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DECEMBER 10-13, 2019



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*All workshops are held from 9:00 a.m. to 4:30 p.m. at the JONES Coaching & Retreat Center in Rancho Santa Fe, Ca. Lunch will be provided all 4 days.*

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# SAN DIEGO BUSINESS JOURNAL



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**SONY**

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# Letter from the Publisher



Our 21st annual celebration honoring the Best Places to Work in San Diego was held on September 19. **Sony Electronics** made over 400 guests feel at home at its award winning North American headquarters in Rancho Bernardo.

The San Diego top 100 Best Places to Work rankings are produced in partnership with **Best Companies Group**. It uses measurements and standards similar to competitions throughout the United States and internationally. Companies are selected based on a score derived from confidential surveys of employees. Our winners reflect true excellence in policies and practices that foster employee health, engagement and productivity.

**Mike Fasulo**, president and chief operating officer of Sony, gave an impressive keynote address. His message focused on how innovation begins with diversity and inclusion. He shared how Sony invests in talent programs that provide professional development to its employees and to foster an inclusive work environment with a diversity of viewpoints and backgrounds to drive “The Spirit of Innovation.” At Sony, innovation is driven by its commitment to its Team, its Business, its Customers and its Community.

A team of Sony executives assisted in the presentation the awards. I would like to thank **Cheryl Goodman**, head of corporate communications and social responsibility; **Laura Ash**, senior vice president of human resources; **Lee Wills**, director for talent acquisition and inclusion; and **Takeshi Yoshida**, who oversees financial planning and control, for their contributions in making the evening a success.

I also want to thank our sponsors, **Sony Electronics**, **Southwest Airlines** and **GreenRope**. They join us in congratulating all of the 100 winners. Please find details on the winning companies and their company initiatives on the following pages.

Barb Chodos  
President & Publisher



## Without a Heart, it's just a machine.

Congratulations to all the Finalists and Honorees!

**Southwest**

# SONY

## Innovation begins with diversity and inclusion.



Sony Electronics fosters an inclusive **Great Place to Work** environment with a diverse employee population. We value our employees' thoughts, ideas and options, and empower them to contribute to our relentless pursuit of innovation.



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TOGETHER, LET'S MAKE THE WORLD SAY, **WOW.**



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## SAN DIEGO'S BEST PLACES TO WORK

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

# Cultura Develops a Unique Sense of Place In its Own Workspace

## INTERIORS: Firm Puts Together Spaces Where People Love to Work

By MARIEL CONCEPCION

**C**ultura is not just a furniture dealership. According to the company, it is a partner in creating places where people love to work, live, learn and play.

**Briana Wilson**, director of brand and culture at Cultura, said this mission stems from Cultura's employees' appreciation for their own workplace.

"We love where we work and we love creating places where others get to love where they work (too)," she said.

This is because Cultura is intentional in practicing what it preaches. At the privately held company, employees have the opportunity to turn their work trips into vacations, said Wilson, by extending their journeys to see family and friends, check out some tourist spots and explore the area.

**TOP LOCAL EXECUTIVE:**  
Anne Bengé, CEO

**ADDRESS:** 5010 Shoreham Place, Suite 110, San Diego 92122

**U.S. EMPLOYEES:** 27

**WHAT THEY DO:** Office furniture dealer and workplace designer and consultant



"We believe that just because you're not in the office, (it) doesn't mean you stop learning," said Wilson, adding that employees at Cultura have unlimited vacation days. "After hearing from friends how they've traveled to lots of cool cities for work and have never actually played tourist in them, experienced the food, etc., we knew that's not the kind of thing we wanted to replicate ... We want everyone when they go off for work or vacation, to come back rested, inspired and ready to add value to Cultura in new, fresh ways."

This is just one of the many attributes that put Cultura at the top spot in the small business category of the Best Places to Work 2019 list, released by the San Diego Business Journal last month.

Cultura — which was founded in 2009



Photo by Bob Thompson Photography

When it comes to making great workplaces, Cultura is there for its customers and its team.

and has 34 local employees — also offers back-up child and elder care, in case an employee's regular caregiver is suddenly unavailable, as well as a dog-friendly work environment. Other perks are a kitchen fully stocked with snacks, a wine fridge with endless options and beer kegs that are always cold, according to the company.

As a result, Cultura has an 84% retention rate and an 89% employee engagement rate, according to the company.

Since inception, Cultura, which means "culture" in both Italian and Spanish, has partnered with over 900 companies nationally and has helped build over 45,000 spaces that support their clients' businesses, people and ultimately culture, as per the company. Some of its local clients include Pura Vida, La Jolla Pharmaceutical Co., Palomar College, University of California, San Diego, San Diego International Airport and Biocom, to list a few.

## #2 La Jolla Logic

**TOP LOCAL EXECUTIVE:**  
Stacey Anfuso, CEO

**ADDRESS:** 2850 Womble Road, Suite 100-602, San Diego CA 92106

**U.S. EMPLOYEES:** 28

**WHAT THEY DO:** Computer engineering, concentrating on information system security and advanced technology



**La Jolla Logic**, a 28-person company based in Old Town, takes a bottoms up approach to leadership. In its view, the role of the corporate team is to support the engineering staff.

The business is a cybersecurity and advanced technology specialist serving the U.S. Department of Defense as well as academic institutions and the commercial sector.

La Jolla Logic offers flexible hours and telecommuting, and pays for 100% of an employee's health insurance premium. Compensation and benefits are designed to attract and retain high caliber employees with specialized skills and exceptional capabilities. Apparently, these approaches work: there was no turnover in the last fiscal year, while industrywide turnover was 36.2%. The company offers spot bonuses for jobs well done. To beat stress, La Jolla Logic sponsors employee and leadership engagement activities such as team lunches, happy hours and other social events in a fun and relaxing environment.

## #3 HoyleCohen

**TOP LOCAL EXECUTIVE:**  
Mark Delfino, CEO and Partner

**ADDRESS:** 9350 Waxie Way, Suite 500, San Diego 92123

**U.S. EMPLOYEES:** 37

**WHAT THEY DO:** Wealth management



**HoyleCohen** describes its office as a close knit community. Many people there have worked together for decades. They celebrate each other's professional and personal successes.

The wealth management firm gives out "Core Bucks," for achievements. They can be collected and redeemed for prizes. Employees may also participate in an employee stock ownership plan. In addition, the employer makes an annual discretionary profit sharing contribution of up to 3-5% of total annual compensation after one year of employment.

There are other employee benefits. For the mind and body, HoyleCohen sponsors a book club and offers access to a fitness room for personal training and yoga. One unique benefit for all team members is a daily, made to order organic protein smoothie.

The management at HoyleCohen believes volunteering time and resources makes us all better people, better leaders — and better in business. Philanthropic efforts include the annual Walk for Wishes.

## #4 SiO Digital

**TOP LOCAL EXECUTIVE:**  
Giovanni Letellier, CEO

**ADDRESS:** 3950 Sorrento Valley Blvd., Suite 500, San Diego 92121

**U.S. EMPLOYEES:** 18

**WHAT THEY DO:** Advertising, public relations and marketing



**SiO Digital Marketing** is a startup in San Diego creating digital marketing strategies that put businesses on the e-map and grow visibility, reputation and revenue.

Founded in 2014, the business values input from its 18 team members. Employees are invited to submit ideas to the company Idea Box each week. The group reads them together to determine their viability. Some ideas that have been permanently adopted by the business are a weekly ping-pong tournament, Friday catered lunches, the eClincher Social Media Management Tool and its Video Search Engine Optimization Services. The business recognizes that trial and error — and sometimes small setbacks — are necessary for growth.

In addition to Friday lunches (for social engagement and getting to know each other) the business offers many benefits, including free gym memberships as well as opportunities to get together outside of work. A group from the business recently enjoyed a music festival together.

## #5 Boutique Recruiting

**TOP LOCAL EXECUTIVE:**  
Innesa Burrola, President

**ADDRESS:** 591 Camino De La Reina, Suite 1020, San Diego, 92108

**U.S. EMPLOYEES:** 16

**WHAT THEY DO:** Placement for finance, accounting and administrative professionals



**Boutique Recruiting** President **Innesa Burrola** sees personalized interactions with her clients as a top priority. In fact, the company says it is powered by personal relationships. But the slogan applies not just to client relationships. It is at the heart of the company's relationships with its employees.


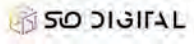










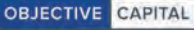


Benefits of a job with Boutique Recruiting include an extra two weeks off at the end of the year, inclusive decision making, outstanding pay, a gorgeous state-of-the-art office with gym, the ability to work remotely, and regularly provided healthy lunches and in-house massages. Birthdays and work anniversaries are celebrated with a lunch or dinner. Employees get to experience a fun environment at the company, which enjoys events such as bowling.

Boutique Recruiting offers profit sharing and a 3 percent match on retirement plans. Employees naturally feel good about what they do because they have a supportive, well-regarded company with strong leadership standing behind them.

**SAN DIEGO'S BEST PLACES TO WORK | SMALL**

Small Employer Category  
(15 – 49 U.S. Employees)

Researched by Best  
Companies Group

Rank	Company Address Website Phone		# of employees: FY 2019 FY 2018	% medical coverage paid by employer	Profit sharing	Stock options	Retirement	Flexible spending	PTO community svc.	Fitness facilities	Wellness programs	Business description Year est. locally	Top local executive
1	<b>Cultura</b> 5010 Shoreham Place, Suite 110, San Diego 92122 www.wearecultura.com 858-755-1390		33 27	75-99	Y	N	Y	Y	Y	Y	N	Office Furniture Dealer 2009	Anne Bengé 
2	<b>La Jolla Logic Inc.</b> 2850 Womble Road, Suite 100-602, San Diego 92106 www.lajollalogic.com 619-535-1121		28 23	100	N	N	Y	Y	N	N	N	Defense 2011	Stacey Anfuso 
3	<b>HoyleCohen LLC</b> 9350 Waxie Way, Suite 500, San Diego 92123 www.hoylecohen.com 858-576-7300		37 35	75-99	N	Y	Y	Y	Y	Y	Y	Wealth Management 2001	Mark Delfino 
4	<b>SiO Digital</b> 3950 Sorrento Valley Blvd., Suite 500, San Diego 92121 www.siodigital.com 800-990-2429		18 na	50-74	Y	N	Y	Y	Y	Y	Y	Advertising/PR/Marketing 2014	Giovanni Letellier 
5	<b>Boutique Recruiting</b> 591 Camino de la Reina, Suite 1020, San Diego 92108 www.boutiquerecruiting.com 858-800-4935		16 na	50-74	N	N	Y	N	N	Y	Y	Staffing 2014	Innesa Burrola 
6	<b>Rowling &amp; Associates</b> 8889 Rio San Diego Drive, Suite 202, San Diego 92108 www.rowling.com 619-295-0200		15 na	100	Y	N	Y	Y	N	Y	Y	Financial Services 1987	Sheryl Rowling 
7	<b>BL3NDlabs</b> 101 W. Broadway, Suite 530, San Diego 92101 www.bl3ndlabs.com 760-420-4153		15 15	100	N	N	N	Y	Y	Y	N	Technology 2015	George Burnett III 
8	<b>Biosero Inc.</b> 9560 Waples St., San Diego 92121 www.biosero.com 858-880-7376		37 na	50-74	Y	N	Y	N	Y	N	N	Technology 2003	Thomas Gilman 
9	<b>NextLevel Internet Inc.</b> 10967 Via Frontera, San Diego 92127 www.nextlevelinternet.com 858-836-0700		38 na	100	N	N	Y	Y	Y	Y	N	Technology 1999	Jerry Morris 
10	<b>Analytica Consulting</b> 8910 University Center Lane, Suite 400, San Diego 92122 www.analyticaconsulting.com 858-272-8260		15 na	100	N	N	Y	N	N	Y	Y	Consulting 2014	Steve Rimar 
11	<b>Objective Capital Partners</b> 3636 Nobel Drive, Suite 160, San Diego 92122 objectivecp.com 858-208-3442		15 na	75-99	N	N	Y	Y	N	Y	N	Investment Banking Firm 2006	Channing Hamlet 
12	<b>LevitZacks, Certified Public Accountants</b> 450 B St., Suite 500, San Diego 92101 www.lz-cpa.com 619-238-1077		37 39	100	Y	N	Y	Y	Y	N	Y	Accounting 1964	Theresa Drouillard 
13	<b>Sayva Solutions</b> 3636 Nobel Drive, Suite 400, San Diego 92122 www.sayvasolutions.com 858-242-5676		35 24	100	N	Y	Y	N	Y	Y	Y	Consulting & Recruiting 2013	Ryan Buell 



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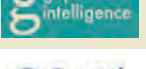





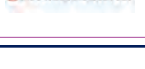

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14	<b>MJD</b> 4667 Cass St., San Diego 92109 www.mjdiinteractive.com 800-619-3930		17 na	75-99	N	N	Y	Y	Y	Y	Y	Technology 2007	Jeremy Duimstra	
15	<b>Wakeland Housing and Development Corp.</b> 1230 Columbia St., Suite 950, San Diego 92101 www.wakelandhdc.com 619-235-2296		46 na	100	N	N	Y	Y	N	N	Y	Nonprofit 1998	Kenneth Sauder	
16	<b>CG Life</b> 5501 Oberlin Drive, Suite 105., San Diego 92121 www.cglife.com 312-997-2436		48 na	75-99	Y	N	Y	N	Y	N	N	Advertising/PR/Marketing 2003	Erik Clausen	
17	<b>Lee &amp; Associates</b> 1900 Wright Place, Suite 200, Carlsbad 92008 www.lee-associates.com 760-929-9700		42 na	100	N	N	N	N	N	Y	N	Real Estate 1990	Al Apuzzo	
18	<b>Shipware LLC</b> 10815 Rancho Bernardo Road, San Diego 92127 www.shipware.com 858-879-2020		26 19	75-99	N	N	Y	N	N	N	N	Consulting 2011	Rob Martinez	
19	<b>Whova Inc.</b> 7310 Miramar Road, Suite 200, San Diego 92126 https://whova.com/ 858-227-0877		34 26	100	N	N	N	N	N	Y	Y	Technology 2013	Yuanyuan Zhou	
20	<b>1Point21 Interactive</b> 9810 Scripps Lake Drive, Suite A, San Diego 92131 www.1point21interactive.com 858-935-9478		47 46	75-99	N	N	Y	N	Y	Y	Y	Advertising/PR/Marketing 2005	Michael Perez	
21	<b>JLab Audio</b> 3402 Piazza D'Oro Way, Suite 230, Oceanside 92056 www.jlabaudio.com 866-358-6640		30 25	100	N	N	Y	Y	N	N	N	Technology 2005	Win Cramer	
22	<b>SBMI Group Inc.</b> 2815 Camino Del Rio S., San Diego 92108 www.sbmigroup.com 858-332-2480		15 15	N/A	N	N	N	N	Y	Y	Y	Real Estate 2011	Daniel Shkolnik	
23	<b>Western Lighting &amp; Energy Solutions</b> 6630 Flanders Drive, San Diego 92121 www.westernlightingandenergycontrols.com 858-564-0233		49 na	100	N	Y	Y	Y	N	N	N	Lighting 1995	Jimm Reifsnnyder	
24	<b>gap intelligence</b> 2448 Historic Decatur Road, Suite 105, San Diego 92106 www.gapintelligence.com 619-547-1100		48 42	50-74	N	N	Y	N	Y	Y	Y	Market Research 2003	Gary Peterson	
25	<b>Coastal Payroll</b> 9350 Waxie Way, Suite 110, San Diego 92123 www.coastalpayroll.com 858-565-2123		49 na	75-99	N	N	Y	N	Y	Y	Y	Financial Services 2007	Jonathan Gallagher	
26	<b>InnoVision Marketing Group</b> 5961 Kearny Villa Road, San Diego 92123 www.innovisionnow.com 619-356-3020		22 na	75-99	N	N	N	N	Y	N	Y	Advertising/PR/Marketing 2012	Ric Militi	
27	<b>TSAC Engineering</b> 16885 Via del Campo Court, Suite 304, San Diego 92127 www.tsacengineering.com 619-322-0712		25 na	100	Y	N	Y	Y	N	N	N	Engineering	Karen McPartland	

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- Jade Ferguson, HR, Harvest Meat

*“Innesa and the Boutique Recruiting team are always wonderful to work with! They have helped fill multiple positions in our accounting department. Each time they provide top notch candidates and professional service.”*

- Cara Morrison, CFO, IDW Publishing

*“It is no surprise this team got nominated as Best Places to Work in San Diego... I have partnered with them since before their company was created and these are truly great people, who care about people and provide state of the art service and exceptional talent. I am never worried about my internal headcount because they are my main recruiting department “*

- Gary Swedback, President, NAI





**SAN DIEGO'S BEST PLACES TO WORK | SMALL**

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(15 – 49 U.S. Employees)

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28	<b>Community Boost Consulting</b> 2159 India St., San Diego 92101 www.communityboost.org 619-663-5191	17 na	50-74	N	N	N	N	N	N	N	Advertising/PR/Marketing 2012	Cameron Ripley
29	<b>TalentZök</b> 10845 Rancho Bernardo Road, Suite 103, San Diego 92127 www.talentzok.com 858-487-0507	20 na	50-74	N	N	Y	N	Y	N	N	Staffing 2008	Travis Medley
30	<b>Reilly Financial Advisors</b> 7777 Alvarado Road, Suite 116, La Mesa 91942 www.rfawealth.com 800-682-3237	30 34	100	N	N	Y	Y	Y	N	Y	Financial Services – Other 1999	Frank Reilly
31	<b>ticktBox Enterprises LLC</b> 7670 Opportunity Road, San Diego 92111 www.ticktbox.com 805-816-0529	15 na	100	N	N	Y	Y	Y	Y	Y	Technology 2013	Andrew Ly
32	<b>BusinessOnline</b> 600 B St., Suite 300, San Diego 92101 www.businessol.com 619-699-0767	26 na	50-74	N	Y	Y	Y	Y	N	N	Web site services including search engine marketing, Web design and consulting 1996	Thad Kahlow
33	<b>Champion Risk &amp; Insurance Services</b> 12250 El Camino Real, Suite 375, San Diego 92130 www.championrisk.net 858-369-7911	19 18	75-99	Y	N	Y	Y	Y	Y	Y	Insurance (non-health care) 2004	Mark Raby
34	<b>Angels Foster Family Network</b> 9295 Farnham St., Suite 200, San Diego 92123 www.angelsfoster.org 619-283-8100	16 15	50-74	N	N	N	Y	Y	N	N	Nonprofit - Health & Human Services 1998	Jeff Weimann
35	<b>BJA Partners</b> 11405 W. Bernardo Court, San Diego 92127 www.bjapartners.com 858-376-1800	16 16	100	Y	N	Y	Y	Y	N	Y	Health Care - Insurance/Services 1983	Myron Jucha
36	<b>CS Illumination</b> 1210 Keystone Way, Suite A, Vista 92081 www.csillumination.com 760-477-1244	49 39	50-74	N	N	Y	Y	N	Y	Y	Lighting Distribution 2007	Scott King
37	<b>Billy Gene Is Marketing Inc.</b> 1133 Columbia St., Suite 102, San Diego 92101 www.billygeneismarketing.com 619-971-4807	22 20	75-99	N	N	Y	N	Y	N	N	Advertising/PR/Marketing 2015	Billy Gene Shaw III
38	<b>SoftClouds LLC</b> 16855 W Bernardo Dr, Suite 300, San Diego 92127 www.softclouds.com (858) 432-7220	47 na	75-99	N	N	Y	N	N	Y	Y	Technology 2005	Balaji Ramachandran

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

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## SAN DIEGO BUSINESS JOURNAL



San Diego Business Journal would like to recognize

# ARMON MILLS

SDBJ Publisher Emeritus

for his profound impact on the San Diego Business Journal and the business community.

Congratulations on your retirement. You will be missed.

## SAN DIEGO'S BEST PLACES TO WORK

MEDIUM EMPLOYER CATEGORY (50 - 249 U.S. EMPLOYEES)

# Hughes Marino Values Excellence, Personal Growth, a Sense of Fun

**REAL ESTATE:** Company Culture Shaped by 10 Core Values

By RAY HUARD

Enjoy the journey. That's one of the core values of **Hughes Marino**, a commercial real estate brokerage based in downtown San Diego that's led by **Jason and Shay Hughes**.

Embrace the family spirit is another core value.

Putting those values into practice earned the firm kudos as one of the best places to work in San Diego County.

"From day one, Jason and I have always made the happiness and well-being of our amazing team members a top priority, and our 10 core values have truly been a guiding light in how we do business," said Shay Hughes, COO and president.

The company's other driving principles as expressed in its core values are to "always do the right thing, deliver excellence in everything we do, build lasting relationships

**TOP LOCAL EXECUTIVE:** Jason Hughes, CEO  
**ADDRESS:** 1450 Front St., San Diego 92101  
**U.S. EMPLOYEES:** 78  
**WHAT THEY DO:** Tenant representation and other commercial real estate services

**HUGHES MARINO**

based on trust, nurture your personal and professional life, pursue growth and learning, proactively communicate with everyone and be authentic, grateful and humble."

The company specializes in representing tenants in lease negotiations and buyers in sales transactions, never landlords or sellers.

The theory is that in doing that, Hughes Marino avoids conflicts that might arise in brokerages that represent landlords and tenants.

The company also offers a variety of other services, including project and construction management and planning and design.

In addition to its San Diego headquarters, Hughes Marino has offices in Irvine, Long Beach, Los Angeles, Ontario, Temecula, Walnut Creek, San Jose, New York and Bellevue, Wash.

"From creating a beautiful and welcoming space that inspired and cultivates cre-



Photo courtesy of Hughes Marino

At Hughes Marino, the 'happiness and well-being' of the entire team is a top priority for the leadership.

ativity to providing top-of-the-line benefits, ample time off to recharge, activities that nurture our team's personal growth and making time for fun, we do everything in our power to ensure that our team can thrive and grow, both professionally and personally," Shay Hughes said.

During monthly team meetings, the people who work at Hughes Marino make a point of recognizing each other's achievements.

Sometimes they don't even talk business, just gather to focus on appreciation and growth.

"Not only do we want each and every one of them to love what they do and feel fulfilled in their roles, but we also want to ensure that our team feels supported as though they work in a home away from home," Shay Hughes said.

For professional development, the

company brings in professional and motivational speakers such as **Jesse Itzler**, the entrepreneur, former rapper and an owner of the **Atlanta Hawks** of the **National Basketball Association**.

Fun is an important part of the culture at Hughes Marino.

Workers get a half day off on the last Friday of every month to get a jumpstart on the weekend and there are regular "theme days."

Talk about casual Friday, Hughes Marino has comfortable pajama days and days when people wear baseball gear to work.

The company also gives out tickets to **San Diego Padres** games and rents out fancy spots for worker appreciation parties.

On a more serious note, the company has an annual Hughes Marino award that comes with a cash prize to honor the most inspirational worker in each of its offices.

## #2 The Miller Hull Partnership

**TOP LOCAL EXECUTIVE:** Caroline Kreiser, Principal  
**ADDRESS:** 4980 N. Harbor Drive, Suite 100, San Diego 92106



**U.S. EMPLOYEES:** 102

**WHAT THEY DO:** Architecture and planning

Founded in 1977 by partners with a defining background in the Peace Corps, **The Miller Hull Partnership** is an international, award-winning architecture and planning firm. Its San Diego studio opened in 2011. With a legacy of environmentally responsible buildings, the firm's culture is built on inspiration that comes from connecting with nature and each other.

Weekly Design Panels are a paid hour for staff to have a critical discussion over food and drink. Outside of the office, families are welcome at nature-oriented retreats. Paddle boards and surfboards available for employees to use at the marina near the Point Loma architecture studio.

In 2015, Miller Hull became a JUST organization and continually evaluates its practice to create an environment of transparency to improve the firm and the industry.

The firm contributes financially to nonprofits and donates over 1% of its billable hours to pro-bono work, including Bayside Community Center and Living Coast Discovery Center.

## #3 Nth Generation Computing, Inc.

**TOP LOCAL EXECUTIVE:** Jan Baldwin, CEO  
**ADDRESS:** 17055 Camino San Bernardo, San Diego 92127  
**U.S. EMPLOYEES:** 69



**WHAT THEY DO:** Information technology solutions provider

The atmosphere at **Nth Generation Computing** has created what the business calls incredible employee loyalty and longevity. Jan and Rich Baldwin own the business and work to keep the atmosphere fun. Seasonal celebrations as well as yoga classes are interwoven with work life.

The Nth Generation benefits package includes fully paid health insurance for employees and profit sharing. The Baldwins have empowered their managers to creatively reward employees and invest in their future success with specialized training and skills development.

Employees at Nth Generation Computing go places. Each receives free theater tickets for themselves and a guest. There is an annual overnight stay at a winery and spa. The business holds its annual company symposium at the Disney Grand Californian Resort for three nights, providing all meals and passes to Disneyland. The owners treated one of their first retiring employees with a first-class trip to Australia and New Zealand.

## #4 EVOTEK

**TOP LOCAL EXECUTIVE:** Cesar Enciso, CEO and Founder  
**ADDRESS:** 6150 Lusk Blvd, Suite B204, San Diego 92121



**U.S. EMPLOYEES:** 71

**WHAT THEY DO:** Information technology value added reseller

**EVOTEK** says its formula for success is simple: "We put our people first, and because we have happy employees, we have happy clients."

What makes **EVOTEK** different is an innovative value-added reseller business model that gives employee-partners an opportunity to share in the annual profits of the company. At the end of the fiscal year, the company reinvests a portion of the yearly profit back into qualified employees.

Earning partnership at **EVOTEK** is not only about financial participation, it is also about being included in decisions that leadership makes.

Recognizing that all work and no play makes for a tedious career, **EVOTEK** offers frequent employee and customer events, from monthly happy hour networking events at local breweries and hosting large events at NFL, MLB, and NBA games, to sponsoring executive roundtables to discuss the direction of the industry and discover where new opportunities will emerge for clients and employees.

## #5 Cadence

**TOP LOCAL EXECUTIVE:** Wendy Burk, CEO  
**ADDRESS:** 7701 Herschel Ave., La Jolla 92037  
**U.S. EMPLOYEES:** 58



**WHAT THEY DO:** Travel management

**Cadence** manages business travel, designs and operates meetings and incentive trips, and creates curated personal travel experiences. The firm has grown from a three-person office in La Jolla to a premiere travel management company by caring first about its employees, clients and partners. Every employee is treated with equal respect and CEO Wendy Burk has an open-door policy. As a result, clients get better care and service than they do with competitors.

Staff receives familiarization trip dollars as well as a week paid for travel to broaden their knowledge. At the office, employees enjoy catered meals and fitness perks: weekly yoga classes, funded participation in community fitness events and midday group walking breaks. Yoga chairs, standing desks and ergonomically friendly chairs are available, as are healthy snacks.

Annual perks include a \$100 donation to the charity of the employee's choice and a staff retreat at a five-star property.

**SAN DIEGO'S BEST PLACES TO WORK | MEDIUM**

Medium Employer Category  
(50 – 249 U.S. Employees)

Researched by Best  
Companies Group

Rank	Company Address Website Phone		# of employees: FY 2019 FY 2018	% medical coverage paid by employer	Profit sharing	Stock options	Retirement	Flexible spending	PTO community svc.	Fitness facilities	Wellness programs	Business description Year est. locally	Top local executive
1	<b>Hughes Marino Inc.</b> 1450 Front St., San Diego 92101 www.hughesmarino.com 619-238-2111	<b>HUGHES MARINO</b>	78 82	100	N	N	Y	Y	Y	Y	Y	Commercial Real Estate 2011	Jason Hughes
2	<b>The Miller Hull Partnership</b> 4980 N Harbor Drive, Suite 100, San Diego 92106 https://millerhull.com 619-220-0984	<b>MILLER HULL</b>	102 na	100	Y	N	Y	Y	Y	N	Y	Architecture 1977	Caroline Kreiser
3	<b>Nth Generation Computing Inc.</b> 17055 Camino San Bernardo, San Diego 92127 http://nth.com 800-548-1883	<b>N<sup>th</sup> GENERATION</b>	69 na	100	Y	N	Y	Y	Y	Y	Y	Technology 1991	Jan Baldwin
4	<b>EVOTEK</b> 6150 Lusk Blvd., Suite B204, San Diego 92121 www.evotek.com 858-362-5083	<b>EVOTEK</b>	71 59	100	Y	N	Y	Y	Y	N	Y	Technology 2014	Jeffrey Klenner
5	<b>Cadence Travel</b> 7701 Herschel Ave., La Jolla 92037 www.cadencetravel.com 858-551-4000	<b>CADENCE</b> <small>A BRAND OF THE TRAVEL GROUP</small>	58 na	50-74	N	N	Y	Y	Y	Y	Y	Hospitality/Travel/ Tourism 1995	Wendy Burk
6	<b>Seer Interactive</b> 1510 Front St., Suite 400, San Diego 92101 www.seerinteractive.com 619-391-4290	<b>seer</b>	198 159	75-99	Y	N	Y	Y	Y	Y	Y	Advertising/PR/Marketing 2002	Francis Shovlin
7	<b>Power Digital Marketing</b> 2251 San Diego Ave., Suite A250, San Diego 92110 www.powerdigitalmarketing.com 888-355-7444	<b>POWERDIGITAL MARKETING</b>	83 53	50-74	Y	Y	Y	Y	Y	N	Y	Advertising/PR/Marketing 2012	Grayson Lafrenz
8	<b>Simplexity Product Development Inc.</b> www.simplexitypd.com	<b>Simplexity</b> <small>PRODUCT DEVELOPMENT</small>	81 na	100	N	N	Y	Y	Y	N	N	Engineering 2005	Ed Snow



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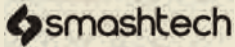

















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**SAN DIEGO'S BEST PLACES TO WORK | MEDIUM**

Medium Employer Category  
(50 – 249 U.S. Employees)

Researched by Best  
Companies Group

Rank	Company Address Website Phone		# of employees: FY 2019 FY 2018	% medical coverage paid by employer	Profit sharing	Stock options	Retirement	Flexible spending	PTO community svc.	Fitness facilities	Wellness programs	Business description Year est. locally	Top local executive
9	<b>Smashtech</b> 530 B St., Suite 1500, San Diego 92121 www.smashtech.com 888-657-1779		92 61	75-99	N	N	Y	Y	Y	Y	Y	Advertising/PR/Marketing 2014	Omar Imani 
10	<b>Atlas General Insurance Services LLC</b> 4365 Executive Drive, Suite 400, San Diego 92121 www.atlas.us.com 858-529-6700		159 na	100	N	N	Y	Y	Y	Y	Y	Insurance (non-healthcare) 2009	Bill Trzos 
11	<b>Glen Oaks Escrow</b> 760 Garden View Court, Encinitas 92024 https://glenoakescrow.com/ 760-705-1554		241 228	50-74	N	N	Y	Y	Y	Y	N	Real Estate 1997	Joe Curtis 
12	<b>Cavignac &amp; Associates</b> 450 B St., Suite 1800, San Diego 92101 www.cavignac.com 619-234-6848		54 na	75-99	N	N	Y	Y	Y	Y	Y	Insurance (non-healthcare) 1992	Jeffrey Cavignac 
13	<b>Pure Financial Advisors Inc.</b> 3131 Camino del Rio N., Suite 1550, San Diego 92108 www.purefinancial.com 619-814-4100		69 na	100	N	Y	Y	Y	N	Y	Y	Financial Services 2007	Michael Fenison 
14	<b>Zebit Inc.</b> 9530 Towne Centre Drive, Suite 200, San Diego 92121 www.zebit.com 888-848-8756		62 53	100	N	Y	Y	Y	N	Y	Y	Financial services & eCommerce 2015	Marc Schneider 
15	<b>Platform Science</b> www.platformscience.com		62 na	100	N	N	Y	Y	N	Y	Y	Technology 2014	Jack Kennedy 
16	<b>Host Healthcare Inc.</b> 4225 Executive Square, Suite 1500, La Jolla 92037 www.hosthealthcare.com 800-585-1299		70 70	50-74	N	N	Y	Y	Y	Y	Y	Staffing 2012	Adam Francis 
17	<b>Forward Slope Inc.</b> 2020 Camino del Rio N., Suite 400, San Diego 92108 www.forwardslope.com 619-299-4400		95 na	75-99	Y	N	Y	Y	N	Y	Y	Defense 2002	Carlos Persichetti 



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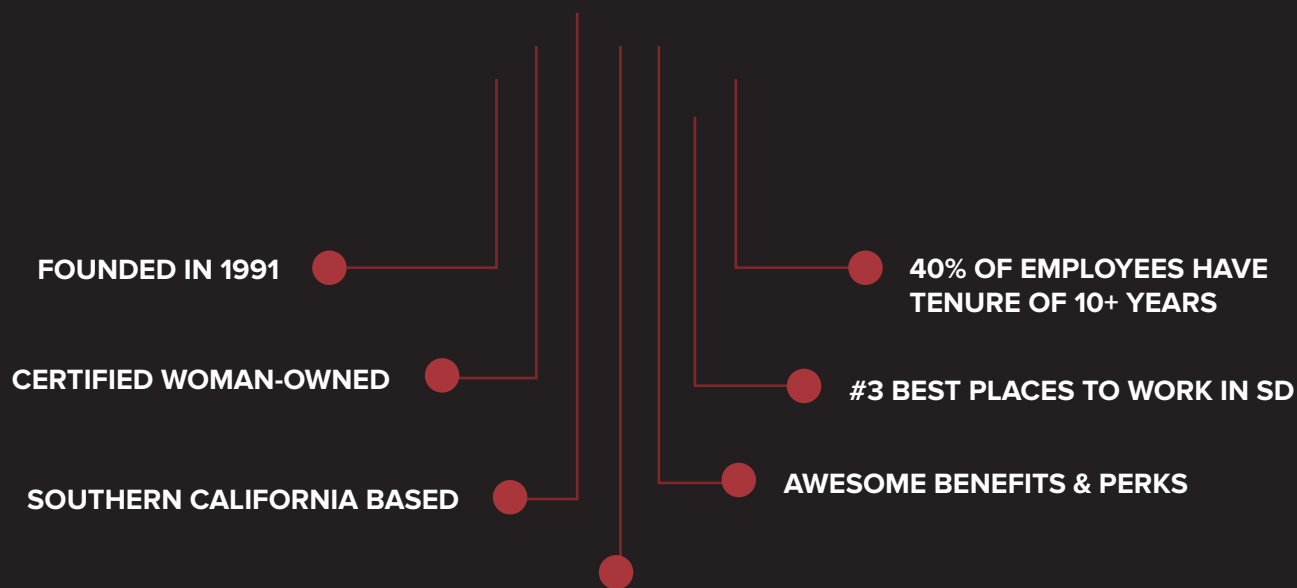




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**SAN DIEGO'S BEST PLACES TO WORK | MEDIUM**

Medium Employer Category  
(50 - 249 U.S. Employees)

Researched by Best  
Companies Group

Rank	Company Address Website Phone	# of employees: FY 2019 FY 2018	% medical coverage paid by employer	Profit sharing	Stock options	Retirement	Flexible spending	PTO community svc.	Fitness facilities	Wellness programs	Business description Year est. locally	Top local executive
18	<b>Doctor Multimedia</b> 4660 La Jolla Village Drive, Suite 740, San Diego 92122 doctormultimedia.com 800-679-3309	62 na	50-74	N	N	N	N	Y	Y	Y	Advertising/PR/Marketing 2010	Ace Rogers
19	<b>Cordial</b> 701 B St., Suite 1000, San Diego 92101 www.cordial.io 844-726-7342	74 30	100	N	N	Y	Y	Y	N	Y	Technology 2014	Jeremy Swift
20	<b>Fairway Technologies</b> 7825 Fay Ave., Suite 100, La Jolla 92037 www.fairwaytech.com 858-454-4471	72 na	100	Y	N	Y	Y	Y	Y	Y	Technology 2002	Brett Humphrey
21	<b>Organifi LLC</b> 1320 Columbia St., Suite 310, San Diego 92101 www.organifi.com 650-922-4485	69 32	50-74	N	N	Y	N	Y	Y	Y	Retail 2014	Djamel Bettahar
22	<b>tk1sc</b> 4755 Eastgate Mall, Suite 150, San Diego 92121 www.tk1sc.com 858-362-6800	224 na	100	N	N	Y	Y	N	Y	Y	Engineering 2015	Joe Ross
23	<b>Destination Concepts Inc.</b> 2620 Financial Court, Suite 101, San Diego 92117 www.destinationconcepts.com 858-274-7979	61 54	50-74	N	N	Y	Y	N	N	Y	Hospitality/Travel/ Tourism 1998	Brynne Frost
24	<b>The Control Group</b> 4110 Mission Blvd., Suite 200, San Diego 92109 www.thecontrolgroup.com 858-750-2018	67 70	100	N	N	Y	Y	Y	Y	Y	Technology 2010	Steven Gray
25	<b>Accredited Debt Relief</b> 591 Camino de la Reina, Suite 818, San Diego 92108 www.accrediteddebtrelief.com 866-731-7070	180 na	50-74	N	N	Y	N	N	Y	Y	Financial Services 2011	Shawn Syndergaard
26	<b>Silvergate Bank</b> 4275 Executive Square, Suite 800, La Jolla 92037 www.silvergatebank.com 858-362-6300	200 189	100	N	N	Y	Y	Y	Y	Y	Banking 1988	Alan Lane

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**SAN DIEGO'S BEST PLACES TO WORK | MEDIUM**

Medium Employer Category  
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27	<b>Dempsey Construction</b> 1835 Aston Ave., Carlsbad 92008 www.dempseyconstruction.com 760-918-6900		54 53	75-99	N	N	Y	N	N	Y	Y	Construction 2010	John Dempsey	
28	<b>Finch, Thornton &amp; Baird, LLP</b> 4747 Executive Drive, Suite 700, San Diego 92121 www.ftblaw.com 858-737-3100		56 48	100	Y	N	Y	Y	Y	Y	Y	Legal 1987	P. Randolph Finch Jr.	
29	<b>Pro Back Office LLC</b> 5151 Shoreham Place, Suite 208, San Diego 92122 www.probackoffice.com 858-622-1681		59 71	75-99	N	N	Y	Y	Y	Y	Y	Accounting 2012	Mike Ford	
30	<b>XY - The Persistent Co.</b> 1133 Columbia St., San Diego 92101 www.xy.company 866-200-5685		82 na	100	na	N	Y	N	Y	Y	N	Technology 2012	Arie Trouw	
31	<b>Airspace Technologies</b> 6005 Hidden Valley Road, Suite 280, Carlsbad 92011 www.airspacetechologies.com 858-201-4894		92 109	75-99	N	Y	Y	N	Y	Y	Y	Technology 2015	Nicholas Bulcao	
32	<b>Bank of Southern California</b> 3142 Tiger Run Court, Suite 107, Carlsbad 92010 www.banksocal.com 760-599-7044		102 76	75-99	N	N	Y	Y	N	Y	Y	Banking 2001	Nathan Rogge	
33	<b>TargetCW</b> 9475 Chesapeake Drive, San Diego 92110 www.targetcw.com 858-810-3000		116 104	75-99	N	N	Y	Y	Y	Y	Y	Payrolling & Staffing for Contingent Workers 2010	Samer Khouli	
34	<b>eCapital</b> 5928 Pascal Court, Suite 200, Carlsbad 92008 www.ecapital.com 800-705-1500		116 na	100	N	N	Y	Y	Y	Y	Y	Financial Services 1993	Tracy Groves	
35	<b>Novasys Health an IQVIA Co.</b> 5999 Avenida Encinas, Carlsbad 92008 www.novasys.com 888-899-6682		53 na	75-99	N	N	Y	Y	N	Y	Y	Health care 2008	Tim Gleeson	
36	<b>Andrews Lagasse Branch &amp; Bell LLP</b> 4365 Executive Drive, Suite 950, San Diego 92121 www.albbllaw.com 858-345-5080		41 47	100	Y	N	Y	Y	N	N	Y	Legal 2007	Jonathan D. Andrews	
37	<b>Goal Structured Solutions Inc.</b> 402 W. Broadway, 20th floor, San Diego 92101 www.goalsolutions.com 866-290-4222		108 69	75-99	N	Y	N	Y	Y	Y	Y	Financial Services 2008	Ken Ruggiero	
38	<b>RelationEdge</b> 10120 Pacific Heights Blvd., Suite 110, San Diego 92121 www.relationedge.com 858-451-4665		155 na	75-99	N	N	Y	Y	Y	N	Y	Technology consulting & digital agency 2013	Matthew Stoyka	
39	<b>GoSite</b> 2815 Camino del Rio S., Suite 300, San Diego 92108 www.gosite.com 858-295-7995		77 na	100	N	Y	N	Y	Y	Y	Y	Technology 2013	Alex Goode	
40	<b>Preferred Employers Insurance</b> 9797 Aero Drive, San Diego 92123 www.peiwc.com 619-688-3900		102 135	75-99	Y	Y	Y	Y	Y	Y	Y	Insurance (non-health care) 1998	Steven Gallacher	
41	<b>Reflexion Health</b> 225 Broadway, San Diego 92101 https://reflexionhealth.com 619-550-4500		61 na	100	N	Y	Y	Y	Y	Y	Y	Technology 2012	Joe Smith	

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



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## SAN DIEGO'S BEST PLACES TO WORK

LARGE EMPLOYER CATEGORY (250 - 1,999 U.S. EMPLOYEES)

# C&S Cos. Brings Staff Together for Personal Development, Softball

## ENGINEERING: Firm's High-Functioning Teams Are Backbone of Success

By ELISE REUTER

For a large, national engineering firm, C&S Cos. still finds ways to keep employees connected. The New York-based full-service architecture and engineering firm has a total of 470 employees, with its local offices serving many of its aviation clients.

For a large, national engineering firm, C&S Cos. still finds ways to keep employees connected. The New York-based full-service architecture and engineering firm has a total of 470 employees, with its local offices serving many of its aviation clients.

**Brian Sault**, a senior project engineer for C&S, has worked for the company for 12 years. He said C&S puts a lot of time and energy into not only making sure it's a fun place to work, but that it's also a place where employees have room to grow.

**TOP LOCAL EXECUTIVE:**  
Michael Hotaling, Senior Vice President

**ADDRESS:** 2355 Northside Drive, Suite 350, San Diego 92108

**U.S. EMPLOYEES:** XX

**WHAT THEY DO:** Engineering, architectural and construction services



Photo courtesy of C&S Cos.

**C&S Cos. makes it a mission to nurture employee growth. It also sees the value in building bonds outside the office environment.**

"We want to invest in our team and train them. Hopefully they have a great work experience and a place to be," he said. "We realize that making our employees happy equates to making our customers happy."

The company offers employees several opportunities for personal development. For example, C&S' entire aviation group met in one location for team-building and leadership training.

The company also finds ways to celebrate its successes. Members of the San Diego office have a bell that they ring every time they win a new contract or award. Outside of the office, employees also compete together on the company's softball team.

"When you think of high-performance teams, teams that are satisfied

and working together, you have fun outside of the office," Sault said. "We're constantly trying to find ways to keep it fresh and new."

In the past few years, Sault said, C&S has worked to build a flatter organization, giving staff more opportunities to present their ideas and make changes in the company if they see something that can be done differently. Sault said the change has empowered the company's younger employees to take on a larger role in projects.

C&S also rewards its employees with

some unique benefits. As an employee-owned company, staff has the benefit of owning company stock. Employees also have access to wellness programs and unlimited sick days.

Most of all, Sault said he enjoyed working for a company that celebrates its successes and respects employees' personal commitments.

"We're mindful of the workplace environment. We try to have a work-life balance," he said. "In consulting, it's understanding the peaks and valleys of workload."

## #2 Kidder Mathews

**TOP LOCAL EXECUTIVE:**  
Mark Read, Regional President, Brokerage



**ADDRESS:** 12230 El Camino Real, Suite 400, San Diego 92130

**U.S. EMPLOYEES:** 365

**WHAT THEY DO:** Commercial real estate

The leadership team at **Kidder Mathews** fosters an environment that supports and rewards excellence and integrity. The goal is to provide a culture that exists to support meaningful work, where people get great results and they're treated well, matching employees' skills and passions with the organization's needs.

Kidder Mathews offers incentive or profit sharing bonuses. Brokers get to keep 90% of their commissions.

Employee benefits include medical, dental, vision, mental health and alternative care, plus life insurance and long-term disability. Employees may contribute to standard retirement plans and the employer may match the contribution. Subsidized health club memberships are available, as is paid time-off for volunteer work.

Significantly, Kidder Mathews employees have the opportunity to become shareholders in the firm. The company's approach has inspired hundreds of its professionals to become owners. This ensures Kidder Mathews — which recently celebrated its 50th anniversary — will remain independently owned for another 50 years.

## #3 Athens Administrators

**TOP LOCAL EXECUTIVE:**  
Sabrina Darsey, Division Claims Manager



**ADDRESS:** 404 Camino Del Rio S., Suite 550, San Diego 92108

**U.S. EMPLOYEES:** 348

**WHAT THEY DO:** Service and administer workers' compensation and liability claims

**Athens** is a third-party administrator for workers' compensation and liability claims. The business is committed to having a "Best Places to Work" culture and values. Its goal is for employees to be engaged and grow — professionally and personally. Transparency and work-life balance are key principles for the business.

An extensive wellness program focuses on all aspects of wellness, including mental, physical and financial. At 10 a.m. Friday, the company offers paid time for a 25 minute group walk. It's fun, breaks up the day, relieves stress and gets people together. Other social events include Wii tournaments, picnics and holiday celebrations. The corporate-wide employee of the quarter is awarded \$1,000, and the top employee of the year wins \$5,000.

Under an alternative work schedule, employees work seven and a half hours per day. Those who work eight hours per day have a day off every three weeks.

## #4 Seismic Software

**TOP LOCAL EXECUTIVE:**  
Doug Winter, CEO and Co-founder



**ADDRESS:** 12770 El Camino Real, Suite 300, San Diego 92130

**U.S. EMPLOYEES:** 474

**WHAT THEY DO:** Software company whose platform generates marketing collateral for sales teams.

Software from **Seismic** makes sales and marketing campaigns all the more compelling. Despite the fact that the company has quickly grown from 120 to over 500 employees, it retains an employee-first culture. Seismic has been on the Best Places to Work list for four consecutive years.

A major tenet of Seismic's culture is that every employee is rowing in the same direction, and all contributions to the company are immensely valuable. Seismic trusts employees and sets them up for success. It has a flexible sick time policy, allowing employees to take off as much time as they need to get well. There is also flexibility with the ability to work from home. The office kitchen is always stocked with healthy snacks and drinks, and multiple offices include game rooms with Ping-Pong and cornhole.

Employees may also take time off of work to participate in volunteer or community activities.

## #5 Sheppard Mullin

**TOP LOCAL EXECUTIVE:**  
Guy Halgren, Chairman of the Executive Committee



**ADDRESS:** 12275 El Camino Real, Suite 200, San Diego 92130

**U.S. EMPLOYEES:** 1,591

**WHAT THEY DO:** Law Firm

For more than 10 years, **Sheppard Mullin's** San Diego office has been rated among the Best Places to Work. Its focus is on both clients and employees. "We want to ensure that the companies we represent get the very best work from us and that every member of the Sheppard Mullin family is supported, happy and challenged," the business said in a statement.

By maintaining an open, transparent and accessible environment, the business states it has created a high level of esprit de corps. "We strive to provide a relaxed and warm atmosphere, and to promote an active engagement through activities such as celebration of extraordinary effort, local initiatives and service work." Staff members team up to meet critical deadlines.

Sheppard Mullin gets high marks for diversity. It was rated 100% by the Human Rights Campaign's 2019 Corporate Equality Index, and received the Mansfield Certified Plus designation from Diversity Lab.



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**SAN DIEGO'S BEST PLACES TO WORK | LARGE**

Large Employer Category (250 – 1,999 U.S. Employees) | Researched by Best Companies Group

Rank	Company Address Website Phone		# of employees: FY 2019 FY 2018	% medical coverage paid by employer	Profit sharing	Stock options	Retirement	Flexible spending	PTO community svc.	Fitness facilities	Wellness programs	Business description Year est. locally	Top local executive
1	<b>C&amp;S Cos.</b> 2355 Northside Drive, Suite 350, San Diego 92108 www.cscos.com 619-296-9373		470 491	100	N	Y	Y	Y	N	Y	Y	Engineering 1999	Michael Hotaling
2	<b>Kidder Mathews</b> 12230 El Camino Real, Floor 4, San Diego 92130 www.kiddermathews.com 858-509-1200		365 na	100	N	N	Y	Y	Y	N	N	Commercial Real Estate 2015	Mark Read
3	<b>Athens Administrators</b> 404 Camino Del Rio S., Suite 550, San Diego 92108 www.athensadmin.com 619-400-1451		348 287	75-99	N	N	Y	Y	Y	Y	Y	Insurance (non-health care) 1976	Sabrina Darsey
4	<b>Seismic</b> 12770 El Camino Real, Suite 300, San Diego 92130 www.seismic.com 855-466-8748		474 na	100	N	N	Y	Y	Y	Y	Y	Technology 2010	Doug Winter
5	<b>Sheppard Mullin Richter &amp; Hampton LLP</b> 501 W. Broadway, 19th Floor, San Diego 92101 www.sheppardmullin.com 619-338-6500		1,591 1,407	75-99	Y	N	Y	Y	N	Y	Y	Legal 1986	Ted Tinson
6	<b>Ryan LLC</b> 5780 Fleet St., Suite 300, Carlsbad 92008 www.ryan.com 442-244-2422		1,705 na	75-99	N	N	Y	Y	Y	Y	Y	Tax services firm 1991	Tom Loban
7	<b>Hirsch Pipe &amp; Supply</b> 5680 Kearny Villa Road, San Diego 92123 https://www.hirsch.com 858-427-0881		327 na	75-99	Y	N	Y	Y	N	N	Y	Plumbing supply 1933	Roger Stauffer
8	<b>INDUS Technology Inc.</b> 2243 San Diego Ave., Suite 200, San Diego 92110 www.industechnology.com 619-299-2555		280 216	75-99	N	Y	na	Y	N	Y	N	Contractor to the Department of Defense 1991	Eric MacGregor
9	<b>Commonwealth Financial Network</b> 110 W. A St., Suite 1800, San Diego 92101 www.commonwealth.com 619-471-9700		706 na	75-99	N	N	Y	Y	Y	Y	Y	Financial Services 2000	John Rooney
10	<b>Marsh &amp; McLennan Agency LLC</b> 9171 Towne Centre Drive, Suite 500, San Diego 92122 www.mma-west.com 800-321-4696		726 na	50-74	N	N	Y	Y	Y	Y	Y	Insurance (non-health care) 1909	Chris Williams
11	<b>InnovaSystems International LLC</b> 2385 Northside Drive, Suite 300, San Diego 92108 www.innovasi.com 619-955-5800		303 na	75-99	N	N	Y	Y	N	Y	Y	Technology 1997	Chris Wollerman
12	<b>OneTrust Home Loans</b> 3131 Camino Del Rio N., Suite 1680, San Diego 92108 www.onetrusthomeloans.com 888-488-3807		278 257	75-99	N	N	Y	Y	N	Y	Y	Financial services 2013	Joshua Erskine

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



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## SAN DIEGO'S BEST PLACES TO WORK

## MEGA EMPLOYER CATEGORY (2,000+ U.S. EMPLOYEES)

# Swinerton Employees Build Up Benefits as They Transform Skyline

**CONSTRUCTION:** From Stock to Barbecue, the Incentives Are Plentiful

By BRAD GRAVES

A well-traveled barbecue smoker trailer is a key piece of equipment in the **Swinerton Inc.** inventory. It doesn't serve customers. Rather, Swinerton uses it to serve the company's other key constituency, its employees.

Swinerton's work with its employees won the business the top award this year in the Best Places to Work competition, mega category.

"We are very honored to have received this again for the fourth time," said **Mike Berryhill**, operations manager. "Each and every one of our employees is very proud of this acknowledgement."

Swinerton, with 3,742 U.S. employees, is in the commercial construction business. It also has a division focusing on renewable energy. Based in San Francisco, it has offices throughout the West as well as in Dallas,

**TOP LOCAL EXECUTIVE:** Mark Payne, Vice President and Division Manager

**ADDRESS:** 16798 W. Bernardo Drive, San Diego 92127

**U.S. EMPLOYEES:** 3,742

**WHAT THEY DO:** Commercial construction and renewable energy



Atlanta and Charlotte, North Carolina. The company's San Diego office was established in 1993. By now that office — in Rancho Bernardo — is one of its largest in the company, with more than 300 employees. San Diego County employees are also distributed among job sites throughout the region.

Notable projects for Swinerton in the last year include the **Sycuan Casino Resort** expansion and the Luma tower in Little Italy.

To make such a mark on the San Diego landscape, Swinerton does work behind the scenes supporting its employees.

First off, the company is employee owned, which motivates employees to do a good job.

The company benefits package includes medical, dental and vision coverage with a majority of the premiums covered for employees and their dependents. It offers



Photo by Bob Thompson Photography

**Brandi Pearson, left, Eileen Allison and Kelsey Maris celebrate Swinerton's win.**

retirement savings options (employees may begin contributions 90 days into their tenure) and the company makes a match.

Bonus awards are available annually and on the spot (as immediate recognition of outstanding efforts and demonstration of the company's core values in action).

Swinerton annually awards stock to individuals who demonstrate a significant contribution to the organization as well as an ownership mentality of accountability and quality.

Employee perks include a catered lunch four days a week.

Swinerton makes time for its workers to recharge. Employees organize Ping-Pong matches and cornhole tournaments. There

are happy hours and days to watch the **San Diego Padres** as well as thoroughbred horseracing at Del Mar.

Then there is the barbecue trailer. It's a fixture at office get-togethers and job site celebrations involving employees and subcontractors. During an annual stop at the Estimating Department, employees smoke more than 150 pounds of meat.

There is even a sense of fun in charitable giving. The company's Fall Giving Challenge encourages volunteering and fundraising for philanthropic causes — and pits divisions against each other for bragging rights. Swinerton matches all contributions to all charities involved.

## #2 GoDaddy

**TOP LOCAL EXECUTIVE:** David Kirven, Senior Vice President of Telephony

**ADDRESS:** 5600 Avenida Encinas, Suite 170, Carlsbad 92008

**U.S. EMPLOYEES:** 6,749

**WHAT THEY DO:** Technology provider; HQ is in Scottsdale



Technology specialist **GoDaddy** bills itself as an incredible place to work, committed to diversity and accepting employees in their entirety. The publicly traded company offers employee stock ownership as well as full coverage of medical insurance premiums. Discounts are offered on home, auto, life, renters and pet insurance, and the company contributes to the health savings accounts of employees who select that type of plan. GoDaddy offers a 40% discount on child care and covers the cost of MilkStork, the breast milk shipping service, for new mothers while on business travel.

While many companies frown on employees having side income or interests, GoDaddy encourages employee "side hustles" and offers team members deep discounts on GoDaddy products and services.

Under the WowMe program, employees can recognize one another for demonstrating company values in action and going above and beyond. Recipients receive a cash reward up to \$5,000.

## #3 RSM US LLP

**TOP LOCAL EXECUTIVE:** Jerry Varga, San Diego office Managing Partner

**ADDRESS:** 3430 Carmel Mountain Road, Suite 200, San Diego 92121

**U.S. EMPLOYEES:** 10,485

**WHAT THEY DO:** Audit, tax and consulting services



**RSM US LLP** cares about its talent. The firm invests in new training, tools and resources to ensure its people have a positive and differentiated experience. Recognizing that diversity in the workplace is key, the corporation has 11 employee network groups to promote culture, diversity and inclusion.

In addition to the usual benefits, RSM offers childcare subsidies, for the entire year or just for the busy season. Meals are served Monday-Thursday and Saturday during the busy season. There are also plentiful snacks and an in-office kegerator with nitro cold brew, kombucha and iced tea. The business offers sit-stand desks with therapeutic Wurf Boards and under-desk bicycles.

To add a sense of fun, the San Diego office hosts events such as games and happy hours. The staff follows the World Cup and March Madness, and all can participate in special events such as ice cream Fridays and the rainy day grilled cheese bar.

## #4 Moss Adams

**TOP LOCAL EXECUTIVE:** Carisa Wisniewski, Partner in Charge

**ADDRESS:** 4747 Executive Drive, Suite 1300, San Diego 92121

**U.S. EMPLOYEES:** 3,125

**WHAT THEY DO:** Accounting, consulting and wealth management; HQ is in Seattle



This is **Moss Adams'** sixth time on the Best Places to Work list. The firm offers a welcoming attitude (the San Diego office pioneered an onboarding program that has been adopted firm-wide as a best practice) and provides an extensive menu of benefits. In addition to a robust plan for health, wellness and time off, Moss Adams offers profit-sharing and flexible hours. Extensive family friendly benefits include paid parental leave, adoption expense assistance and back-up childcare.

During peak times, time saving catered lunches and self-selected meals are delivered. Several other concierge services are also available.

Hiking, soccer, volleyball, basketball leagues and access to the gym foster healthy habits. Happy hours, group walks to the campus food truck and free Padres tickets promote camaraderie. As recognition for hard work and dedication, Moss Adams offers employees and their family/guest a team-oriented, all-expense paid, three-day luxury resort getaway. Paid sabbaticals are also offered.

## #5 Sundt Construction

**TOP LOCAL EXECUTIVE:** Ryan Nessen, Vice President

**ADDRESS:** 1660 Hotel Circle N., Suite 400, San Diego 92108

**U.S. EMPLOYEES:** 2,013

**WHAT THEY DO:** General contractor; HQ is in Tucson



**Sundt** finds itself on the Best Places to Work list for the ninth year. Established in 1890, the construction firm has had an employee stock ownership plan, or ESOP, since 1971. If employees participate in the 401(k) plan, they maximize their ESOP through company matching contributions of up to 14 percent of their base salary to their ESOP account each year.


Benefits go beyond the traditional insurance plans. Each year, all employee-owners and their spouses have the option to participate in a health assessment. In return they receive a detailed health analysis with health goals. Sundt employee owners also have the option to eliminate debt by participating in a financial wellness program. Sundt matches charitable contributions dollar-for-dollar.

Lest anyone think the company is all work and no fun, Sundt celebrates holidays and employee birthdays with activities including costume contests, chili cook-offs, dessert competitions and games. The business offers paid sabbaticals.

**SAN DIEGO'S BEST PLACES TO WORK | MEGA**

Mega Employer Category  
(2,000+ U.S. Employees)

Researched by Best  
Companies Group

Rank	Company Address Website Phone		# of employees: FY 2019 FY 2018	% medical coverage paid by employer	Profit sharing	Stock options	Retirement	Flexible spending	PTO community svc.	Fitness facilities	Wellness programs	Business description Year est. locally	Top local executive	
1	<b>Swinerton</b> 16798 W. Bernardo Drive, San Diego 92127 www.swinerton.com 858-622-4040		3,742 3,587	75-99	N	Y	Y	Y	Y	Y	Y	Construction 1993	Mark Payne	
2	<b>GoDaddy</b> www.godaddy.com		6,749 na	100	N	Y	Y	Y	Y	Y	N	Technology 1997	David Kirven	
3	<b>RSM US LLP</b> 12400 High Bluff Drive, Suite 650, San Diego 92130 www.rsmus.com 619-281-7764		10,485 10,451	75-99	Y	N	Y	Y	Y	Y	Y	Accounting 1977	Jerry Varga	
4	<b>Moss Adams LLP</b> 4747 Executive Drive, Suite 1300, San Diego 92121 www.mossadams.com 858-627-1400		3,215 2,921	75-99	Y	N	Y	Y	N	Y	Y	Accounting 1964	Carisa Wisniewski	
5	<b>Sundt Construction Inc.</b> 1660 Hotel Circle N., Suite 400, San Diego 92108 www.sundt.com 619-321-4800		2,013 2,055	100	N	Y	Y	Y	Y	N	Y	Construction 1947	Ryan Nessen	
6	<b>JLL</b> 8910 University Center Lane, Suite 100, San Diego 92122 jll.com 858-410-1200		26,490 na	75-99	N	Y	Y	Y	Y	Y	Y	Real Estate 1997	Tim Olson	
7	<b>Balfour Beatty US</b> 10620 Treana St., Suite 300, San Diego 92131 www.balfourbeattyus.com 858-635-7400		2,442 2,456	75-99	N	N	Y	Y	Y	Y	Y	Construction 1983	Brian Cahill	
8	<b>Vertex Pharmaceuticals Inc.</b> 11010 Torreyana Road, San Diego 92121 www.vrtx.com 858-404-6600		2,078 na	75-99	N	N	Y	Y	N	Y	Y	Life Science 1989	Paul Negulescu	
9	<b>Kimpton Hotels and Restaurants</b> 1047 Fifth Ave., San Diego 92101 www.kimptonhotels.com 619-515-3000		8,256 na	50-74	N	N	Y	N	N	Y	Y	Hospitality 1981	Jim Hollister	

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

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# SAN DIEGO'S BEST PLACES TO WORK



The crowd gathers at San Diego Business Journal's Best Places to Work 2019.



Mike Fasulo (Sony Electronics) delivers keynote address.



Lee Wills (Sony Electronics).



Takeshi Yoshia (Sony Electronics).



Gemma Coulls, Janet Moreno and Alice Server (The Control Group).



Vickie Reilly and Nour Sankary (GreenRope).



Shane Poppen (Hughes Marino), Brad Hattendorf and Andrew Foerster (Relation Edge).



Cheryl Goodman (Sony Electronics), Barb Chodos (SDBJ) and Laura Ash (Sony Electronics).



Tom Gilman, Navjot Kaur, Jodi Hencjar and Hamid Tkanchi (Biosero).



Adrian Quijano, Nathan Russell (Nth Generation Computing Inc).



Sharan Roebuck, Lisa Irvine, Marc Hartley and Pamela McGarity (Ryan).



Monique Whitney and Maureen Riley (Silvergate).



Dale Ganzow and Armon Mills (SDBJ).



Janet McClain, Sabrina Darsey, Jodi Ellington, Jeanette Mason and Jolene Araiza (Athens Administrators).



Dave Walden, Joann Beswick, Eric MacGregor, Sally Davies-Williams and Tony Lopez (INDUS Technology, Inc).



Justin Sperry, Tory Grinnan, Kendra Kreig, Sema Zavulunova, Madisyn Napier (Boutique Recruiting).



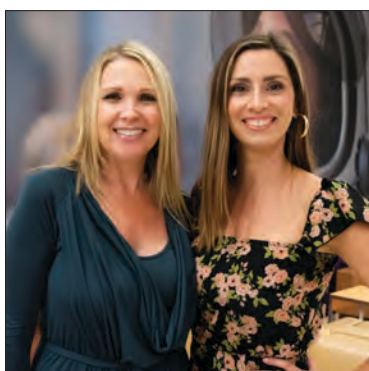
Manny Rubio, Zine Majid, Maureen Riley, Adelina Tinoco, Taryn Garcia, Chris Miller, Lisa Gray, Ellen Hansen, Cole Williamson, Derek Eisele, Lynsey Parker, Steven Morrison, Hilary Brennan, Niki Goncalves and Roxy Perez.



David Crean and his daughter Heather (Objective Capital Partners).



Hamid Tkanchi and Tom Gilman (Biosero).



Andrea Ortega and Brenda Beltz (1Point21 Interactive).



Mike Bee, Jerry Morris and George Robyn (NextLevel Internet).



Jessica Seaton, Lauren Olen, Kat Zorko and Ria Francisco (Sayva Solutions).

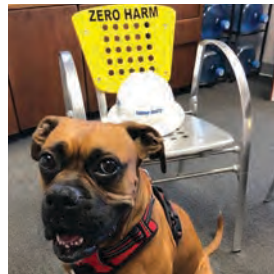
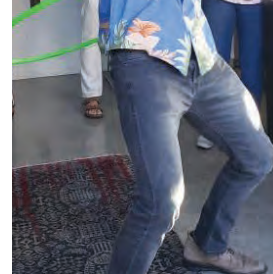


David Crean and Chanie Smith (Objective Capital Partners).

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