in 2012, Nguyen earned her Master of Science in Executive Leadership from the University of San Diego. Nguyen mentors others in the profession and recently signed up as a volunteer for Junior Achievement of San Diego County. She looks forward to making a positive impact on the lives of local students, helping them become financially literate.



KRISTIE NOVA
CEO and Founder
Bespoke Partners
www.bespokepartners.com

In 2011, Kristie Nova founded Bespoke Partners and since then the firm, specializing in

searches of software and private equity executives, has seen an impressive 127 percent year-over-year growth. Bespoke Partners has surpassed its revenue goals, doubled its headcount, purchased office space, placed more than 50 high profile executives, and developed and retained a world class private equity and software client base. A key to Bespoke's success is its 45 day framework to efficiently provide the highest quality candidates to Bespoke's clients. This unique process delivers human capital well below the industry standard search timeline. Bespoke's clients include Insight Venture Partners, whose portfolio includes Tumblr, Twitter, and Shutterstock, and JMI Equity, whose representative investments include DoubleClick and San Diego-based ServiceNow. Every quarter, Nova's employees select a nonprofit and the company volunteers at that organization. Most recently, the Bespoke team volunteered at the San Diego Food Bank.



MELISSA ORBAN-KNOWLES
Director, Strategic Partnerships
Fresh Spin Ads
www.freshspinads.com

As Director of Strategic Partnerships and co-founder of Fresh Spin Ads, Melissa Orban-Knowles, has assisted in building her company to millions of dollars annually. Fresh Spin Ads is an education lead generation company and Orban-Knowles prides herself in customer satisfaction, which in turn has helped her keep a 100 percent client retention rate and spurred an impressive 1,000 percent growth in the company in three years. Orban-Knowles launched an internship program at Fresh Spin Ads, mentoring young students who are looking to become entrepreneurs. She often dedicates a Saturday each month to teaching the interns new sales techniques or the latest marketing trends so they can

graduate from college with skills in place for a career. Orban-Knowles volunteers at House of Rachel Woman's Center and Ronald McDonald's House and is a supporter of the Big Brother's and Big Sister's organization.



MELANIE PALM, M.D.
Founding 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.



ANNETTE PECK, J.D.
Officer & Treasurer, Board of Directors
San Diego Military Advisory Council (SDMAC)
www.sdmac.org

After a successful career in corporate risk management, including director of risk management at Jack in the Box Inc., Annette Peck now serves the community with a particular patriotic passion. Peck brings her acumen as a lawyer to her non-profit work. As officer and treasurer of the board of directors of the nonprofit San Diego Military Advisory Council (SDMAC) and pro bono advisor and board member for United Through Reading, Peck's volunteer work gets things done. Peck co-chaired SDMAC's Military Economic Impact Study which is considered the authoritative reference document on the military's economic local impact, accounting for 302,000 jobs and \$32 billion of GRP for the San Diego region. Peck also partnered with Google, USO, Target, and other major corporations to assist United Through Reading with its successful program of easing the stress of separation for military families by having deployed parents read children's books aloud via DVD for their child to watch at home. Peck even helped establish a local military reading program at Naval Medical Center San Diego (Balboa) uniting hospitalized veterans with their families who may not live nearby.



KATHY PENNINGTON
President
Radiant Technologies
www.thesunishining.com

President of Radiant Technologies, Kathy Pennington is the rare combination of someone with deep technical expertise and the business acumen that comes from being a CPA. Radiant Technologies helps small and mid-size companies select, buy, and implement enterprise resource planning software packages to manage their business growth immediately and for years to come. Pennington increased Radiant Technologies current list of clients more than 12 percent, implemented a new sales procedure,

and secured more than one million dollars in contracts. She implemented a streamlined client billing process, helping Radiant to achieve 99.4 percent invoice accuracy, up from 88 percent. As well, she shortened the billing cycle, moved the internal IT to the cloud, and is implementing collaboration and project management systems. Her expertise has helped companies increase profits, and develop replicable and scalable processes that empower employees to understand and respond to key performance indicators. Pennington is generous with her time, mentoring several young women and entrepreneurs.



CARRIE PETERSON
Social Media Director
Internet Marketing Inc.
www.internetmarketinginc.com

Last year was a big year for Carrie Peterson, social media director for Internet Marketing Inc. She built its social media department from scratch and within one year brought it up to \$1.2 million in revenue in social media management. She was able to hire a team of six full time employees and four interns and has trained them so they now "own accounts" and manage these clients directly. Peterson's department runs at 70 percent gross profit margins. Peterson grew one of her accounts from zero Facebook likes to more than 150,000 in one year, which Internet Marketing Inc. says brought the client company more than \$8 million in new revenue. Peterson raised upwards of \$5,000 for the three day breast cancer walk and she volunteers at the San Diego Food Bank and at Rady Children's Hospital.



ANDREA PETRAY
Lawyer
Marks, Finch, Thornton & Baird LLP
www.mftb.com

An attorney at Marks, Finch, Thornton & Baird LLP, Andrea Petray's dynamic representation of her clients has produced results. She represents construction managers, general contractors and subcontractors in complex and large scale public and private works throughout San Diego and elsewhere. Her clients include one of the largest school builders in the United States, mid-size companies, as well as sole proprietors. Petray was a finalist for The San Diego Daily Transcript Top Attorneys in 2012 award in the field of real estate and construction. She is active in the San Diego Chapter of the Associated General Contractors, regularly presenting on construction law and industry updates. Petray is a top fundraiser for the local Cystic Fibrosis Foundation in its efforts to fund research and a cure for the disease that she was diagnosed with in 2012. Petray also volunteers with South Bay Community Services, a nonprofit that provides programs and services for under-privileged families in San Diego.



RAJNANDINI (RAJ) PILLAI, PH.D.
Professor of Management and Leadership
California State University San Marcos
www.csusm.edu

With research interests in charismatic/transformational leadership and cross-cultural management, Dr. Raj Pillai's record of scholarship is exemplary. She has authored and co-authored three books and numerous publications and presented more than 40 lectures at academic conferences around the world. She is a frequent speaker on leadership for business groups, chambers of commerce, and other nonprofit organizations. In 2008, Pillai was honored with the President's Award for Scholarship and Creative Activity and in 2010, honored with the Harry E. Brakebill Distinguished

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Congratulations, Georgia Griffiths President & CEO of G2 Software Systems, Inc.

Winner of *San Diego Business Journal's* "Women Who Mean Business" Award!



"Congratulations to each winner of this year's prestigious award. I am grateful to SDBJ and to all those who supported my nomination. I am honored to have been selected."

— Georgia Griffiths



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Professor Award, the highest distinction at Cal State San Marcos. In addition to teaching upper division and MBA courses, Pillai is a founder and serves as executive director of the Center for Leadership Innovation and Mentorship Building (CLIMB). The goal of the Center is to serve the leadership development needs of the surrounding community.



ROBYN PIPER
Principal
Piper Jordan LLC
www.piperjordan.com

Robyn Piper co-founded the San Diego-based employee benefits brokerage Piper Jordan LLC in 2006 with a focus on non-benefit eligible employee benefit programs for large employers. In 2012, the firm grew to offer services and solutions to more than one million employees across the country and continues to grow every year. Considered an expert in her field, Piper is often called upon to be an adviser on key employee benefit issues and on state health care initiatives. She has served on many local and regional associations over the years and has consulted for some of the largest health care organizations nationally. She regularly is invited to be a featured speaker at industry events, and has testified before the U.S. House of Representatives Committee on Education and the Workforce- Subcommittee on Health, Employment, Labor and Pensions.



LUCY POSTINS
Founder & President
The Honest Kitchen
www.thehonestkitchen.com

The Honest Kitchen is a workplace with as many dogs and people. Founded by Lucy Postins, the natural pet food company was dubbed one of the best places to work in Outside Magazine in 2011, 2012, and 2013. The Honest Kitchen not only advocates for the health of pets through real whole foods, but they also fight for ethical treatment of all animals. Prior to founding The Honest Kitchen in 2002, Postins served as the equine and canine nutritionist for a Southern California pet food manufacturer and led the company's marketing and product development initiatives as well. Considered an expert in her field, she frequently writes articles for local and national media; conducts radio interviews and educational spots; and occasionally holds educational seminars for pet owners on the importance of good nutrition.



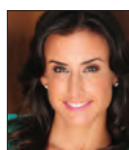
LISA PUGLIESE
Owner
Conception Wellness
www.conceptionwellness.com

In 2012, Lisa Pugliese began to take over ownership of the Keller Clinic, where she worked with Dr. Keller in holistic women's health, and began the creation of Conception Wellness. Many women who come to Conception Wellness have been labeled as "infertile" in the past and feel like they may have exhausted other options and methods. Conception Wellness takes on women's treatments on a case-by-case basis, looking at everything from the patient's lifestyle, diet, fitness, medical issues, and allergies. Pugliese is a licensed acupuncturist and a "fertilist" who has helped women from every corner of the globe conceive and progress in natural pregnancies, when other options fail. She is a registered nurse with a career spanning 20 years who is frequently referred by numerous medical and OB/GYN doctors around the county. As a cancer survivor she understands the importance of balanced health in the life of every woman.



ANTOINETTE RANSOM
Executive Producer
Exhibit Ambush
www.ambushevents.com

Antoinette Ransom is the creator and executive producer of Exhibit Ambush. She also is the owner and fashion designer of LoveNote Couture. Exhibit Ambush showcases a variety of talent from fashion designers to eclectic fine artists. Ransom gained fame for her couture garments that are made with food and nonconventional items. She was featured on the Tyra Banks show and chosen to be in her "Project Runway" challenge. Ransom generously supports local nonprofits. This year Ambush Events has partnered with the Susan G. Komen Foundation of San Diego to raise awareness and funding, in the hope of fighting breast cancer and finding a cure. In the past year she has donated funds to the ASPCA, Family Health Centers of San Diego and "Help Us Free the Girls," a nonprofit organization that raises awareness about human trafficking. She also became an active member of the Art Institute's "PAC" program.



KIM REED PERELL
CEO
Adconion Direct
www.adconiondirect.com

Kim Reed Perell is a dynamic and highly successful Internet entrepreneur with more than a decade of experience serving as a CEO within the digital media and technology industry. As CEO of Adconion Direct she leads the strategic growth of Adconion's global multi-screen, multichannel audience platforms. In late 2012, Reed Perell became the first female to join the board of Adconion Direct's parent company, Adconion Media Group. Prior to the position at Adconion Direct, she was the CEO and founder of Frontline Direct, a leading performance marketing company that she self-funded and grew to more than \$100 million in annual revenues. She has focused on creating a passionate and vibrant culture at Adconion that puts people first; both employees and the community at large. She lives by the tenant "Success is Best Shared" and strongly believes in corporate responsibility. In March, Adconion Direct donated \$60,000 to San Diego Habitat for Humanity and more than 250 employees dedicated their day to building the project. In June, Adconion Direct hosted and sponsored the Special Olympics San Diego Basketball Games with more than 95 special needs athletes. She has been recognized for her professional achievements and was honored as a 2013 Ernst & Young Entrepreneur of the Year.



MARNEY REID
Principal Account Manager
Medtronic
www.StilettoontheGlassCeiling.com

In just 9 years, Marney Reid has risen quickly through the ranks at Medtronic, attained President Club status, and become clinically and strategically one of the best in her company. Reid also is the founder of Stiletto on the Glass Ceiling, an online community created to share stories of dynamic women who found personal and career success through understanding, embracing, and sharing their authentic self with the world. On a regular basis Reid's co-workers, along with women from around the world, log on and read inspiring stories of women who have transcended the "glass ceiling," and get sales tips, career advice, and wellness advice. The site was recently named one of Forbes Top 100 Websites for Your Career. Reid's story is truly an inspiration. At just 7 months old, she was abandoned on the steps of a police station in Korea where she was thankfully rescued and placed into an orphanage. At 14 months old, she was adopted by two loving parents and brought to the United States. By sharing these pain-

ful experiences and the positive lessons that came from them, other women are able to relate to her and her journey.



DENA RISO, AU.D.
Audiologist & Business Owner
Peninsula Hearing Center
www.peninsulahearingcenter.com

Dena Riso is an audiologist who cares for her patients and is a successful business woman, a caring wife and nurturing mother of two girls. Riso also finds time to serve her hometown San Diego community. She is the president of the Kiwanis Club of Point Loma and is active in the Ocean Beach Main Street Association. Riso also supports the local Leukemia & Lymphoma Association. She was asked to be the commencement ceremony honorary speaker by her alma mater—to speak to, motivate and inspire the graduating students of Arizona School of Health Sciences.



JENNIFER ROBINSON
Founder and Director, Mission Healthcare
Mission Healthcare
www.homewithmission.com

As director and co-founder of Mission Healthcare, Jennifer Robinson is responsible for recruitment and human resources. Drawing on more than 20 years of health care experience, which includes patient care, sales, business development, staff development and operations, Robinson brought the expertise that helped the organization to succeed. In 2012 Jennifer and her team doubled the internal operation of the company. She and the other founders of Mission were highlighted in the New York Times, won the Best and Brightest Companies to Work for in California award. In 2009, Mission had 15-to-20 patients, and she has helped grow it to more than 1,400 patients today. She also helped lead the increase of employees from 100 in 2010 to more than 450 in 2013.



ELSA ROMERO
CPA/Principal
AKT LLP
www.aktcpa.com

Elsa Romero is one of AKT's youngest female partners. She was promoted to principal at AKT in 2009 and has served as a valuable resource for the firm's client organizations that need special attention for tax compliance, board governance, and IRS and local agency compliance requirements. Romero has become the firm's niche leader for nonprofit industry. Her actions are always supporting the mantra of "paying it forward." She has been a presenter at University of San Diego Non-Profit Governance Symposium. Currently, she is president elect for San Diego State's Alumni Association. She is the treasurer and a member of the board of trustees for the Foundation for Women and a former board member for the National Latina Business Women's Association.



ANNA-MARIE ROONEY
Vice President, Chief Brand and Strategy Officer
The San Diego Foundation
www.sdfoundation.org

Anna-Marie Rooney had a successful career in marketing at Guess Inc. and KB Homes before moving to the San Diego region in 2003. She took time off to raise her two sons and re-entered the workforce five years later. Now in her role as vice president, chief brand and strategy officer for The San Diego Foundation, she has successfully raised the awareness of the Foundation in the community estimated at growing from 23 percent to 51 percent. She has spearheaded a complete retooling of the foundation's image and created partnerships that have continued to grow. Rooney was a leader in recruiting more than 30,000 members of the San Diego community to participate in the foundation's "Our Greater

San Diego Vision." Due to her efforts, more people in San Diego engaged in the process than any other process in the entire country. She has provided leadership to not only the marketing department, but local affiliates needing creative support for their brands and image. Rooney is a member of Athena.



MICHELLE ROSE-GILMAN
Founder
Fusion Academy and Learning Center
www.fusionacademy.com

Professionally and personally, this has been a huge year for Michelle Rose-Gilman, founder of Fusion Academy and Learning Center which will be opening two more campuses this year, Fusion Marin, California and Fusion Chatham, New Jersey. Her vision and implementation of creating a one-to-one, one teacher, one student per classroom school, allows students who don't fit the traditional school mold to find their full potential. She has designed curriculum following the common core state standards and introduced new courses such as "Prison Literature," "Comic Book Production" and "Foreign Language: Hebrew." Fusion has been featured on CNN.com and in the Wall Street Journal. She was featured on LA talk radio discussing the benefits of "individualized education" and "creating better humans on the planet" with the community.



DEBORAH SOLOMON
Founder, Co-Owner
Gym Ventures / Kid Ventures
www.indoorplaysandiego.com

Deborah Solomon started a small mobile gym, going from school to school to teach gymnastics. All she had was a passion for kids and passion for gymnastics. But she has continued to grow her company, Kid Ventures, and today provides families all around San Diego a safe, unique place where they can spend time together, learning and developing. In 2012, the company began the plans and purchase of a new building that will bring Kid Ventures to North County. Solomon's vision and passion, which started Gym Ventures in 1999, and then Kid Ventures in 2008, is a testament to what a dedicated, hardworking mother of two young kids can do. The organization has been nominated for various awards including Nickelodeon Parents Connect "Parents Picks awards". Additionally the company was designated a 2012 Miracle Maker, by Rady Children's Hospital. Solomon's ultimate goal is to open a Kid Ventures inside the health care facility.



NATALIE SPIRO
Founder and Owner
Drum Cafe West
www.drumcafewest.com

Natalie Spiro came to the USA in 2000 from South Africa with a master's degree in industrial psychology and an MBA in corporate strategy and marketing. San Diego was a far cry from her life in Johannesburg. She held positions in top global firms within the financial services and hospitality industries, including a senior position at the corporate offices of Four Seasons Hotels and Resorts. However, her African sensibilities ultimately connected her back to her passion for community and collaboration and she became an owner/partner in the worldwide Drum Cafe organization, a corporate and personal motivation company. She has personally facilitated interactive drumming programs for more than 30,000 people and her clients have been from every sector including Google, Virgin Airlines, Microsoft, Yahoo, Intel and eBay. She is particularly passionate about helping improve literacy with both children and adults as well as the arts and locally is supportive of the Sanford Burnham Institute for Stem Cell Research.

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MICHELLE STANSBURY
Co-Founder
Little Penguin Productions
www.LittlePenguinProductions.com

Michelle Stansbury spent 2012 traveling through Southeast Asia and Central America working with nonprofits to optimize their funding and operations. The she came to the U.S., moved to San Diego in early 2013, and started a PR agency with San Diego native Dara Feldman that focuses on the emerging hightech industry. Stansbury's vision is to help San Diego become a hub for the hightech industry. She has increased angel and venture capital funding for startups and helped to grow small tech companies into flourishing businesses. She is very active within the San Diego community, working with the Boys & Girls Club of San Diego, Make-A-Wish San Diego, and the Got Your Back Network, which supports the families of fallen soldiers.



KATHRYN STEPHENS
Director of Development
A Reason To Survive
www.areasonstosurvive.org

As director of development for the nonprofit A Reason To Survive, Kathryn Stephens is expanding ARTS' reach in improving the lives of thousands of children through the healing power of creativity. An accomplished artist and arts educator in her own right, Stephens works in a variety of mediums and has experience teaching art to children in grades K-5. She has been giving back to the community her while life. In addition to chairing ARTRAGEOUS, the record-setting Las Patronas 2007 Jewel Ball, she also has contributed to several successful fundraisers for the La Jolla High School Foundation and co-chaired the Burnham Institute for Medical Research "Power to Cure" Gala. Most recently, she assisted the New Children's Museum with their Gala—Party Animals. Stephens was honored for her community efforts recently and nominated as a recipient for the 2013 Women of Dedication award for her years of philanthropic service.



NAN STERMAN
Host
A Growing Passion
www.agrowingpassion.com

Nan Sterman is the host and co-producer of KPBS' A Growing Passion, a television show that educates and celebrates all the ways that San Diego "grows," from farms and nurseries to backyards and schoolyards, to native habitat. As a well-known garden designer, author, botanist and award-winning garden communicator, she is dedicated to teaching others how to garden sustainably. A Growing Passion has been picked up by KPBS through 2016, as their initial season was such a success with viewers. In addition to her other commitments, Sterman consults for The Water Conservation Garden in El Cajon, creating and teaching the very popular Bye Bye Grass class. She also serves on a voluntary advisory committee for the San Diego County Water Authority and is a founding board member of the San Diego District of the Association of Professional Garden Designers.



CINDY SUTHERLAND
VP of Career Development
New Horizons Computer Learning Centers of Southern California
www.nhsocal.com

Cindy Sutherland has long desired to help others, starting off her professional career as an elementary school teacher and junior high school sports coach. When she had children, she took time away from the professional world to raise her children. After that long break, she eventually came back to New Horizons Computer Learning

Centers of Southern California, where today she helps adults enter the growing IT industry. As vice president of New Horizons' Career Development division, Sutherland is charged with helping unemployed individuals receive the training and skills they need to rejoin the workforce. She takes a hands-on approach, sitting with students to assess past job roles and their passions to determine the training New Horizons can give them to be successful with their current or future careers. She has made a special effort to focus on veterans and ensuring they are able to find steady and rewarding lines of work post-service and her work has been recognized with New Horizons of Southern California being named a Veterans Employer of the Year for 2012 by the California Employer Advisory Council, as well as a 2013 Military Friendly School by GI Jobs Magazine.



LEAH SWEARINGEN
Founder
Swearingen Communications
www.swearingencom.com

Leah Swearingen's communications career spans more than three decades. She began her career working in-house positions such as national marketing manager, director of public relations and promotions manager for corporate and nonprofit organizations. In 1987, she took a leap of faith and opened her own business. Her passion and drive helped her establish Swearingen Communications, a full service communications firm and turn it into the success it is today. Swearingen also is an award-winning business writer, earning a national award from the National Law Firm Marketing Association for an advertising campaign she crafted for NAFTA. She has been a guest instructor at the University of San Diego and San Diego State University. Currently, she sits on the board of the San Diego Volunteer Lawyer Program, a nonprofit organization that provides free legal services to low income individuals.



JEANNE TAYLOR
CPA/Principal
AKT LLP
www.aktcpa.com

A client of Jeanne Taylor complimented her on her rare gift of using both right and left brain thinking. As a CPA, it makes her one of the best in her field. Taylor, partner with AKT LLP, CPAs and Business Consultants, began her career as a traditional CPA doing audit and then specializing in tax work for a variety of clients and today, her work as a trusted advisor to hundreds of businesses throughout California has made her an industry leader in the accounting profession. She discusses U.S. tax policy with advisors to Congress at the conferences she attends and she and her staff lead seminars for San Diego, Portland and Anchorage business owners to learn how to maximize the value of their business. Taylor is involved in a number of professional associations including the National Association of Certified Valuators and Analysts, the American Institute of Certified Public Accountants and the California Society of CPAs. Taylor has been acknowledged for her work as a YWCA San Diego County - TWIN Honoree.



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, 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 (micro credit loans), EcoLife Foundation, Challenged Athlete Foundation, MANA, Hope for a Cure, and The Clarity Foundation (ovarian cancer). Toft herself has personally 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 in San Diego.



TONYA TOROSIAN
Chief Executive Officer
Promises2Kids
www.promises2kids.org

Tonya Torosian, is the CEO as well as the heart and soul of Promises2Kids. In just two years since joining Promises2Kids, Torosian has been a leading advocate for foster children programs which start where the foster care system leaves off. Through the organization more than 2,000 abused and neglected children were protected and cared for at San Diego's emergency shelter for abused and neglected children—Polinsky Children's Center. During her tenure, Torosian refocused Promises2Kids back to its core mission of making the greatest impact where they could most benefit and support foster youth of all ages. She refined Promises2Kids' focus from more than 15 programs to four core programs. She actively engages local companies to assist in providing training and support to the youth with financial literacy courses, career coaching, mentoring, and as well, back-to-school and holiday collection drives. Torosian's successful initiatives have included an expanded program of mentors and scholarships for youth in Guardian Scholars. Increasing the program by 30 percent, she provided 50 former foster youth scholarships and the support to live their dreams of higher education. Additionally she launched a new Junior Guardian Scholars mentoring program in January 2013. This unique component to Guardian Scholars reaches foster youth while they are in high school—intervening at a critical time. She guided another innovative program that reunited nearly 500 children with their brothers and sisters through Camp Connect.



MIA UMANOS
Senior Digital Marketing Strategist
Digitaria
www.digitaria.com

Mia Umanos recently rejoined Digitaria and it has been a productive reunion. After a stint at Critical Mass in Chicago, Umanos has returned and now oversees some of the agencies most important client activities. She has taken over the optimization programs for USAA military bank, overseeing their testing and optimization programs for marketing and customer base. She also manages client Nissan's global reporting, managing the analysis for 35 countries, talking to stakeholders in all those countries, providing an understanding that the purchase process for cars is different in every part of the world.



SUZANNE VARCO
Managing Partner
Opper & Varco
www.envirolawyer.com

Suzanne Varco is managing partner and founder of Opper & Varco, known for its commercial real estate, environmental and land use practice. Varco began the company 17 years ago and has been a driving force behind its success ever since. Over that time, she has

helped clients obtain more than \$10 million in grant funding for environmental projects. With extensive experience working with local, state and federal regulatory agencies, in 2012 alone, Varco worked tenaciously to secure nearly \$2 million in grant funding for multiple clients. She successfully defended the Environmental Impact Report for the high profile Flower Hill Promenade expansion, allowing for the construction of a new Whole Foods — a project that gained a lot of media attention and scrutiny. Varco is acknowledged as a 2013 Top Rated Lawyer in Energy/Environmental by Martindale-Hubbell, the leading directory and peer review rating program for the legal industry.

CYNTHIA VINCENT
Director, West Coast Claims
SureTec Insurance Company
www.suretec.com

The surety business is dominated by men, as is the construction industry. Cynthia Vincent is near the top of her field because she has earned the respect of her peers with her no-nonsense approach to the business and her refusal to be typecast. As the director of SureTec Insurance's West Coast Claims division, Vincent is responsible for resolving disputes related to the construction of public buildings including schools and libraries. She is one of few women who have managed to succeed in the surety claims business and she pays it forward. She seeks out other women to hire and work with, and has been a mentor to several younger women who work for her. Outside her work responsibilities, Vincent is an avid horse lover and dog lover, and the proud mother of a Marine.



MICHELLE WALLACH
Chief Operating Officer
Youngevity
www.youngevity.com

Michelle Wallach is COO of Youngevity International Inc., a leading health and wellness company. She has helped the organization dramatically by bolstering logistics and inventory management to handle the explosive growth experienced. This not only included the launch of nearly 20 new products, completing two very successful acquisitions and the launch of a stock options program for employees and the company's independent distributors. Youngevity was in their second year as a publicly traded company, which brought many new responsibilities for Wallach. She co-launched The Youngevity Botanical Spa Collection and Mineral Makeup and went on a 40-city tour promoting the line. She also started, and led, a large social media campaign that grew more than 400 percent in just six months; the Youngevity Fan page now has nearly 10,000 "likes," the largest "Talking About" "percentage in the industry. She also has been instrumental in the Youngevity "You Be The Change Foundation" that recently donated \$5,000 to the Oklahoma tornado victims.



TRISH WATLINGTON
Owner and Chief Weed Puller
The Wellington Steak & Martini Lounge,
The Red Door Restaurant & Wine Bar and
The Red Door Family Garden
www.thewellingtonsd.com

Trish Watlington owns The Red Door Family Garden, The Red Door Restaurant & Wine Bar and The Wellington Steak & Martini Lounge. She has successfully mentored her sous-chef-turned-executive-chef and was able to develop the position and chef's career by educating him about the importance of sustainable food, including the farm-to-table movement; how to appreciate locally sourced fare; and letting what's in season dictate the menu. Her chef went on to become the 2013 National Restaurant Association's Faces of Diversity recipient.

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20th Anniversary Women Who Mean Business Finalists

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Watlington loves to educate the public about the importance of food sustainability. She is committed to promoting food justice, finding solutions for homelessness and mental health issues and helping children in need. She is a member of Les Dames D'Escoffier, an invitational organization of women leaders in food, beverage and hospitality whose mission is education and philanthropy.



MICHELLE WEINSTEIN
FITzee Foods
www.fitzeefoods.com

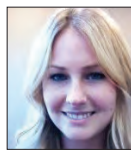
Michelle Weinstein is a driven successful woman, who is constantly elevating those around her. Not only has she started her own successful company, FITzee Foods, she also founded a San Diego nonprofit organization called The Live Well Project. The Project's focus is to help at-risk teenage girls, many of whom 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.



JACLYN WEITZBERG
President/CEO
Guide My Finances
www.guidemyfinances.com

From April 2010 to December 2011, Jaclyn Weitzberg acted as the managing director of Women's Global Network, a women's networking organization focused on helping women business owners advance in the community while supporting women in business overseas through microfinance programs. During her time as branch leader, she assisted more than 100 women both domestically

and overseas through microfinance loans, education and support. In addition to her commitment to helping women in business, Jaclyn also demonstrates a commitment to financial education. In January of 2011, she launched Money MindEd, a financial education company dedicated to teaching teens and young adults the basics of financial management. On a regular basis, Weitzberg donates her time to support various organizations throughout San Diego.



HOLLY WELLS
Vice President
Vertical PR LLC

Holly Wells led the marketing department for Atlas General Insurance Services for several years as the marketing and PR manager. In summer, 2013, the CEO of Atlas offered her the opportunity to open and run a public relations firm with his backing. She accepted the challenge and is working to successfully build out her client base and brand. She built the marketing department of Atlas from the ground-up, having worked here since the inception of the company. In 2009, in addition to working full-time at Atlas, she built several businesses, including her fashion and design blog, GlamourMash, as well as her corresponding online retail shop. Wells has always been an advocate of giving back and being a part of the community. She has organized Atlas' participation and attendance at several charity events including the International Rett Syndrome Association, and Fighting Parkinsons' Step by Step 5k Walk.



MAJA WICHTOWSKI
Owner
Tsavos Canine Rehab
www.tsavoscaninerehab.com

As a state registered veterinary technician, Maja Wichtowski has more than 18 years of extensive experience in all fields of western veterinary medicine including oncology, orthopedics, internal medicine, dentistry, emergency/critical care, general practice, and canine rehabilitation. After attending the Canine Rehabilitation Institute in Florida, she spent two years gaining valuable experience in the rehabilitation field, and preparing to open her own rehabilitation practice. Tsavo's Ca-

nine Rehabilitation Center finally opened in March 2006, and has successfully treated more than 450 patients.



MARY WILDE, M.D.
Surgeon and Medical Director,
Scripps Polster Breast Care
Center
Scripps Health
www.scripps.org

Dr. Mary Wilde has dedicated her professional life to the eradication of breast cancer. In addition to her thriving medical practice in which she cares for more than 5,200 patients each year, she is the trusted leader of the Scripps Polster Breast Care Center. She is especially proud of the fact that she developed the Center—the first comprehensive breast care center in the San Diego area—with her colleague and friend, Dr. Jean Mefferd. Last year was a milestone year for Wilde. After more than 20 years as an independent physician, she became a partner in the Scripps Clinic Medical Group in 2012. Wilde also played a significant part in bringing a new technology to San Diego that can reduce breast cancer treatment from six weeks to one day for many breast cancer patients. Wilde's patients and others will soon have access to a mobile linear accelerator that delivers intraoperative electron radiation treatment. Wilde spent a good portion of 2012 working to raise the \$1.5 million in funds necessary for this technology. A well-respected surgeon in her field, Wilde has made a significant impact in the way Scripps Health delivers patient care. More than a decade ago, she was the first to bring a sentinel lymph node process to Scripps—something that is now a standard practice across the country.



SUSIE WOLTMAN TIETJEN
President/CEO
Girard Securities Inc.
www.girardsecurities.com

Susie Woltman Tietjen founded Girard Securities with her sister, Melisa McGuire, who passed away from Non-Hodgkin's Lymphoma within the first year. Despite such a profound loss, both personally and professionally, she persevered and led Girard to its present success, growing from a single adviser at its inception to more than 300

today. Under her leadership, Girard is now recognized as one of the top 50 independent broker/dealers in the country. In 2012, she held the roles of chief executive officer, chief operating officer and chief compliance officer simultaneously—an accomplishment that is unheard of in the financial industry. She is one of two female members of the National Financial Services Advisory Council. She has remained steadfastly invested in the success of Girard Securities a true family business. Honoring the lives of her loved ones, she serves as a Mercy Hospital Foundation board member and has served as a Mercy Ball committee member. With a generous donation by the Woltman Family, Mercy Hospital opened the Woltman Family Infusion Center—a state of the art chemotherapy infusion center.



RENEE ZAU
Co-founder & CEO
DonationMatch.com
www.donationmatch.com

In 2010, without outside funding, Renee Zau and her husband launched DonationMatch.com, a unique Web-based platform that streamlines the way businesses, brands, and nonprofits mutually benefit from donated goods and giveaways promoted at fundraising events. They created the first distribution network of fundraising events designed to make it easier for companies and brands to reach event organizers & attendees. To date the company has facilitated over \$1 million in donated goods to nonprofit fundraising events. Prior to that Zau became a Curves franchisee in 2000 to inspire women to get healthy in a socially supportive environment. She started the first Curves franchise co-op in the world, the San Diego County Curves Co-Op, in 2001, which became a model for other cities. In the community Zau is the social director/board chair for The Parent Connection and she led San Diego Curves to fundraise more than \$80,000 for the American Heart Association San Diego Chapter. In 2013, NAWBO San Diego recognized her with their BRAVO! Trailblazer Award.



20th Anniversary Women Who Mean Business Retrospective

This year the San Diego Business Journal celebrated its 20th Women Who Mean Business Awards. For 19 weeks prior to the event we honored one woman from each of the preceding years. Meet the honorees:

1994 Dr. Joyce Gattas
San Diego State University

1995 Dr. Diane D. Pattison
University of San Diego

1996 Martha J. Demski
Ajinomoto Althea Inc.

1997 Ronne Froman Blue
Rear Adm (Ret.), National Veterans
Transition Services Inc.

1998 Tamar Elkeles
Qualcomm

1999 Cynthia Hanson
SPAWAR Systems Center, Pacific

2000 Judy Thompson
Thompson Financial Search

2001 Dr. Gail Naughton
Histogen Inc.

2002 Randi Rosen
KPMG LLP

2003 Geri LaChance
SESLOC Federal Credit Union

2004 Thella Bowens
San Diego County Airport Authority

2005 Jan Percival Lipscomb
Scribe Communications

2006 Marla Black
Union Bank

2007 Arlene Lieberman
Barney & Barney LLC

2008 Judy Forrester
Bank of America

2009 Maggie Osburn
Intercare Insurance Solutions

2010 Teofla Rich
Torrey Pines Bank

2011 Mary Ann Barnes
Kaiser Permanente

2012 Nikki Clay
The Clay Co.

The Value of Mentoring

Taking a Journey of Mutual Discovery

By Gail Ives
Senior Vice President
Union Bank



I'd like to first congratulate the honorees of the *San Diego Business Journal's* "Women Who Mean Business" awards for 2013. I know what a proud professional and personal moment this is for each and every one of you. I also know that each of you is a leader—and, as a leader, you are also a natural mentor.

Mentoring on the Rise

More and more businesses are adopting formal mentoring programs for their proven value in enhancing strategic business initiatives—from helping to cultivate and motivate high-promise talent to encouraging retention, reducing turnover costs, and breaking down the "silo" mentality that stifles many organizations.

Does Mentoring Need to be Formal?

No. You don't need to participate in a formal program to experience a mentoring relationship that has value for you—or for the mentee. In fact, in a study among a national sample of more than 1,100 employees, academic researchers Cotton and Ragins found that mentees were much more satisfied with informal mentors than with formal mentors. Informal mentors were found to provide a greater variety of career development functions, including coaching behavior, challenging process, and expanding the mentee's exposure within the organization.

What is Expected of Me as a Mentor?

Think of mentoring as a journey of mutual discovery, with the mentor playing a number of roles: a guide navigating the learning path; an advisor helping to identify opportunities and obstacles; and a sponsor introducing the mentee to a broader professional network. As the mentee becomes professionally fulfilled, most mentors discover that they become personally fulfilled—gaining just as much, if not more, from the relationship.

What is Expected of the Mentee?

Above all, the mentee should understand that they are in the driver's seat of their learning journey and need to take an active role in setting specific personal goals. Having mere career aspirations is no more than a dream without a plan. The mentee should begin the mentoring opportunity by creating an individual development plan to identify short- and long-term goals tied to a timeline. Goals should be limited to no more than three so that they are realistically achievable. The goals and timeline should then be reviewed periodically and adjusted as necessary. Finally, as they navigate through their development plan, the mentee should reach out to not just their mentor for support, but their manager as well.

Informal Mentoring at Work

Although Union Bank offers a very active formal mentoring program, many senior executives throughout the organization give the time to informally share their journeys with co-workers in need of support, guidance, or just reassurance. Here are some of the mentoring tips they find useful:

- Be a matchmaker—actively pair mentees with mentors as you identify opportunities for a good partnership.
- Encourage prospective mentees to be proactive. After all, mentors are not "fairy godmothers." Mentees need to take the lead in their own career development by reaching out to their mentors of choice.
- Look for opportunities to give a mentee the benefit of learning from someone outside their reporting sphere.

- Create opportunities to broaden the exposure of employees—this can take the form of career fairs, cross-divisional task forces, and other "stepping stone" events that promote networking across the organization.

Kay Matherly, a Senior Vice President at Union Bank, adds, "Above all, keep the 'welcome mat' out. Be open and approachable, encouraging potential mentoring relationships to develop naturally."

Ideas for Mentoring Activities

Once you and your mentee have agreed to partner, how do you proceed to lead your learning journey together? Here are some ideas:

- Invite your mentee to sit in on meetings, planning sessions, and other events where they can get a feel for how you manage the group dynamic to keep things moving forward.
- Invite the mentee to industry events or lectures when a topic is addressed that you think would be instructive.
- Help your mentee to build their network by introducing them to industry contacts—whether by arranging an informational interview—or just a talk over lunch.
- Find ways for your mentee to showcase their work by inviting them to present and helping them prepare for their time at the podium.

Remember that when you see an opportunity for your hindsight to benefit another's foresight, you are well-positioned to be a mentor—whether informally or through your company's mentoring program.

The foregoing article is intended to provide general information about corporate mentoring and is not considered advice from Union Bank. Please consult your Human Resources department for guidance on mentoring in your organization.



Gail Ives

Gail Ives is Union Bank's Senior Vice President and Manager for Commercial Treasury Services in Southern California serving San Diego, Orange County, and the Inland Empire. With more than 20 years of banking experience, she supports businesses in a broad range of industries with customized solutions. Gail can be reached at gail.ives@unionbank.com, or (619) 230-3750.



Kay Matherly

Kay Matherly is Senior Vice President and Managing Director at The Private Bank of Union Bank. She manages a team of wealth management professionals who provide consultative relationships focused on enabling clients to reach their unique goals and dreams. Kay has more than 22 years of Commercial and Private Banking experience and can be reached at kay.matherly@unionbank.com or (858) 551-5365.

About UnionBanCal Corporation & Union Bank, N.A.

Headquartered in San Francisco, UnionBanCal Corporation is a financial holding company with assets of \$105.5 billion at September 30, 2013. Its primary subsidiary, Union Bank, N.A., provides an array of financial services to individuals, small businesses, middle-market companies, and major corporations. The bank operated 422 branches in California, Washington, Oregon, Texas, Illinois, and New York as well as two international offices, on September 30, 2013. UnionBanCal Corporation is a wholly-owned subsidiary of The Bank of Tokyo-Mitsubishi UFJ, Ltd., which is a subsidiary of Mitsubishi UFJ Financial Group, Inc. Union Bank is a proud member of the Mitsubishi UFJ Financial Group (MUFG, NYSE:MTU), one of the world's largest financial organizations. In July 2013, *American Banker Magazine* and the Reputation Institute ranked Union Bank #1 for reputation among its customers. Visit <http://www.unionbank.com> for more information.



These Women Who Mean Business

Congratulations to Two Outstanding USD Women

The University of San Diego congratulates Coreen G. Petti, associate vice president for Marketing and Strategic Partnerships, and Nadia Auch, associate director for USD's Center for Peace and Commerce, for being honored among the 2013 Women Who Mean Business. Their work supports student scholars, promotes a spirit of innovation and helps change the world — one student at a time.

The University of San Diego.
Celebrating Changemakers.



www.sandiego.edu

CONGRATULATIONS

As a formerly recognized "Woman Who Means Business", I'd like to congratulate each strong and determined nominee. I know how hard each woman on this list works. Between our employees, clients and partners, I'm privileged to work alongside many strong women here at Festivities Catering & Special Events, and I appreciate just how much you do for our community. San Diego is truly a forward-thinking, impressive and better city because of what you contribute to our businesses each and every day.

Sincerely,

Lisa Richards

Founder and CEO

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Picnic People
picnicpeoplesandiego.com | 858.586.1717



Tri-City Medical Center Congratulates

Sharon Schultz

for being one of the
SAN DIEGO'S WOMEN WHO MEAN BUSINESS

AWARD RECIPIENTS

In her four years as the Chief Nurse at Tri-City Medical Center, Sharon has achieved improved patient outcomes, more efficient workflow, cost savings and a thoughtful reorganization in 2012 that ensured not a single nurse was displaced by workforce reductions facing the medical center.

"Sharon was born to lead and a born nurse. She has done a remarkable job in making the hospital a leader in patient safety, satisfaction and quality care."

- Casey Fatch, Interim CEO

CONGRATULATIONS

from everyone at

Tri-City Medical Center



Sharon Schultz, MSN RN MPH NE-BC

Chief Nursing Executive & Chief Clinical Officer



Tri-City Medical Center

Advanced Health Care, Personalized Just For You

Every dollar donated by Dec 31 will be matched!



Typical young adults become financially independent by age 26, while foster youth are expected to be self-sufficient on their 21st birthday.

Without support, the future for emancipating foster youth is bleak.

- Less than 50% graduate from high school
- 25% endure some period of homelessness and
- 25% of males and 10% of females are incarcerated

Walden Family Services provides emancipating foster youth with a better choice. Through the Independent Futures program, Walden's emancipating youth are given direction to help them thrive through quality options: college and vocational support, housing assistance, employment readiness, budgeting education, and connections with people who care.

When you support Walden Family Services, emancipating foster youth can reach their potential, and that's a good investment!



Contact us: 6150 Mission Gorge Rd., Ste. 210, San Diego, CA 92102 • 619-584-5777 • www.waldenfamily.org

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