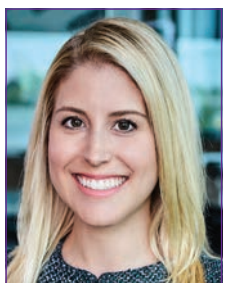
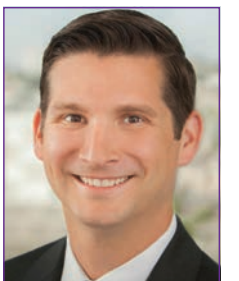
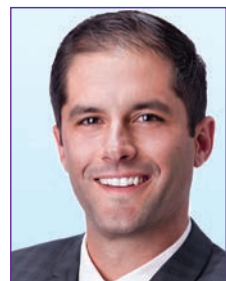
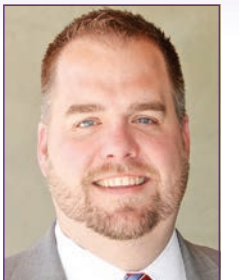


# SAN DIEGO BUSINESS JOURNAL



*Congratulations*

**40** NEXT TOP  
BUSINESS  
LEADERS  
UNDER FORTY 2019



Thank You To Our Sponsors:





# Letter from the Publisher



**E**nergy, intelligence, civic mindedness and a natural ability to lead. These are just some of the traits that finalists in our Next Top Business Leaders Under 40 awards share. Almost 400 people were nominated for awards this year. The group was narrowed to 127 finalists and then our judges stepped in to do the hard work of selecting 40 winners.

These people, who you will find on the following pages, come from areas as diverse as construction, health care, hospitality, law, life sciences, real estate, social services and software. More than 300 people celebrated their successes as we presented the awards Aug. 28 at the NAT, the Museum of Natural History in Balboa Park.

We want to thank judges **Chris Bryant**, **Frank Busic**, **Anna Crowe**, **Elizabeth Fitzsimons** and **Mel Katz** and sponsors **Alaska Airlines**, **Moss Adams LLP** and **Green Rope**. They join us in congratulating all of the finalists and winners.

*Barb Chodos*

Barb Chodos  
President & Publisher



MOSSADAMS



## 2019 Judges



**CHRIS BRYANT**  
President & CEO  
San Diego Employers  
Association

**Chris Bryant** is president and CEO of the San Diego Employers Association and spent many years in the financial services industry. She volunteers with a number of organizations and currently serves as treasurer for Rest Haven Children's Health Fund. She also serves on the board of the Executives' Association of San Diego.



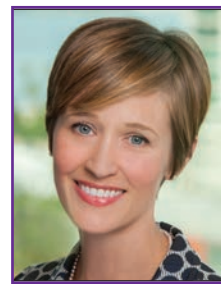
**FRANK BUSIC**  
General Manager  
University Club Atop  
Symphony Towers

**Frank Busic** has been general manager of the University Club Atop Symphony Towers since 2015. He was previously owner and operator of Café Pacifica in Old Town and the general manager of Stone Brewing Bistro and Gardens in Escondido. Busic first came to San Diego on a cross-country bicycle trip from Washington, D.C.



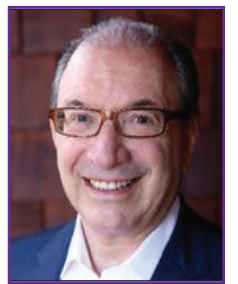
**ANNA CROWE**  
Founder & CEO  
Crowe PR

**Anna Crowe** is founder and CEO of Crowe PR. She spent nearly 20 years working for iconic brands in New York City, Los Angeles and San Diego, pivoting from an auditor position at a Big Four accounting firm. She teaches marketing at the University of San Diego, serves as co-manager for Changemaker Chats and sits on the board of the San Diego chapter of the Entrepreneurs' Organization.



**ELIZABETH FITZSIMONS**  
Vice President  
San Diego Regional  
Chamber of Commerce

**Elizabeth Fitzsimons** is vice president for leadership and engagement with the San Diego Regional Chamber of Commerce. She is responsible for five leadership development programs offered through LEAD San Diego. She is a board member of the Jacobs & Cushman San Diego Food Bank, the Board of Library Commissioners for the city of San Diego, and the board of St. Paul's Cathedral in Bankers Hill.



**MEL KATZ**  
Executive Officer  
Manpower

**Mel Katz** and partner Phil Blair bought the local Manpower franchise in 1977 and have built it into the largest in the United States with annual revenue exceeding \$150 million. Katz has been active in many civic organizations, including his leadership role with e3Civic High, a charter high school located in the downtown Central Library building.



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—  
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Congratulations to all of the nominees and award winners of the *San Diego Business Journal's* Next Top Business Leaders Under 40.

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# Leadership Exemplified: Executives Under Age 40 Show How It's Done

**AWARDS:** A Night at The NAT Honors 40 Winners, Plus Finalists

■ By BRAD GRAVES

The atrium of Balboa Park's natural history museum, The NAT, is filled with replicas of sea creatures and dinosaur bones. On Aug. 28, it was awash with potential.

That is when the **San Diego Business Journal** honored its latest cohort of leaders under age 40. These are people who are rising fast within San Diego's business and civic circles. The event attracted more than 300 people, and was presented with the sponsorship of **Alaska Airlines**, **Moss Adams LLP** and **Green Rope**.

An independent panel of judges selected 40 winners from a pool of 127 talented and accomplished finalists. The judges were **Chris Bryant**, **Frank Busic**, **Anna Crowe**, **Elizabeth Fitzsimons** and **Mel Katz**.

"I felt incredibly inspired by the recognition," said **Brian Morales**, one of the evening's winners. He is president of **Pro-Cal Lighting Inc.** of Vista. "Growing a business is filled with challenges and being selected helps to push me further into that endeavor."

"Sometimes life is about risking everything for a dream no one can see but you," said **Chris Ly**, director of alternative investments with **McKinney Capital & Advisory**. "Receiving this award has made the risk all worth it."

Short biographies of the winners are on the following pages. Meeting the winners and reading their stories offer several lessons in leadership. Among them:

## Leading People Is an Art

Writing in the publication **Hotel Executive**, **John Yeadon** recalled working in five cities over 10 years. One move was from Minneapolis to Maui, and the change was dramatic. His new city was beautiful, he said, "but I knew very little about the business, culture and people I was entrusted to lead." Obviously concerned, Yeadon set about learning.

Yeadon is now director of sales and marketing at the **Manchester Grand Hyatt San Diego**. The person who nominated him for the award credits him with "perseverance, determination, insight and vision [that] have created a culture where team members thrive both personally and professionally." With attitudes such as inclusiveness and encouragement, "John has fostered a family-like environment that maximizes productivity without compromising fun." His team is 110% at goal.

## Lifelong Learning Is Not Just a Saying

As vice president for corporate development with **NextGen Healthcare**, **James**

**Hammerschmidt** oversees strategic reviews, mergers and acquisitions, divestitures, financial planning and more recently, business development. According to the person who nominated him, **Hammerschmidt** "has demonstrated the ability to transcend traditional functions, leveraging his drive, self-education and his professional network to develop and refine new skill sets. He credits his source of motivation to the smart and highly diverse group of individuals he gets to interact with on a daily basis, which includes his current team, professional peers, boss(es) and mentors."

## There Are Many Ways to Give Back

The 40 award winners have demonstrated 40 ways of giving back to the community. **Dr. Jennifer Winward**, who teaches at **UC San Diego**, has created a way for students from disadvantaged neighborhoods to get ahead in school. **Andrew Feghali**, who owns a dozen **Little Caesar's** restaurants, comes from a Lebanese family and speaks Arabic, which has led him to hire and help refugees. "He can't even say how many times he went to the car dealership to help someone buy a car, coach them on writing a resume or help someone figure out where they were going to live," said the person who nominated him for the award.

## No One Achieves Alone

The people who won the awards were nearly unanimous in thanking their teams, their mentors and their families. **Brant Abberg** of **Cushman & Wakefield** thanked all three — with specific thanks to his brother, who introduced him to the business.

Nearly all winners said they were humbled. Many said they were honored to be among the 40 young leaders chosen.

"To be deemed a trailblazer in this capacity feels amazing! I'm honored to serve my community while paving the way for other minority executives and entrepreneurs," said **Brittney Ferguson**, assistant vice president and branch manager with **U.S. Bank**.

"I'm honored to be one of the few Latinos to receive this recognition and I'm inspired to keep working for our community," said **Roberto Alcantar**, senior director at the **Chicano Federation of San Diego County**.

Whatever the backstory, the award was something for the 40 recipients to savor.

"Someone once told me, your 30s are your earning years," said **Greg Pieratt** of **Lee & Associates**, who represents industrial and office tenants. "The honor of this award is evidence the hard work is paying off." ■



*"There are so many things women are constantly being bombarded with, some more negative than positive. Leadership and community service provides avenues for innovation and passion, something all women can benefit from which has instilled the fire I have to empower women in leadership especially within their early stages of adolescence."*

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She was recognized as one of the Top 50 leaders of the "Emerging Generation: 25 in their 20's" in 2015 and was recently named one of "San Diego's Next 40 Top Business Leaders Under 40" by the San Diego Business Journal in 2018.

**JONES**



# Union Bank congratulates Brian Milton

Brian has been recognized as one of San Diego's Next Business Leaders Under 40. He demonstrates his commitment to the San Diego business community through product innovation and inspires teams to deliver impactful results.

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**Brian Milton**  
Managing Director,  
Head of Deposits  
and Business Strategy



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**BRANT ABERG**  
*Executive Director*  
**Cushman & Wakefield**

**B**rant Aberg is executive director with the commercial real estate firm of Cushman & Wakefield. In the first half of 2019, he completed 87 transactions (including some of the county's largest) encompassing more than 1 million square feet with an estimated value of over \$200 million. This follows a 2018 performance in which he completed 175 transactions totaling more than 3.7 million square feet with an estimated value of \$330 million. A colleague described Aberg as passionate, committed and loyal to his clients, his team and his colleagues. Aberg, he continued, displays strong negotiation skills and brings an open mind to identify smart, creative solutions to produce best results. In addition to industry associations, Aberg volunteers with PEERS and the San Diego Food Bank.



**ROBERTO ALCANTAR**  
*Senior Director*  
**Chicano Federation of San Diego County**

**R**oberto Alcantar is senior director of the Chicano Federation of San Diego County. He has been instrumental in building new relationships and partnerships at the Chicano Federation in his short time since joining as senior director. He has put the Chicano Federation at the forefront of local policy and advocacy efforts. Alcantar is serving on many boards, including as board president of the Southwestern Community College District Governing Board. Alcantar is a Borderview YMCA board member. He was appointed to represent the City of San Diego on the Otay Valley Regional Park advisory board and policy committee, where he worked to expand access to this natural park for low income communities.



**CATHERINE ASUNCION**  
*Attorney*  
**Klinedinst PC**

**C**atherine Asuncion is an accomplished attorney in Klinedinst's San Diego office where she has earned success in cases focusing on professional liability matters. She is also a key member in the firm's Appellate Practice Group, where she works with trial counsel to resolve cases through pre-trial motions, appellate issue analysis and post-trial appeals. Her written opinion on Williams v. Atria Las Posas has received notice. She is immediate past president of the Filipino American Lawyers of San Diego. She advocates that attorneys of color have access to equal opportunities in the legal profession. Several factors, including her thoroughness in her preparation for client meetings and business conferences, along with her sense of humor, grace and enjoyable personality, have won her over with clients.



**BOBETTE BROWN**  
*Director of Marketing*  
**Palomar Health**

**A**s director of marketing for Palomar Health, Bobette Brown has deftly managed communications with both her internal audience — the hospital — and the wider community. She handled crisis communications during county-wide fires, Ebola preparedness, the flu epidemic, regulatory issues and more. During a reorganization at the hospital, she assumed leadership of four departments and functions previously held by four employees whose positions had been eliminated. Since then her team has pulled together. Brown scored in the top 10% of all organization leaders with a 4.4 on employee engagement, surpassing the system-wide mean of 3.98. Brown has volunteered with Big Brothers and Big Sisters of San Diego and served as leadership team co-chair with the Leukemia and Lymphoma Society. She is pursuing her MBA through Cal State Dominguez Hills.



*Congratulations to*

**WARREN  
RUIS**  
FINALIST

**NEXT TOP 40!**

Congratulations to our director of regional public affairs, Warren Ruis, on being named a finalist for San Diego Business Journal's **40 Next Top Business Leaders Under 40**. As advocates of personal and professional achievement, we're proud of our employees who share this vision and strive to make a difference in the community.





# GO

# GRAND

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## ***Congratulations, John Yeadon!***

Manchester Grand Hyatt San Diego is proud to congratulate John Yeadon, Director of Sales and Marketing, for being named to San Diego Business Journal's Next Top Business Leaders Under 40 list.

John truly embodies Hyatt's purpose of "caring for people so they can be their best" through his innovative and visionary leadership.



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**ROSS BROWN**  
Regional Manager  
BNBuilders

**R**oss Brown is regional manager for BNBuilders. Upcoming and recently completed projects for the company include UCSD's \$41 million Design and Innovation Building, the Compass Premier Club renovations at Petco Park, and numerous renovations at UCSD to ensure student safety and improve the educational experience by modernizing facilities. Brown is responsible for ensuring the company is properly staffed. In the first quarter of 2019, the company hired 56 staff members. San Diego business unit has exceeded its revenue goal for the past three years and anticipates revenues in excess of \$200 million per year. Brown sets a tone and company culture that consistently ranks BNBuilders as a top place to work. Brown is a member of ISPE, Youth Coach for Solana Beach Little League and Santa Fe Christian Schools FNA Flag Football.



**MARK CASPERSEN**  
Estates Director  
Compass San Diego

**M**ark Caspersen is estates director for Compass San Diego, as well as one of the founding members when the company opened two years ago. So far in 2019, Caspersen and his team have worked with 30 clients on the sale or purchase of their homes. Through Caspersen's leadership, currently, Compass S.D.'s year-over-year percentage revenue increase is 412%.

As a specialist in residential, luxury, oceanfront and investment properties, his love for the coastal lifestyle from Encinitas to Del Mar is very much present as he serves his client's specific real estate goals. In helping a client to find a dream home, special waterfront setting or sell their distinctive residence, Caspersen takes every measure to ensure that all of his clients' personal real estate goals are achieved. Caspersen is now ranked the No. 1 agent on Zillow.com for Encinitas.

Caspersen follows the philosophies of Compass founder, Robert Refkin, who believes "it is important for everyone to find their place in the world."



**BAMBOS CHARALAMBOUS**  
San Diego Market Leader  
J.P. Morgan Private Bank

**B**ambos Charalambous was hand-picked from a list of internal and external candidates from across the globe to be the driving force behind the expansion of J.P. Morgan's Private Bank in San Diego. The firm's senior leadership team found him to be the right person to deliver on their vision to become part of the fabric of San Diego's business and civic communities. Charalambous assumes his San Diego leadership role following seven years as a senior banker at J.P. Morgan Private Bank in London. He has also supported the strategy team for EMEA (Europe, Middle East and Africa). He brings deep connections to the region, having spent five years advising clients in Southern California. He served on the Board of the San Diego Opera from 2009 to 2011.



**WYNTER L. DEAGLE**  
Managing Partner  
Troutman Sanders LLP

**W**ynter L. Deagle is managing partner San Diego office of Troutman Sanders LLP where she is a partner in the national law firm's business litigation practice. Wynter notched some impressive victories, including a highly publicized win on behalf of CrossFit Inc. Wynter defended CrossFit and its founder against defamation claims by facilitating a full and voluntary dismissal of all claims. In the last year, Wynter also has helped companies of all sizes manage risks associated with their privacy, cybersecurity, and information management practices. She focuses on assisting clients with data breach incident response, privacy-related litigation, and regulatory inquiries. Wynter is a creative and practical trial attorney whose practice covers a wide-variety of business disputes, including commercial litigation, corporate governance, fiduciary duties, class actions, internal investigations and First Amendment claims.

SARAH THOMPSON, BLAIR SEARCH PARTNERS

## SAN DIEGO'S TOP NONPROFIT RECRUITER

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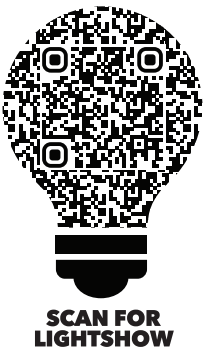


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SAN DIEGO BUSINESS JOURNAL  
**40** NEXT  
TOP  
BUSINESS  
LEADERS  
UNDER 40  
2019  
**CONGRATULATIONS**

Brian Morales  
Pro-Cal Lighting, Inc. CEO





## SAN DIEGO'S 40 NEXT TOP

40 NEXT TOP  
BUSINESS LEADERS  
UNDER FORTY 2019

## BUSINESS LEADERS UNDER 40



**ERIC J. EASTHAM**  
*Associate*  
**Mintz**

Eric Eastham has been a litigation associate with Mintz for nearly nine years and has developed an expertise in international commercial disputes and global asset recovery. He has litigated complex cases involving racketeering and fraud-based claims. This year he became an NFL Players Association certified agent and represented football players in contract negotiations with teams. For eight years, Eastham has volunteered regularly at the San Diego Domestic Violence Temporary Restraining Order Clinic. He also serves on the philanthropy committee of Ronald McDonald House Charities of San Diego. "Eric has a strong work ethic, charisma and generosity," said Dan Pascucci, managing member of the firm's San Diego office. "He really wants to help people, and this award was meant for someone like him."



**ANDREW FEGHALI**  
*CEO & Founder*  
**AMF Foods Inc.**

At 33 years old, Andrew Feghali is the founder and CEO of AMF Foods Inc. AMF owns and operates 12 Little Caesars "Pizza Pizza" restaurants with a total of 196 employees. His eight restaurants in San Diego have a total of 88 employees. He has three Colorado and one Texas restaurant with 108 employees. AMF Foods grew sales from \$1.5 million in 2009 to a projected \$12 million in 2019. This is an increase of 9.8% from 2018. Andrew Feghali is Lebanese — both parents emigrated from Lebanon — and he speaks English as well as Lebanese/Arabic fluently. During the first several years of his business, 80% of his employees were refugees who mainly spoke Arabic. He is pursuing a Ph.D. in Leadership Studies from University of San Diego.



**JEFF FENSTER**  
*Founder & CEO*  
**everbowl**

Serial entrepreneur Jeff Fenster is CEO and founder of Everbowl, a Southern California-based chain of craft superfood restaurants. Everbowl pulled in \$3 million from Toronto-based Serruya Private Equity in early 2019. With 24 stores (and the latest in a new state, Arizona), the business has its sights set on 35 stores by the end of the year. In 2019, Fenster launched WeBuildStuff LLC, a separate manufacturing and construction company which is focused on efficiently building each new Everbowl retail location in 40 days or less. Fenster places great importance on mentoring his staff of high school and college age workers, spreading the word on the benefits of good nutrition and exercise, and providing a way to make healthy eating an enjoyable and fun experience.



**BRITTNY FERGUSON**  
*Assistant Vice President & Branch Manager*  
**U.S. Bank**

We can't become what we need to be by remaining what we are. Brittney Ferguson exemplifies this mindset by getting up each day with an intentional plan to be better, do better and live better — and then inspiring others to do the same. Ferguson is assistant vice president and branch manager for U.S. Bank, where she has received top performance awards. She teaches financial literacy in San Diego schools. Her volunteer work is extensive: the Nick Cannon Foundation, the Show Me Shoes Foundation (Prom Project), the LGBT Community Center and Junior Achievement are only a few groups she supports. In 2018, she formed Once Upon Her Life, a company that seeks to empower others by helping them write Chapter 1 of a new life story.



**Congratulations Greg Pieratt**  
NEXT TOP 40 BUSINESS LEADERS UNDER 40 WINNER



Greg Pieratt, SIOR, Founder/Principal  
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# Local Realtor Honored as San Diego's Top Business Leader Under 40



## Mark Caspersen

Each year, the San Diego Business Journal honors 40 of the city's Top Business Leaders Under 40. These young professionals are chosen because of their positive impact in the community as well as the changes and innovations that they are making in their industries. In 2019, the highest honor was awarded to Mark Caspersen of Compass. Mark is truly a real estate expert. However, what sets him apart from the rest is the fact that he always puts his clients' interests first in order to get them the best deal possible.

Buying or selling a home in Southern California? Contact Mark Caspersen at 858.201.4001 or visit [CaspersenBrothers.com](http://CaspersenBrothers.com) to learn more.



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the lives of our clients.





## SAN DIEGO'S 40 NEXT TOP

40 NEXT TOP  
BUSINESS LEADERS  
UNDER FORTY 2019

## BUSINESS LEADERS UNDER 40

**KYLE FRANDSEN**

*Sustainability Project Manager  
Balfour Beatty Construction*

**K**yle Frandsen is sustainability project manager at Balfour Beatty Construction. Frandsen is known as an “achiever” for his relentless passion for the job.

Frandsen has over 12 years of industry experience and has held his current position as sustainability project manager for six years. As a first-of-a-kind role for the company, Frandsen has been challenged every step of the way. He is responsible for embedding sustainability into a division of over 300 employees and implementing the company's best management practices through education, direction, and example. Frandsen constantly pushes his company and industry to achieve higher standards in energy efficiency/sustainability. Frandsen is active in the community, he has led Balfour Beatty's largest community service event in San Diego — the annual Green Apple Day of Service, where Balfour and the Green Building Council assist a school with various projects.

**JAMES HAMMERSCHMIDT**

*Vice President, Corporate Development  
NextGen Healthcare*

**J**ames Hammerschmidt is responsible for corporate development at NextGen Healthcare, a publicly traded leader in healthcare IT. Over the past year, he's successfully led the company's strategic review process, M&A and divestiture efforts, and financial planning activities. Early success in the role has led to an expansion in scope and team, which now includes elements of corporate finance and business development. Hammerschmidt has demonstrated the ability to transcend traditional functions, leveraging his drive, self-education and his professional network to develop and refine new skill sets. He regularly guest lectures at local universities, including MBA and EMBA programs at the University of San Diego and San Diego State University.

**CHANELLE HAWKEN**

*Vice President, Government & Public Affairs  
Cox Communications*

**C**hanelle Hawken, vice president for government and public affairs with Cox Communications, is a leader from a humble background. She grew up on public assistance and cared for her siblings and parents, while working to support herself starting at age 15. Despite adversity, her constant was education. She is the only person in her family to go to college, graduating from UC San Diego and the University of San Diego School of Law. She then took key supporting roles in local government. Today she is helping Cox roll out a network upgrade as well as support for 5G telecom service. She is Cox's key representative before the state Legislature. Hawken is active in Cox's charitable work, including bridging the digital divide, and devotes time to mentoring others.

**STAR HUGHES-GORUP**

*Senior Vice President & Director  
Hughes Marino*

**S**tar Hughes-Gorup is senior vice president and director at Hughes Marino, a commercial real estate firm, where she specializes in tenant and buyer representation. Hughes-Gorup is in active negotiations for over one hundred active clients at any given time in the premier commercial markets around the nation. She is constantly innovating and coming up with new ways to deliver best-in-class service to her clients, all while leading her team. Last year, Hughes-Gorup was recognized as the only woman among 42 recipients of last year's prestigious Broker of the Year award presented by the Irvine Co. Hughes-Gorup has been a force for promoting women in the industry, encouraging them to test their limits, while leading by example.



**Promises2Kids** proudly congratulates Chief Development Officer, **Emily Hassig**, who was recently awarded as one of San Diego Business Journal's "40 Next Top Business Leaders Under Forty".

In the 2.5 years that Emily has been with Promises2Kids, she has grown the agency's impact significantly through her professionalism and fundraising expertise. Emily's loyal passion and commitment to fundraising set her apart from others in her field. She has an exceptional ability to connect funders and community champions to Promises2Kids, which ultimately benefits thousands of disadvantaged foster youth in San Diego County.

**Do you want to network?**  
**Do you care about the community?**  
**Do you want to make a difference in a child's life?**

Leaders in the San Diego community like Emily positively impact the lives of foster youth by providing them with the hope, support and opportunities they need to change their lives for the better.

Join Emily in her efforts and help create a brighter future for foster youth in San Diego.

Promises2Kids has opportunities for you to get involved. Visit **[www.Promises2Kids.org](http://www.Promises2Kids.org)** for more information.



**PROMISES2KIDS**





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**JOHN KASIAN**  
*Director of Operations*  
**Signature Analytics**

Accounting support and financial analysis is what Signature Analytics provides its clients. John Kasian, the company's director of operations, is the person who brings new employees on board and facilitates continuous training. As he sees it, providing employees opportunities to grow and learn is the best way to operate a business. In the past year, Kasian has helped reorganize the company and renewed agreements with vendors, passing on better pricing to clients. The executive said he successfully navigates the gap between client service and internal operations. By maintaining a small client portfolio and understanding the needs of a client service team to be successful, Kasian said he has developed internal operation processes that foster growth.



**TARA KELLY HAMMOND**  
*Director of Community Development*  
**Sullivan Solar Power**

In 2016, Tara Kelly Hammond was promoted to her current leadership role, director of community development at Sullivan Solar Power.

Hammond's primary focus at Sullivan has been to increase the company's lead generation, and overall market share, through targeted community marketing campaigns in San Diego, Orange County, and the Inland Empire.

Hammond has worked with community groups, nonprofits and environmentalists to educate the public and businesses about sustainable energy.

In this capacity, Hammond has overseen the planning and execution of more than 250 events educating the public.

Hammond is also the board president for the California Solar + Storage Association, San Diego Chapter as well as the Chair of GRID Alternatives, San Diego.

Hammond's education mission extends to organizing activities for youth to promote STEM education. Hammond is an active force at work and in the community.



**ADAM LOHR**  
*Partner*  
**RSM US LLP**

Adam Lohr is arguably the youngest professional to become a partner at RSM's San Diego office. He has more than 10 years of accounting and finance experience, serving private equity backed and closely held companies in the middle market. In January he was selected as a senior analyst in RSM's cutting-edge Industry Eminence Program. His focus is on the technology and life science industries. He advises clients on technical matters, provides insights on trends and shares his unique point of view — a powerful combination which helps clients find a clear signal through all the noise. His approach is inclusive. He has frequently spoken about the importance of focusing on what makes you great, as opposed to only trying to improve on weaknesses.



**CHRIS LY**  
*Director of Alternative Investments*  
**McKinney Capital & Advisory**

Chris Ly is a multifaceted entrepreneur, having successfully founded and operated eight companies. He graduated from Baylor University with three majors: finance, real estate and entrepreneurship. In 2012, he started a Jimmy John's sandwich franchise in Houston, which in two years became the highest grossing store in the city. Despite the success, he decided to return to an old love: real estate. Ly has pioneered the cannabis division at the real estate firm McKinney Capital & Advisory. The division invests in cannabis real estate properties with co-investors and leases the properties to some of the nation's top cannabis brands. Outside of work, Ly sits on the board of Traveling Stories, an organization that helps people from low-income families learn to love reading by the 4th grade.



We congratulate **Bambos Charalambous** on being recognized by the *San Diego Business Journal* as one of the 40 Next Top Business Leaders Under Forty in 2019.

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**CAYCE LYNCH**  
*Administrative Partner*  
**Tyson & Mendes LLP**

Cayce Lynch is the second youngest person to be named partner at Tyson & Mendes, and she has received three promotions since. As administrative partner, she oversees staffing and human resources, marketing, finance and accounting, facilities management and IT. Lynch has helped the firm more than double its size and raise its profile by developing a series of internal initiatives (including a student loan repayment program as well as a diversity and inclusion initiative). She founded and chairs the firm's Young Professionals Group and Women's Initiative; the latter provides mentoring and support for the firm's female attorneys and clients. Her commitment, attention to detail, goal oriented outlook and positive attitude have made her one of the firm's brightest stars, Managing Partner Robert Tyson said.



**DAVID MACKINNON**  
*Vice President of Technology*  
**NBC 7 / Telemundo 20 San Diego**

David MacKinnon has been working in TV technology for 11 years, and in doing so, has helped provide audiences in multiple markets with the latest information. MacKinnon has a strong ability to get things done, managing multiple large-scale and costly projects simultaneously. He has a reputation for being on time and on budget. Recent accomplishments include building San Diego's first and only privately owned weather radar — First Alert 7 Doppler Radar — and leading the rebuild of NBC 7 and Telemundo 20's over-the-air transmitter, allowing free HD TV to be seen across San Diego County. MacKinnon has been involved in Big Brothers and Big Sisters of San Diego as well as Girls in Tech. He teaches interested teens about TV technology, radiofrequency engineering and IT tools and processes.



**KEVIN MARINO**  
*Virtual Construction Manager*  
**PCL Construction**

Kevin Marino is virtual construction manager at PCL Construction Inc. He has supported over \$600 million worth of local projects in the last two years representing the aviation, commercial, hospitality, and education markets. Some projects that Marino is currently involved in include SAN's New International Arrivals facility, UCSD Coastal Studies project and UCSD Triton Pavilion. Marino is also PCL's lean champion who practices various facets of lean production and process improvement techniques to help align people and projects with business objectives. From facilitating project alignment sessions, assisting design partners with creative advice, to drone mapping, laser scanning, and providing relevant 3-D information efficiently to project teams and stakeholders, Marino brings a creative perspective to construction management in a unique manner few others in construction hold. Outside of PCL, Marino supports a variety of local nonprofit organizations.



**CARLOS MARTINEZ**  
*Principal*  
**Haskell & White**

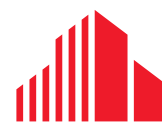
An audit principal with Haskell & White, Carlos Martinez has successfully navigated the regimented world of public accounting to rise into leadership quickly. He was promoted to principal four years after joining the firm. His experience ranges from facilitating angel and venture capital financing transactions for development stage companies to transactions involving mature companies with seasoned management, and capital raises for SEC registrants. Martinez's patience and tenacity set him apart from other young professionals. His drive motivates him to take on additional responsibilities well before others with similar experience. He is active in several business-oriented groups. With the Association for Corporate Growth chapter, he is arranging San Diego's first capital connection conference, planned for 2020. Through it, organizers hope to bring much-needed private equity to San Diego.

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# CONGRATULATIONS SAM SNEED!

Hahn Loeser congratulates litigation partner Samuel C. Sneed on his selection as a finalist for *San Diego Business Journal's* Next Top Business Leaders Under 40 Award. Sam's commitment to his profession and his community make him truly deserving of this honor. Congratulations to Sam and all of the other Next Top Business Leaders Under 40 finalists!

HAHN LOESER

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# Congratulations to our Partner and Life Sciences Industry Analyst, Adam Lohr.

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**EVAN MCDONALD***Senior Vice President***Colliers International San Diego Region**

**B**y prioritizing trust and relationship building, industrial real estate broker Evan McDonald has been able to use his in-depth knowledge of the San Diego market and economic cycle to help clients achieve their goals. In May, he brokered the largest off-market industrial sale measured by both price and size in 2019, for 10015 Waples Court in Sorrento Mesa. The \$21.3 million deal resulted in the sale of the only available freestanding industrial building measuring more than 100,000 square feet in the Central San Diego submarkets. A top 10 producer in the region, McDonald is on track to exceed last year's sales record. He is San Diego chapter president of the Society of Industrial and Office Realtors, or SIOR, and volunteers with the Solana Beach Little League.

**BRIAN MILTON***Head of Deposits & Business Strategy  
Union Bank*

**B**rian Milton is a key lieutenant to the head of consumer banking for MUFG Union Bank, and drives critical strategies across the bank's sales, digital banking, client analytics and marketing functions. He built and currently runs the bank's new internal innovation pilot in San Diego, which prototypes ways to enhance client experiences with the bank. Through the pilot, he has deployed sophisticated analytics and key lessons about consumer preferences, new digital marketing tools to improve client communications, and enhanced products that simplify banking. His volunteer work includes serving on the board of Junior Achievement of San Diego County, helping with the successful launch of its Finance Park learning center. Colleagues describe Milton as a charismatic leader and someone eager to tackle the most difficult challenges facing an organization.

**BRIAN MORALES***CEO***Pro-Cal Lighting Inc.**

**B**rian Morales displays the rare combination of being both a business and civic leader at a young age. As owner and CEO of Pro-Cal Lighting, he has become a national spokesman for small business and minority entrepreneurs, testifying before a House of Representatives subcommittee. A product of a mixed-race family, white and Hispanic, Morales found himself celebrating both sides of his heritage while discovering the hardships of his minority side. He teaches the lighting trade and employs a socially and educationally diverse population. The company and its staff support local concerns such as homelessness, disadvantaged businesses, aging out foster youth, and victims of trafficking. Morales was honored as 2019 Philanthropist of the Year for his partnership with Operation Hope North County and North County Lifeline.

**GREGORY PIERATT***Principal***Lee & Associates North San Diego County**

**G**reg Pieratt, a 15-year employee of Lee & Associates, represents tenants in real estate transactions. In the years from 2015-2018, he ranked among the top 10 producers, and last year he ranked second. He spends significant time on the front end of relationships learning about the client company and understanding its challenges and goals. His strong relationships are evidenced by returning clients and ongoing corporate accounts. Pieratt has worked alongside the top companies in the region and the world, including Amazon.com Inc. He is active in Chairmen's Round Table, a group mentoring and supporting young businesses in San Diego. In addition to his commitment as an office leader, mentor and broker, Pieratt is proud to coach both his children year-round in softball, baseball and soccer.

**TYSON & MENDES**  
SAN DIEGO BUSINESS JOURNAL  
NEXT TOP BUSINESS LEADERS UNDER 40  
**CAYCE E. LYNCH**

In July 2018, after three years leading the Client Relations department at Tyson & Mendes LLP — a rapidly expanding civil defense law firm headquartered in San Diego — Cayce E. Lynch took on the role of administrative partner, overseeing all of the firm's administrative functions, including staffing and human resources, marketing, finance and accounting, facilities management and IT. Lynch made employee recruitment and retention a priority for 2019 and has implemented multiple initiatives this year, including a student loan repayment assistance program for all firm attorneys, and an internal diversity and inclusion initiative to support and expand the firm's diverse workforce. She also oversaw the expansion of Tyson & Mendes' Human Resources department, now comprised of several employees, to further the firm's goal of providing attorneys — and all staff — with a supportive environment dedicated to helping grow their business. These efforts resulted in the recruitment of 89 new lawyers across the nationwide firm, increasing its total number of attorneys by 60% in the last 18 months.

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Congrats to Winward Academy founder Dr. Jennifer Winward for winning Next Top Business Leader Under 40.



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**JOE ROHNER**  
*Director / Principal*  
**Booz Allen Hamilton**

Over the past 14 years, Joe Rohner has pivoted his career from financial analyst to data science leader. The San Diego State MBA was promoted to director and principal at defense contractor Booz Allen Hamilton in 2019. He leads Booz Allen's Strategic Innovations Group on the West Coast and is responsible for the development and application of advanced analytics solutions, to include artificial intelligence (AI) and data science. His growing team includes more than 40 professionals in San Diego and other cities. His work has included applying robotic process automation (RPA) for a range of U.S. Navy clients that resulted in significant insights and organizational efficiencies. Rohner's peers call him a dynamic leader and powerful communicator who energizes all those that work with him.



**WARREN RUIS**  
*Director of Regional Public Affairs*  
**San Diego Gas & Electric Co.**

Warren Ruis is director of regional public affairs for San Diego Gas & Electric Co. In this role, he is responsible for the company's support of local governments, elected officials, staff and certain regional agencies, managing relationships with more than 249 elected officials, tribal council members, county supervisors and City Councilmembers in the more than 40 municipalities and tribal nations served by SDG&E. Prior to this assignment, Ruis was the director of community relations for SDG&E, where he was responsible for building the company's philanthropy, employee and community engagement strategies. Ruis chairs the California Coast Credit Union's Supervisory Board, is on the board of directors for the San Diego LGBT Community Center, and the board of San Diego Grantmakers.



**MAGGIE SCHROEDTER**  
*Commercial Litigation & Bankruptcy Law Attorney*  
**Higgs Fletcher & Mack LLP**

Maggie Schroedter is a commercial litigation and bankruptcy law attorney at Higgs Fletcher & Mack LLP. Her in-depth knowledge of insolvency law, combined with substantial experience in the area of bankruptcy appellate work, and careful attention to issue selection and analysis, provide her clients with knowledgeable and effective representation on appeal. Her high-level appellate practice includes substantive motion work at the U.S. Court of Appeals for the Ninth Circuit and the Ninth Circuit's Bankruptcy Appellate Panel. Schroedter is on the board of directors of Lawyers Club of San Diego, an organization with a mission to advance the status of women in law and society. She is also serving as the president of the San Diego Bankruptcy Forum. She often shares her expertise on various facets of bankruptcy law with groups.



**ADAM SEERY**  
*COO*  
**Harvest Small Business Finance**

Adam Seery has been busy in 2019, both in running operations for Harvest Small Business Finance and in carrying out his duties as president of NAIOP San Diego, the commercial real estate association. In late 2018, he was named chief operating officer by his fellow co-founders at Harvest Small Business Finance. In his new role, he oversees and manages operations, which involves loan production, investor relations and marketing for a firm that has originated \$700 million in loans in just a few years. Adam oversees Harvest's loan pipeline, ensuring the firm closes transactions in a timely manner, which is a key advantage for Harvest, which competes against traditional banks. He helped grow Harvest to over 90 employees. He has also helped steer NAIOP's charitable activities.



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**DINA SEGAL**Senior Corporate Counsel  
Intuit, Inc.

**D**ina Segal has an innate ability to lead interdisciplinary teams and act as a strategist, her peers say. Those traits have made her not only an effective negotiator and advocate, but a true leader and business partner. Segal, who has worked for high-profile law firms and the U.S. Department of Justice, recently joined Intuit. Previously she was senior vice president and deputy general counsel of Renovate America Inc. In 2019, Segal assembled senior female in-house leaders from the San Diego community of SunLaw — a community that supports, educates, advances, connects and inspires women in-house counsel to maximize their fullest potential and lead — to incorporate into a nonprofit organization and expand national chapter and membership presence. She is now co-president and board member of SunLaw.

**ANA TSANG**Vice President & Group Manager  
JLL

**A**na Tsang has advanced the growth of JLL in San Diego by more than doubling the square footage of properties under management. Her investment and promotion of team members has allowed her to build a strong team that oversees more than 1.8 million square feet of office and industrial properties from Carlsbad to Chula Vista. Tsang started her career in the Bay Area, which she credits with providing her a diverse background in property management, including construction management. She moved to San Diego in 2013 to be closer to family. She has been the treasurer of Commercial Real Estate Women San Diego (CREW) since January 2018. Ana Tsang is a mentor and is adept at balancing client relationships, customer experience and team leadership.

**SHAWN VANDIVER**Senior Manager  
Deloitte

**S**hawn VanDiver senior manager at Deloitte is helping to grow Deloitte's government practice in San Diego to various federal, state, local, and regional government agencies is part of VanDiver's work. He is also leading Deloitte's effort to work binationally at the U.S. — Mexico International Border. VanDiver takes on these tasks while staying active in the community. He led for four years the Truman San Diego Memorial Day Rose Ceremony. Grew from 20 participants and 1000 roses dropped at sunrise on Memorial Day to 80,000 plus roses and 1500 participants. VanDiver is a board member for the Truman National Security Project's Member Advisory Board, serving as an officer of the board. He is an advisory board member of No One Left Behind, helping translators who served the U.S. military in Iraq and Afghanistan get to the U.S. and become citizens.

**EMILY WILSON HASSIG**Chief Development Officer  
Promises2Kids

**A**t age 32, Emily Wilson Hassig has already had a successful career raising funds for multiple organizations. In three years at Promises2Kids, she has added donors and significantly increased revenue, which has allowed the organization to increase support for foster youth by 20%. She advanced to the role of chief development officer last year and recently earned her CFRE (Certified Fund Raising Executive) designation. Hassig manages a revenue budget of nearly \$5 million and has a goal to increase the organization's revenue so it can serve every foster youth aging out of the system. Prior to joining Promises2Kids, Hassig was the manager of special gifts for the Scripps Health system hospitals, where her responsibilities included the cultivation and solicitation of philanthropic gifts.

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**DR. JOSHUA WINDMILLER**  
Co-founder & CTO  
Biolinq

**D**r. Joshua Windmiller is a leading international authority in electrochemical biosensor technology and instrumentation. His Ph.D. research in electrical engineering at UC San Diego, funded by a Powell Foundation fellowship, focused on the development of printed biosensors, bioelectronic and biofuel cells. He co-founded Biolinq to create a front end for digital health. In 2019, he was able to validate the science behind dermal (that is, skin) sensing in two highly successful human clinical trials. These trials have proven that dermal sensing not only is an accurate measure of glucose as the model biomarker, but may be a preferred method of general biomarker assessment than more invasive and established methods. A San Diego native, Windmiller has a passion for building and sustaining a vibrant life science entrepreneurial community.



**DR. JENNIFER WINWARD**  
Founder & CEO  
Winward Academy

**D**r. Jennifer Winward is committed to education equity and to giving students from all income levels access to quality teaching. The UC San Diego psychology professor has developed an online learning platform, Winward Academy, which is the first to honor over 40 years of research about learning theory. Her own Ph.D. work at UC San Diego, where she studied adolescent learning and brain development, informs her efforts. Dr. Winward hopes to serve students in greatest need. Helping underrepresented youth grow test scores and confidence has a multi-generational impact, opening doors to college and to full-ride scholarships, and inspiring younger siblings, cousins and entire communities. She offers her curriculum in concert with several community organizations. In addition, Dr. Winward supports young women in STEM and entrepreneurship.



**JIM WOODS**  
Vice President of Corporate Relations  
United Way of San Diego County

**J**im Woods will often use the term "relationship animal" when talking about how he successfully builds and fosters relationships in the network he has assembled over the years. Under his leadership, United Way of San Diego County raised \$6 million in contributions last year, benefiting many in the community. Woods oversees many facets of his organization, both internally and externally. His greatest professional accomplishment to date is developing and implementing United Way's Emerging Leaders Council, which provides young professionals with opportunities for cross-industry networking, volunteering and professional development. He regularly contributes time, resources and ideas to the Association of Fundraising Professionals, San Diego Regional Chamber of Commerce, UC San Diego's and Point Loma Nazarene University's MBA programs and Beach and Bay Family YMCA.



**JOHN YEADON**  
Director of Sales and Marketing  
Manchester Grand Hyatt San Diego

**J**ohn Yeadon encompasses what an up-and-coming leader should be, how he should lead, and what successful leadership looks like, says the person who nominated him for this award. During his tenure at the Manchester Grand Hyatt he has led his team to break production records three years in a row, securing \$90 million in business for the hotel each year. He deployed aggressive and innovative strategies to successfully eliminate pace deficits despite a steady flow of new hotel inventory and a convention center that is in need of expansion. From promoting numerous employees into leadership positions to creating an inclusive culture that motivates and encourages his associates, Yeadon has fostered a family-like environment that maximizes productivity without compromising fun.



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*Congratulates Agustín Ceballos  
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**JACOB C. CHAPARRO**  
President / CIO


**Jacob Chaparro** is the founding President and Chief Investment Officer of **Zenith Investment Management**, an Investment Advisory firm focused on Private Wealth Management and Leveraged Equity strategies based in San Diego, CA. Mr. Chaparro found Zenith in early 2016. With a mindset of offering something different, unique to his clients outside of regular money management, in 2017, he also started his own hedge fund. In the pursuit of continuing to excel and drive better, more consistent performance, he transitioned his hedge fund into a quantitative based strategy just this past month. Mr. Chaparro did so by creating an algorithm which he calls- the "A c c e B e R" algorithm.

Mr. Chaparro has been in the industry for over 10 years spending time at Fidelity, TD Ameritrade and Charles Schwab focusing on investment management, trading, retirement planning, tax efficient investing, and wealth preservation. Prior to starting Zenith, he served as an Investment Consultant at TD Ameritrade where he managed over \$600 million overseeing over 400 households.

Jacob and his wife, Rebecca, live locally in the UC neighborhood with their 1-year old baby girl, Emilia, and their 2 French Bulldogs, Tillman and Remy. In his spare time, Jacob enjoys spending time outdoors, volunteering with local organizations, staying active and being with his family and friends.

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**Evan McDonald, SIOR**

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**A job well done!**

Congratulations to everyone featured in this year's San Diego's Next Top Business Leaders. And thank you Shawn VanDiver for making your mark on Deloitte and with our clients.

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Angela Gibson, Wesley Knee and Leeann Ryder (Circadence).



Robert Lopez (Accion San Diego).



Jessica Lohr, Adam Lohr, and Jerry Varga (RSM).



Mitch Semon, Kayle Fields and Frank Busic (University Club Atop Symphony Towers).



Marianne Gerhard and Agustin Ceballos (Seltzer Caplan McMahon Vitek).



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**Ana Tsang**  
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*Congratulations*  
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**SEPTEMBER 13  
2019**

**Westin Carlsbad  
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(formerly Sheraton)  
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**Workshop Registration**  
opens: 9:00 am

**Workshop:**  
9:30 - 11:30 am

**Luncheon Registration**  
opens: 11:30 am

**Luncheon:**  
12:00 - 1:30 pm

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