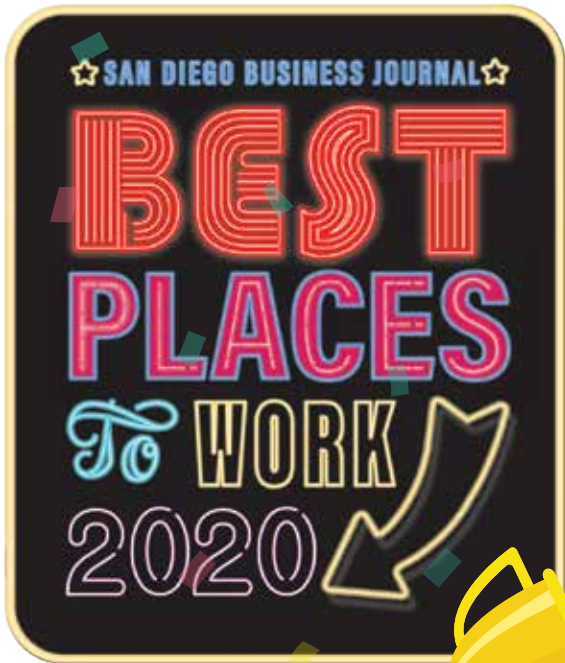


# SAN DIEGO BUSINESS JOURNAL



## INSIDE

**SMALL COMPANY**  
**LevitZacks Dots** its I's and Crosses  
its T's When Engaging its Employees  
**PAGE 16**

**MEDIUM COMPANY**  
**WestPac Wealth Partners** Develops  
its Associates While Helping its Customers  
**PAGE 27**

**LARGE COMPANY**  
**C&S Cos.** Works Hard to Keep  
Its Employees Invested  
**PAGE 32**

**MEGA COMPANY**  
**RSM US LLP** Strives for an Amazing  
and Challenging Culture  
**PAGE 38**

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*The Best Places to Work in San Diego award celebration this year was hosted as a virtual event and webinar on Thursday August 27th at 2 p.m.*

*Our annual list of 100 Best Places to Work companies come from top local employers that participated in a detail survey conducted by Best Companies Group. The Companies are ranked by small, medium, large and mega companies on subjects such as leadership, corporate culture, communication and much more. The live event also highlighted engaging panelists who shared how their companies are improving business values and redefining company culture in these Challenging times. We would like to thank all of the panelists! Please see below for their bios and quotes from the program.*

## PANELISTS



### ERIC MACGREGOR INDUS TECHNOLOGY

Eric MacGregor is the current President, CEO and majority owner of INDUS Technology, Inc. Mr. MacGregor leads a growing Service-Disabled Veteran and Employee Owned Small Business (SDVOSB) that provides engineering, technical financial and program management services for government and industry clients. Prior to joining INDUS, Mr. MacGregor was a Senior Contracts Representative at SAIC and a warranted Contracting Officer with the U.S. Air Force where he supported Operation Enduring Freedom and Operation Iraqi Freedom. He holds a Bachelor of Science Degree in Business Administration from Wayland Baptist University and a Master of Business Administration Degree from American Graduate University and is DAWIA Level III Certified in Acquisition Management. Mr. MacGregor has over 20 years of experience in Defense Acquisition and has grown INDUS Technology, Inc.'s yearly revenues by over 68% since purchasing majority ownership in September 2017.



### GABE ERLE C3

Gabe is the President of C3 and brings strong leadership presence to all facets of the agency operations and also leads the Complex Comp division. Gabe serves mature business clients that need sophisticated financial strategies to prevent unexpected loss. His pre-insurance background structuring large financial transactions in Europe provide unique perspective on negotiating complex insurance policies. He services a broad range of industries focusing on clients that need a custom, boutique relationship.



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# PANELISTS



## CHERYL K. GOODMAN SONY

An award-winning technology, marketing, and business development executive with more than 20 years of experience, Goodman has pushed boundaries of innovation by evangelizing the power of cognitive diversity – an effort that she started at Qualcomm, carried to Athena and now executes against at Sony. Goodman's current role as Head of Corporate Communications / CSR at Sony, is to evangelize the broad span of innovations and societal contributions made by the creative entertainment company. She oversees all communications, both internally and externally with a primary focus on 8K televisions, Crystal LED screens, robotics, and immersive 360-degree audio to self-driving cars. She ensures Corporate Social Responsibility aligns with Sony's purpose and values which include; Diversity and Sustainability as two key pillars.



## ALESSANDRA LEZAMA TOOTRIS

Alessandra Lezama is an entrepreneur and PE backed CEO, advocate for women pursuing careers in tech and other STEM fields, angel investor to San Diego-based early-stage companies and Founder and CEO of TOOTRIS. Passionate about technology, Alessandra has enjoyed an illustrious career of taking underperforming tech companies and turning them into scalable, high-performance powerhouses. Prior to founding TOOTRIS, Alessandra was the CEO for multiple technology companies, including AbacusNext, a San Diego-based company she stepped into with 29 employees and, in less than four years, transformed into a disruptive global technology organization with more than 500 employees across San Diego, Canada and the United Kingdom. Alessandra is a member of the San Diego Regional Chamber of Commerce, serving on its board and management council. She serves on the board of Doors of Change, a non-profit that is helping to break the cycle and save the lives of runaway, homeless, and trafficked young people. She is a member of the California Preschool Business Advisory Council, supporting efforts to produce viable policy for high quality early education that gives a competitive edge for California's businesses.



## MIKE MILLIGAN C3

Mike Milligan is a Managing Director at C3. He started his career in 2000 at Barney & Barney where he built the life science practice group from 3 to 600 clients and over \$22M in revenue. The firm grew from \$16M to \$104M and was sold to a public national broker. Mike joined C3 in 2019 with an emphasis on restoring the dominant privately held brokerage firm. He works with start-ups to multinational publicly traded companies. He has been the leader of 45 IPOs ranging from specialty pharma, biotech and medical device. Mike is on the board of directors at Del Mar Heights Elementary and the Inlight Institute focused on improving the mental health of kids. He helped pass a bond for \$187M for the Del Mar Unified School District to help rebuild two schools. During his sabbatical in 2018, he traveled to 60 cities and towns in 13 EU countries over a nine-month period. He graduated from the University of San Diego. He is married to Beth, they have three kids and reside in Del Mar.



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**INDUS**

**SONY**

# LevitZacks Dots its I's and Crosses its T's When Engaging its Employees

**ACCOUNTING:** Firm's Attention to Detail Lets Staff Offer Best Service


■ BY BRAD GRAVES

**A**ccounting is about attention to detail. **LevitZacks** balances this attention to detail in customer matters with an attention to workforce needs and wants, making its workplace an outstanding one.

The certified public accounting firm placed first in the Small Employer Category in the Best Places to Work competition.

With 32 professionals and 40 employees overall, LevitZacks is one of the largest locally headquartered accounting firms in San Diego.

President and CEO **Victor Ramsauer** said the Best Places award came on the heels of another accolade. "We were fortunate," he said. "In, 2019, we were named the No. 1 small firm to work for by Accounting Today. Getting this one, back to back, it's real nice.

"We have a great team of people," he added. "My hat's off to them. They did a spectacular job transitioning from working in the office to working remotely."

**TOP LOCAL EXECUTIVE:** Victor Ramsauer, CPA  
**ADDRESS:** 450 B St., Suite 500, San Diego 92101  
**U.S. EMPLOYEES:** 40  
**WHAT THEY DO:** Certified public accounting firm

LevitZacks focuses on making itself a place where everyone wants to come to work each day.

In a technically complicated industry, longevity and inspired creativity are essential to a firm's success. The team provides the product that they sell: exceptional client service. Without their expertise and ability, the company has nothing exceptional to offer their clients.

Therefore, every member of the team is valued and respected. Strategic planning is a group effort with everyone involved. The business offers a caring environment, where employees feel they are listened to and the company makes changes accordingly.

There is also a good balance of work and play. As one employee put it, "we like to celebrate." The business offers Halloween pumpkin carving and costumes,



Photo courtesy of LevitZacks.

**LevitZacks loves to give back to the community through service. Recently they sponsored a sorting event at the Feeding San Diego headquarters.**

Minute To Win It competitions, gingerbread house decor contests, Talk Like a Pirate Day, day at the ballpark, Pi Day (March 14 or 3-14) with pies, and employee recognition events.

The bottom line for LevitZacks: exceptional client service is a team effort. The business shows its commitment to service through its commitment to its team members.



**TOP LOCAL EXECUTIVE:** Wendy Burk, CEO  
**ADDRESS:** 7701 Herschel Ave, La Jolla, CA 92037  
**U.S. EMPLOYEES:** 28  
**WHAT THEY DO:** Hospitality/Travel/Tourism

**CADENCE**®

As a global travel agency, **Cadence** makes it a core mission to take care of people from clients, to employees and partners. In fact, Cadence aims to nurture and support its employees and "the client comes second."

As a result, Cadence believes the client ultimately receives superior care and service from its employees. Since the company's founding in 1995, Cadence has strived to create a workplace environment that feels like "home" said CEO, **Wendy Burk**.

"Nothing is more flattering or fulfilling than knowing how much our employees love our company and how much they treasure their work experience," Burk said. "Client testimonials are fabulous, but employee testimonials are priceless!"

In addition to travel perks, employees have the opportunity to advance their careers through paid certifications, industry memberships and networking events.



**TOP LOCAL EXECUTIVE:** Derek Gietzen, President  
**ADDRESS:** 10967 Via Frontera, San Diego, CA 92127  
**U.S. EMPLOYEES:** 41  
**WHAT THEY DO:** Telecommunications



Connecting people through technology is at the forefront of **NextLevel Internet, Inc.**'s business. Internally, the telecommunication firm works hard to connect employees through every Friday lunches and "TED Talks" to quarterly team building events.

NextLevel's President, **Derek Gietzen** said that this award is a reminder that building company culture is never done and, "there's always more we can be doing to take care of our people." Across NextLevel departments, they have a "Culture Crew" that monitors employee engagement and experience throughout the organization.

"We truly value this award because it is the vote and voice of our people," Gietzen said. "Our culture is built on the foundation of strong relationships with our team, our clients, our partners and the community."

Every week, employees have one on one meetings with their managers which offers them the opportunity to recognize an employees great work or a client's positive experience.



**TOP LOCAL EXECUTIVE:** Mark Delfino, Senior Managing Director  
**ADDRESS:** 9350 Waxie Way Suite 500, San Diego, CA 92123  
**U.S. EMPLOYEES:** 43  
**WHAT THEY DO:** Financial Services - Other



As a regional Wealth Management firm headquartered in San Diego, **HoyleCohen, LLC** fosters a tight-knit workplace community. In an industry that relies on building strong relationships, HoyleCohen starts with investing in its employees.

"HoyleCohen Wealth Management is proud to be a Top 5 Best Places winner for the third consecutive year," said **Mark Delfino**, HoyleCohen senior managing director.

One way the firm promotes a healthy work-life balance is by constantly surveying its staff and making sure employees are engaged in the decision making process of the company.

Wellness is a key concern of the company and at the start of the pandemic, HoyleCohen sent employees "Stay Safe & Sane" quarantine care packages to prioritize mental health during the stay-at-home orders. The firm also created the "HoyleCohen QuarantTeam" social Facebook page, where employees can plan Zoom calls and stay connected outside of work.



**TOP LOCAL EXECUTIVE:** Ryan Buell, CEO  
**ADDRESS:** 3636 Nobel Dr #400, San Diego, CA 92122  
**U.S. EMPLOYEES:** 22  
**WHAT THEY DO:** Staffing



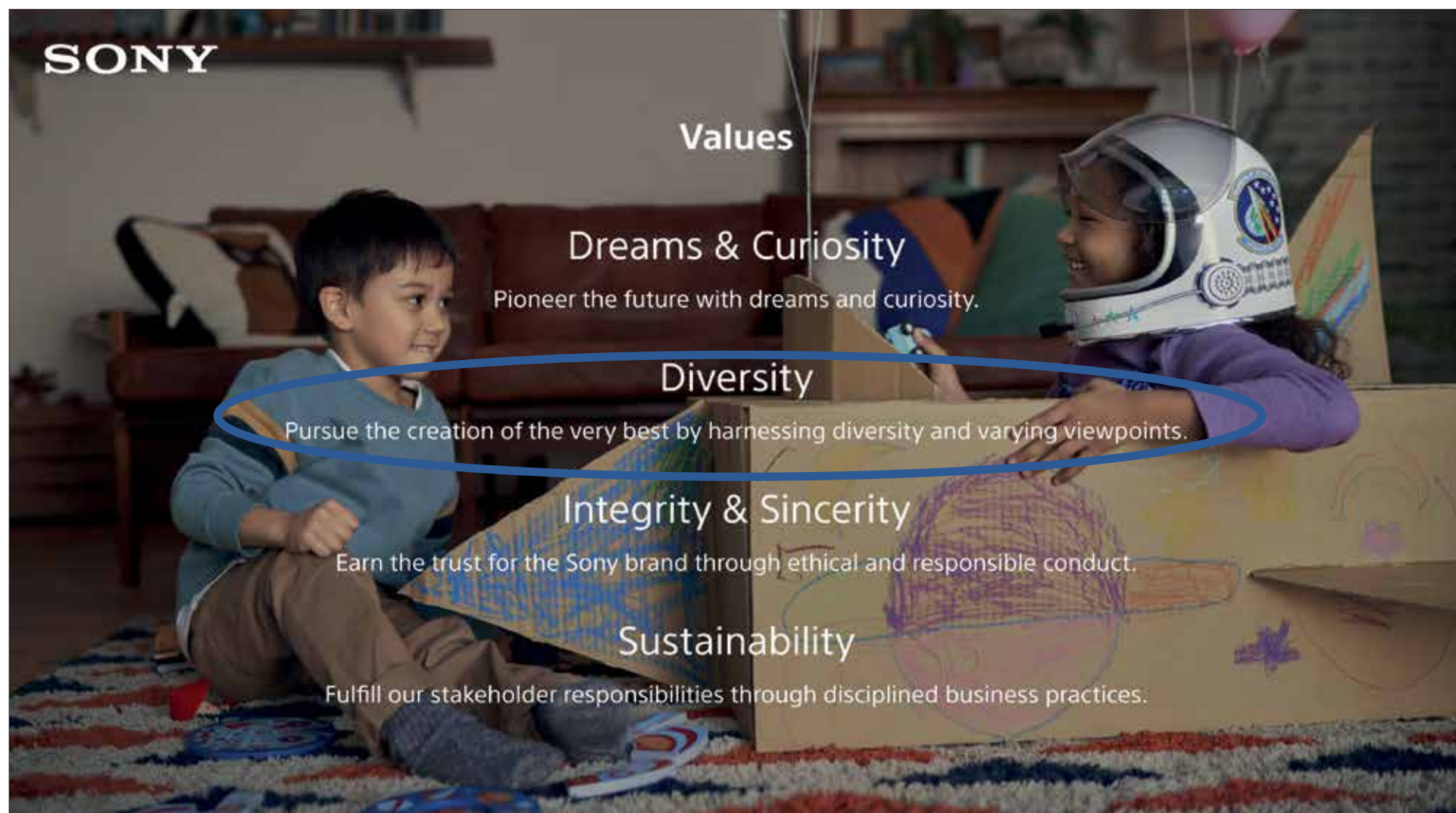
Making the best workplaces list for a fourth year is something **Sayva Solutions** credits to their focus on building long-term relationships with customers, clients and employees. Sayva is a new age recruiting and accounting professional services firm that produces financial reports and forecasts for a variety of businesses.

When it comes to making a great place to work, Sayva Solutions CEO, **Ryan Buell** said the key is, "Attitude! Create fun in everything you do."

"Sayva's foundation is built on nurturing an environment where our team is provided with the guidance and support to succeed in their work, so there is no higher honor than this," Buell said.

In addition to offering in-office amenities such as unlimited healthy snacks and a game room, Sayva also gives employees the flexibility of telecommuting.





## Sony Electronics Celebrates Diversity Month.

At Sony, diversity is in our Purpose and Values. We promote equality and inclusion and believe that diversity – ideation from all walks of life and varied experiences - drive tomorrow's innovations.









Fill the world with emotion, through the power of creativity and technology

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[www.sonyjobs.com](http://www.sonyjobs.com)



SAN DIEGO'S BEST PLACES TO WORK   SMALL													Small Employer category (15 to 49 U.S. employees)	Researched by Best Companies Group
Rank	Company Address Website Phone		# of employees: US SD County	% 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	LevitZacks, Certified Public Accountants 450 B St., Suite 500, San Diego 92101 www.lz-cpa.com 619-238-1077	LEVITZACKS CERTIFIED PUBLIC ACCOUNTANTS	40 40	100	N	N	Y	Y	Y	Y	Y	Accounting 1964	Victor Ramsauer	
2	Cadence Travel 7701 Herschel Ave., La Jolla 92037 www.cadencetravel.com 858-551-4000	CADENCE	28 28	50-74	N	N	Y	Y	Y	Y	Y	Hospitality/Travel/Tourism 1995	Wendy Burk	
3	NextLevel Internet Inc. 10967 Via Frontera, San Diego 92127 www.nextlevelinternet.com 888-590-4888	NEXTLEVEL	41 41	100	N	N	Y	Y	Y	N	Y	Technology 1999	Derek Gietzen	
4	HoyleCohen LLC 9350 Waxie Way, Suite 500, San Diego 92123 www.hoylecohen.com 858-576-7300	HoyleCohen WEALTH MANAGEMENT	43 32	75-99	N	N	Y	Y	Y	Y	Y	Wealth Management 2001	Mark Delfino	
5	Sayva Solutions 3636 Nobel Drive, Suite 400, San Diego 92122 www.sayvasolutions.com 858-242-5676	SAVOVA	22 22	100	N	N	Y	N	Y	Y	Y	Staffing 2013	Ryan Buell	
6	Boutique Recruiting 591 Camino de la Reina, Suite 1020, San Diego 92108 www.boutiquerecruiting.com 858-800-4935	BOUTIQUE recruiting	15 15	50-74	N	N	Y	Y	Y	Y	Y	Staffing 2014	Innesa Burrola	
7	Intensity Corp. 12730 High Bluff Drive, Suite 300, San Diego 92130 www.intensity.com 858-876-9101	INTENSITY	17 17	100	Y	N	Y	N	Y	Y	Y	Consulting 2006	Patrick Sanders	
8	Analytica Consulting 9810 Scripps Lake Drive, Suite F, San Diego 92131 www.analyticaconsulting.com 858-272-8260	Analytica CONSULTING	17 17	75-99	N	N	Y	Y	N	N	N	Consulting 2014	Steve Rimar	
9	Trust & Will 961 West Laurel Street, San Diego 92101 www.trustandwill.com 619-900-2039	trust & will	27 27	25-49	N	Y	Y	N	Y	N	Y	Advertising/PR/Marketing 2017	Cody Barbo	
10	Champion Risk & Insurance Services 12250 El Camino Real, Suite 375, San Diego 92130 www.championrisk.net 858-369-7911	CHAMPION RISK & Insurance Services	23 23	75-99	Y	N	Y	Y	Y	N	Y	Insurance - Non-Healthcare 2004	Mark Raby	
11	Community Boost Consulting 2159 India St., San Diego 92101 www.communityboost.org 619-663-5191	COMMUNITY BOOST CONSULTING	27 27	50-74	N	N	Y	N	N	N	Y	Advertising/PR/Marketing 2012	Cameron Ripley	
12	Pure Project 9030 Kenamar Drive, Suite 308, San Diego 92121 www.purebrewing.org 619-823-2726	pure	29 29	75-99	N	N	Y	N	Y	N	Y	Brewing Company 2015	Mat Robar	
13	BusinessOL.Com, Inc 600 B St., Suite 300, San Diego 92101 www.businessol.com 619-699-0767	BusinessOnline	27 17	75-99	N	Y	Y	Y	Y	Y	Y	Advertising/PR/Marketing 1996	Thad Kahlow	

Submission process: Each submission 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.





# The #1 Place to Work in San Diego

Our people, our culture, our leadership have earned us the #1 Small Business Award

We've done it! We are grateful to you, our loyal and committed team members. Because of you, LevitZacks' is incredibly proud to be awarded First Place in The Best Place to Work in San Diego (Small Business Category)! You are our #1 asset, and we thank you for continuing to foster an exceptional culture of open communication, mutual respect, a family atmosphere, and a realistic work/life balance. In addition, LevitZacks was named the 2019 #1 Best Accounting Firm to Work For (small firm category) in the United States by Accounting Today magazine.

**Our clients benefit from your commitment to excellence!**

Our team is growing. If you are looking to advance your public accounting career in a positive environment, with a "One Firm, One Team" attitude, please visit [www.lz-cpa.com/career.html](http://www.lz-cpa.com/career.html)

*LevitZacks, Certified Public Accountants  
Advising San Diegans for More Than 55 Years*



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### FOR LESS THAN \$20\* EMPLOYERS CAN PROVIDE CHILD CARE & LEARNING HUBS TO SUPPORT THEIR WORKFORCE

San Diego's classrooms are opening virtually starting this month!

The *Families First Coronavirus Response Act* is meant to help working parents get paid time off while they stay at home to help their child with distance learning.

#### Employers Can Now Provide an Option for Employees to Get Back to Work!

TOOTRiS is a tech-enabled service provider that connects parents with Child Care programs in real time. In support of virtual classrooms, our Learning Hubs provide safe & small group environments that offer academic supervision & assistance for school-aged children, in addition to our network of 4,000 Child Care providers.

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\*TOOTRiS provides Child Care as a Benefit solutions based on a monthly subscription fee agreement per participating employee



SAN DIEGO'S BEST PLACES TO WORK   SMALL														Small Employer category (15 to 49 U.S. employees)		Researched by Best Companies Group	
																	
Rank	Company Address Website Phone		# of employees: US SD County	% 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				
14	<b>La Jolla Logic Inc.</b> 2850 Womble Road, Suite 100-602, San Diego 92106 www.lajollalogic.com 619-535-1121		46 46	100	Y	N	Y	Y	N	N	Y	Defense 2011	Stacey Anfuso				
15	<b>Shipware LLC</b> 10815 Rancho Bernardo Road, San Diego 92127 www.shipware.com 858-879-2020		36 36	75-99	N	N	Y	N	N	N	Y	Consulting 2011	Rob Martinez				
16	<b>Vaco San Diego LLC</b> 3655 Nobel Drive, #600, San Diego 92122 www.vaco.com 858-642-0000		15 15	100	N	N	Y	Y	N	Y	Y	Staffing 2005	Chelsea Sanger				
17	<b>Angels Foster Family Network</b> 9295 Farnham St., Suite 200, San Diego 92123 www.angelsfoster.org 619-283-8100		16 16	50-74	N	N	N	Y	Y	N	Y	Nonprofit - Health & Human Services 1998	Jeff Weimann				
18	<b>Boundless Bio</b> 11099 N Torrey Pines Road, Suite 28, La Jolla 92037 www.boundlessbio.com 858-766-9912		25 25	75-99	N	N	Y	N	Y	Y	Y	Life Science/Biotechnology 2018	Zachary Hornby				
19	<b>Objective Capital Partners</b> 3636 Nobel Drive, Suite 160, San Diego 92122 www.objectivecp.com 800-849-7010		15 15	100	N	N	Y	Y	N	N	Y	Financial Services – Other 2006	Channing Hamlet				
20	<b>Billy Gene Is Marketing Inc.</b> 1133 Columbia St., Suite 102, San Diego 92101 www.billygeneismarketing.com 619-971-4807		22 22	75-99	N	N	Y	N	Y	N	Y	Advertising/PR/Marketing 2015	Billy Gene Shaw III				
21	<b>gap intelligence</b> 2448 Historic Decatur Road, Suite 105, San Diego 92106 www.gapintelligence.com 619-547-1100		47 47	50-74	Y	N	Y	N	Y	N	Y	Services - Other 2003	Gary Peterson				
22	<b>Lee &amp; Associates</b> 1900 Wright Place, Suite 200, Carlsbad 92008 www.lee-associates.com 760-929-9700		47 47	100	N	N	N	N	N	Y	Y	Real Estate 1990	Al Apuzzo				
23	<b>Zeeto</b> 925 B St., Fifth Floor, San Diego 92101 www.zeeto.io 619-977-9446		40 40	75-99	N	N	Y	Y	Y	N	Y	Technology 2010	Stephan Goss				
24	<b>smartboost</b> 3950 Sorrento Valley Blvd, Suite 400, San Diego 92121 www.smartboost.com 800-990-2429		20 20	75-99	N	N	Y	Y	Y	Y	Y	Advertising/PR/Marketing 2015	Giovanni Letellier				
25	<b>TalentZök</b> 10845 Rancho Bernardo Road, Suite 103, San Diego 92127 www.talentzok.com 858-487-0507		23 23	50-74	N	N	Y	N	Y	N	Y	Staffing 2008	Travis Medley				
26	<b>PBO Advisory Group</b> 5151 Shoreham Pl, Suite 200, San Diego 92122 www.pboadvisory.com 858-622-1681		47 47	75-99	N	N	Y	Y	Y	N	Y	Accounting 2011	Mike Ford				
27	<b>Reilly Financial Advisors</b> 7777 Alvarado Road, Suite 116, La Mesa 91942 www.rfawealth.com 800-682-3237		35 31	100	N	N	Y	Y	Y	N	Y	Financial Services – Other 1999	Frank Reilly				

Submission process: Each submission 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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A San Diego Best Places  
to Work and **BARRON'S**  
TOP 100 FIRM



Plan well. Live Fully

Barron's Top 100: Disclosure provided by Barron's: The ranking above reflects the volume of assets overseen by the advisors and their teams, revenues generated for the firms and the quality of the advisors' practices. The scoring system assigns a top score of 100 and rates the rest by comparing them with the winner. Additional Disclosures: Barron's requested HoyleCohen apply for this ranking. The information for the ranking was compiled by HoyleCohen, and may or may not be verified by Barron's. It is unknown as to the number of applicants considered for the ranking and the percentage of applicants that made the ranking. The award should not be viewed as representative of any one client's experience and should not be taken as an indication of performance by HoyleCohen and any of its clients. Neither HoyleCohen nor any of its employees were required to be a member of an organization to be eligible to receive this award. HoyleCohen did not pay a fee to apply for this award. However, the firm does purchase goods or services from the publisher of the award, such as subscriptions to the publication.

San Diego Business Journal's Best Places to Work: Disclosures provided by San Diego Business Journal: Companies voluntarily participated in a two-part survey process to determine the Best Places to Work in San Diego. The first part consisted of evaluating each nominated company's workplace policies, practices, philosophy, systems, and demographics. The second part consisted of an employee survey to measure the employee experience. The combined scores determined the top companies and the final ranking. Best Companies Group managed the overall registration and survey process in San Diego, analyzed the data, and determined the final rankings. Additional Disclosures: HoyleCohen applied for this award, and the information for the ranking was compiled by HoyleCohen and may or may not be verified by Best Companies Group. The award should not be viewed as representative of any one client's experience and should not be taken as an indication of performance by HoyleCohen and any of its clients. Neither HoyleCohen nor any of its employees were required to be a member of an organization to be eligible to receive this award. HoyleCohen did not pay a fee to apply for this award. However, the firm does purchase goods or services from the publisher of the award, such as subscriptions to the publication.





SAN DIEGO'S BEST PLACES TO WORK | SMALL

Small Employer category  
(15 to 49 U.S. employees) | Researched by Best Companies Group

Rank	Company Address Website Phone		# of employees: US SD County	% 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
28	Biosero Inc. 9560 Waples St., San Diego 92121 www.biosero.com 858-880-7376		42 21	50-74	Y	N	Y	N	Y	Y	Y	Technology 2003	Thomas Gilman
29	New Venture Escrow, Inc. 3638 Camino Del Rio N, Suite 200, San diego 92108 www.newventureescrow.com 619-327-2288		45 45	75-99	N	N	Y	Y	N	N	Y	Real Estate 1992	Casey LeBlanc
30	Shore Solutions, Inc. 1120 Bay Blvd., Suite E, Chula Vista 91911 www.shoresolutions.com 619-434-2775		16 15	100	N	N	Y	Y	N	N	Y	Government Reseller 2011	Elizabeth Banker
31	CS Illumination 1210 Keystone Way, Suite A, Vista 92081 www.csillumination.com 760-477-1244		42 42	50-74	Y	N	Y	Y	N	Y	Y	Lighting Distribution 2007	Scott King
32	ID Studios Inc. 236 S. Sierra Ave., Suite 110, Solana Beach 92075 www.idstudiosinc.com 858-523-9836		19 19	75-99	Y	N	Y	N	N	Y	Y	Architecture 2005	Deborah Elliott
33	Ascent Funding, LLC 402 West Broadway, Suite 2000 www.ascentstudentloans.com 619-922-5218		29 27	75-99	N	N	Y	Y	Y	Y	Y	Financial Services – Other 2016	Ken Ruggiero
34	BJA Partners 11405 W. Bernardo Court, San Diego 92127 www.bjapartners.com 858-376-1800		18 18	100	N	N	Y	Y	Y	N	Y	Health Care - Insurance/Services 1983	Myron Jucha
35	Crowe PR 406 Ninth Avenue, Suite 301, San Diego 92101 www.crowepr.com 619-794-0114		15 15	50-74	N	Y	Y	Y	N	N	Y	Advertising/PR/Marketing 2015	Anna Crowe
36	DGA, Inc. 2550 Fifth Avenue, Suite 115, San Diego 92101 www.dgaonline.com 619-685-3990		45 45	100	Y	N	Y	Y	N	Y	Y	Architecture 2002	Nancy Escano

Submission process: Each submission 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.

Reilly Financial Advisors is honored to have been named one of San Diego's Best Places to Work for the ninth year in a row.

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# Best

→ from page 1

## An Engaging Event

The Business Journal's Best Companies event, held Aug. 27, also kept with the times by going virtual. Participants joined with their computers and webcams. That didn't keep the levity out of the event, however. As with the Business Journal's live events, there was a jovial banter onscreen and on social media.

The San Diego top 100 Best Places to Work rankings are produced in partnership with **Best Companies Group**. Best Companies 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. Winners reflect excellence in policies and practices that foster employee health, engagement and productivity.

"Our firm was once again honored to be the research partner for this designation. This award is unlike any other, simply put, businesses are being recognized for creating workplaces where their employees love to come to work," said **Peter Burke**, president of Best Companies Group.

## Expert Panel

Joining in the event was a panel of local business leaders who reflected on what it takes to make a great company. They included **Gabe Erle**, president of **C3 Risk & Insurance Services**; **Cheryl Goodman**, head of corporate communications and corporate social responsibility at **Sony**; **Alessandra Lezama**, founder and CEO of childcare tech startup **TOOTRIS**; **Eric MacGregor**, CEO and majority owner of defense contractor **INDUS Technology**; and **Mike Milligan**, managing director of C3 Risk & Insurance Services.

One of the main themes of the conversation was creating a good corporate culture.

"Corporate culture is not something you get in a lottery or stumble across," said Lezama, of TOOTRIS. "Corporate culture is something you design, build, nurture and scale."

"One of the things I've noticed that makes an organization very successful is promotion from within," said MacGregor, from INDUS. "And it's really a passion of mine to see our employees be able to grow as the company grows."

A sensitivity to generational issues is critical, said Mike Milligan of C3. "When I hire new, Young employees, I have them tell me what's good and what's bad," he said. "We listen and make adjustments."

In the final analysis, a company comes down to its people, said MacGregor,

from INDUS — particularly when that company is a service provider. "With a services company, employees are the fuel to the engine," MacGregor said.

## The Employee Ownership Option

C3 offers its employees active communication, purpose and flexibility. "Unlimited vacation, volunteer hours and our flexible workday and workplace continuously rank as the highest appreciated benefits with our team. We work hard for our clients and find that employees perform best when they are afforded the flexibility to be successful on their own schedule," said Erle.

MacGregor had the experience of working for an iconic San Diego company, the original version of **Science Applications International Corp.** Its late owner, Bob Beyster, was passionate about employee ownership. Employee ownership was a great motivator, MacGregor said. Reputedly, some of the lower-level employees who had served for several decades at SAIC were millionaires by the time they retired.



In a lively exchange, Travis Scribner, managing partner at WestPac Wealth Partners, and his team accept the first place award in the medium employer category.

MacGregor is following the same model at INDUS.

"One of the main sources of motivation is where I own 51% of the company (as a service-disabled veteran), we have a 49% employee stock ownership program as well — which has provided quite a bit of incentive for employees," he said.

Benefits, of course, are crucial.

The Best Places survey revealed all sorts of great benefits programs, from wide-ranging insurance coverage to an annual Take Your Parent to Work Day. In many companies, group meals are now conducted via Zoom.

Many businesses are considering their approach to childcare. That benefit,



Victor Ramsauer beams as he accepts the first place award in the small employer category. Ramsauer is CEO of LevitzZacks Certified Public Accountants.

said Lezama, "is the wind beneath the wings of working parents." Lezama's technology business centers around that industry.

"Without childcare, we're not going to be able to reset our economy," she said.

Many companies are taking a fresh look at diversity and inclusion within their own walls.

"For us diversity has to be at the core of our culture," said Erle of C3. "From day one, we made it a priority to focus on an inclusive, flexible and diverse environment where we celebrate diversity of thought and experience. This approach has attracted a diverse group of talent yearning for a place that focuses as much on business success as it does on making a positive impact on each other and the community."

C3 has established a partnership with **Detour**, a mentoring program for girls of color. Its mission is to increase access to education and employment opportunities through leadership programs, workshops and activities.

"We decided to create a Culture Committee with 20 individuals participating, people of different genders, races and geographic locations," said INDUS' MacGregor. The objectives are twofold. One is "to find what INDUS can do internally to maintain a safe and accepting environment," he said. The other is to look outward; to help the world at large.

## A Virtual Event



Michael Hotaling, senior vice president of aviation at C&S Companies, accepts the award for Best Place to Work in the large employer category.

## Responding to the Times

Of course, companies have had to pivot with the times. The coming of COVID-19 changed work arrangements, making work from home the new norm.

There have been calls for other changes, caused in part by a renewed recognition of social inequality. Businesses see the need to invest in corporate social responsibility, abbreviated as CSR.

"CSR activities done well establish stronger connections between corporations and communities; improve morale and help both employees and employers be more relevant with the world around them," explained Sony's Goodman, who leads her company's CSR efforts. "Businesses cannot succeed when society around them fails."

Attendees at the Business Journal's Best Places to Work event — its first major virtual event — gave it good reviews.

"I am always amazed at the positive dynamic that the organization [the San Diego Business Journal] can pull together," said Lezama, of TOOTRIS. "I feel there is history and community enthusiasm, getting together to celebrate our colleagues in the county. Going through COVID-19, there's a new level of camaraderie in the employer community. This event is the epitome of coming together."

More virtual events are coming with the next one being the San Diego Business Journal's annual CEO of the Year event on Sept. 24, Chodos said.

To be included on next year's survey, go to [BestPlacesToWorkSD.com](https://BestPlacesToWorkSD.com). ■



Jerry Varga of RSM US LLP accepts the award for Best Place to Work in the mega employer category, for companies with more than 2,000 employees.





# Congratulations 2020 Winners

## SMALL EMPLOYER CATEGORY

(15 - 49 U.S. EMPLOYEES)

- 1 LevitZacks, Certified Public Accountants
- 2 Cadence
- 3 NextLevel Internet, Inc.
- 4 HoyleCohen. LLC
- 5 Sayva Solutions
- 6 Boutique Recruiting
- 7 Intensity, LLC
- 8 Analytica Consulting, LLC
- 9 Trust & Will
- 10 Champion Risk & Insurance Services, L.P.
- 11 Community Boost
- 12 Pure Project
- 13 BusinessOL.Com, Inc.
- 14 La Jolla Logic
- 15 Shipware, LLC
- 16 Vaco, LLC
- 17 Angels Foster Family Network
- 18 Boundless Bio
- 19 Objective Capital Partners
- 20 Billy Gene Is Marketing
- 21 gap intelligence
- 22 Lee & Associates
- 23 Zeeto
- 24 smartboost
- 25 TalentZök
- 26 PBO Advisory Group
- 27 Reilly Financial Advisors
- 28 Biosero, Inc.

- 29 New Venture Escrow, Inc.
- 30 Shore Solutions, Inc.
- 31 CS ILLUMINATION, INC.
- 32 ID Studios, Inc.
- 33 Ascent Funding, LLC
- 34 BJA Partners
- 35 Crowe PR
- 36 DGA, Inc.

## MEDIUM EMPLOYER CATEGORY

(50 - 249 U.S. EMPLOYEES)

- 1 Westpac Wealth Partners
- 2 Miller Hull
- 3 EVOTEK
- 4 C.W. Driver, LLC
- 5 Nth Generation Computing, Inc.
- 6 Forward Slope, Inc.
- 7 Red Door Interactive
- 8 Silvergate
- 9 Western Lighting and Energy Controls
- 10 PTI Marketing Technologies, Inc. dba MarcomCentral
- 11 Pure Financial Advisors
- 12 C3 Risk & Insurance Services
- 13 MindTouch, Inc.
- 14 Bank of Southern California
- 15 TargetCW
- 16 Goal Structured Solutions, Inc.
- 17 Coastal Payroll
- 18 PetDesk

- 19 Organifi
- 20 Host Healthcare, Inc.
- 21 Morgan Business Consulting
- 22 tk1sc
- 23 Seer Interactive
- 24 Rancho BioSciences, LLC
- 25 GoSite
- 26 Dempsey Construction
- 27 Smashtech
- 28 Airspace
- 29 1Point21 Interactive
- 30 PeopleConnect
- 31 centrexIT
- 32 Atlas General Insurance
- 33 Glen Oaks Escrow
- 34 Rivo Holdings, LLC
- 35 Ignite Visibility
- 36 Andrews Lagasse Branch + Bell LLP

## LARGE EMPLOYER CATEGORY

(250 - 1,999 U.S. EMPLOYEES)

- 1 C&S Companies
- 2 Kidder Mathews
- 3 Ryan, LLC
- 4 Sundt Construction
- 5 BNBuilders
- 6 Seismic
- 7 INDUS Technology, Inc.
- 8 Sheppard Mullin
- 9 Commonwealth Financial Network

- 10 Ionis Pharmaceuticals, Inc.
- 11 La Jolla Institute for Immunology
- 12 Marsh & McLennan Agency
- 13 InnovaSystems International
- 14 OneTrust Home Loans
- 15 Northwestern Mutual
- 16 Aldrich Group of Companies
- 17 Tandem Diabetes Care, Inc.
- 18 Aya Healthcare

## MEGA EMPLOYER CATEGORY

(2,000 OR MORE U.S. EMPLOYEES)

- 1 RSM US LLP
- 2 Swinerton
- 3 Slalom Consulting
- 4 JLL
- 5 McCarthy Building Companies, Inc.
- 6 Balfour Beatty
- 7 DPR Construction
- 8 Vertex Pharmaceuticals
- 9 CBIZ MHM, LLC
- 10 Jack Henry & Associates

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INDUS Technology, Inc. was formed in 1991 in San Diego, CA. INDUS is a rapidly growing employee-owned firm with an excellent reputation as both a prime and subcontractor providing support services in C4I communication systems, engineering services, program management, logistics, Information Technology, and acquisition and financial management support to the Department of the Navy, other DoD agencies and the Federal Government. In addition to INDUS' DoD contract portfolio, INDUS also support multiple commercial medical clients and California universities in the areas of cybersecurity, information assurance and acquisition strategy. INDUS has roughly 350 employees in geographical areas consisting of: San Diego, CA, Port Hueneme, CA, Pearl Harbor, HI, Kauai, HI, Guam, Japan, Bremerton, WA, Newport, RI, Washington, DC, Norfolk, VA, Charleston, SC, New Orleans, LA and Panama City Beach, FL.



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Sony Electronics is a subsidiary of Sony Corporation of America and an affiliate of Sony Corporation, located in Japan, one of the most comprehensive entertainment companies in the world, with a portfolio that encompasses electronics, music, motion pictures, mobile, gaming and financial services. Headquartered in San Diego, California, Sony Electronics is a leader in electronics for the consumer and professional markets. Operations include research and development, engineering, sales, marketing, distribution and customer service. Sony Electronics creates products that innovate and inspire generations, such as the award-winning Alpha Interchangeable Lens Cameras and revolutionary high-resolution audio products. Sony is also a leading manufacturer of end-to-end solutions from 4K professional broadcast and A/V equipment to industry leading 4K Ultra HD TVs.





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# WestPac Wealth Partners Develops its Associates While Helping its Customers

**FINANCE:** La Jolla-Based Firm Looks At the Whole Person



■ BY BRAD GRAVES

**“W**e aim to enable all associates to reach their maximum potential, even beyond that which they currently believe they can achieve in all areas of their life.” That is the lofty goal for **WestPac Wealth Partners**, a privately held financial services firm based in La Jolla with offices across the West Coast and Hawaii.

The company’s efforts brought in some big dividends: WestPac was named the No. 1 firm in the medium sized employer category on the San Diego Business Journal’s Best Places to Work list.

“We are super excited for the San Diego community. We are honored and thrilled,” said CEO Nash Subotic. “This is positive news in the COVID-19 environment.

“It’s been absolute banner year for us,” Subotic added. The company did not just win the Business Journal award. It also achieved a No. 7 ranking on Fortune Magazine’s 100 Best Medium Workplaces list.

As for diversity, the company’s five partners come from varied backgrounds. “Think about it: very few companies have

**TOP LOCAL EXECUTIVE:**

Nash Subotic

**ADDRESS:** 4275 Executive Square, Suite 800, La Jolla 92037

**U.S. EMPLOYEES:** 210

**WHAT THEY DO:** Financial services



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Asian, Black and White owners,” said Subotic. “Everyone feels at home at our company” because of its diversity, he said.

## An Evolving Set of Benefits

Helping employees reach their potential is reflected in WestPac’s full range of training, support and compensation systems.

WestPac offers a comprehensive benefits program including health, medical and even college funding. It holds fitness and health competitions. To deal with the COVID-19 issue, WestPac adjusted its health benefits, making the move to provide 100% medical coverage for employees and their families. It doubled the life insurance provided to staff as well. It moved its happy hour events online, hosting virtual meetings for employees to connect while apart. It moved its daily training meeting online as well, providing connection and guidance from leaders of the company.



Photo courtesy of WestPac Wealth Partners.

The WestPac Wealth Partners team.

Among WestPac employees, the most-loved benefits include flexible work schedules, aimed at constant improvement of oneself; holiday parties and team-building activities outside of the office; and multiple awards banquets and trips.

Among its more creative perks are book of the month and Mastermind groups.

## Looking at the Long Term

Although it is in the financial industry,

WestPac’s focus is on people development. The company teaches its associates to make short-term decisions with a long-term perspective, always focusing on doing what is right for their clients and thereby the San Diego community.

The leadership and the firm believe strongly in the constant improvement of its associates, letting them become the very best version of themselves, giving more to society than taking from it.



**Miller Hull**

**TOP LOCAL EXECUTIVE:** Katie Popolow, AIA Principal  
**ADDRESS:** 4980 N Harbor Dr UNIT 100, San Diego, CA 92106  
**U.S. EMPLOYEES:** 96  
**WHAT THEY DO:** Architecture



**Miller Hull** is an international architecture and planning firm with a reputation of designing environmentally responsible buildings and an office culture that inspires employees.

The Miller Hull Exchange program covers the travel costs for staff members to visit another studio to teach, learn and build relationships with other designers. When building a great workplace, Miller Hull AIA, Managing Principal, Katie Popolow said, “leadership is all about listening.”

“We are so excited and proud to be named the second best place to work in San Diego for the second year in a row,” Popolow said. “Miller Hull truly values the experience and environment it creates for employees and we continually work on improving our practice in a candid and transparent way.”

Additionally, the firm strives for equity by creating a 50/50 gender workplace and maintaining a culture of transparency, fairness and justice.



**EVOTEK**

**TOP LOCAL EXECUTIVE:** Cesar Enciso CEO  
**ADDRESS:** 6150 Lusk Blvd b204, San Diego, CA 92121  
**U.S. EMPLOYEES:** 93  
**WHAT THEY DO:** Technology



At **EVOTEK**, they take their commitment to work-life balance very seriously. The privately funded tech firm puts the employee first by hosting regular, team events at local breweries and at professional sports games.

Since 2014, the San Diego-based company has delivered cybersecurity solutions and innovative digital platforms to businesses.

“I have always believed culture is what’s most important and a sincere focus on that singular part of our company will provide the optimal environment for experimentation; truly to enable our people to excel and ultimately address competitive advantage, as survival won’t be in question,” said **EVOTEK** CEO, Cesar Enciso.

**EVOTEK**’s business model offers “employee-partners” to share in the success and annual profits of the company. At the end of each fiscal year, **EVOTEK** reinvests a portion of the yearly profit back into qualified employees.



**C.W. Driver, LLC**

**TOP LOCAL EXECUTIVE:** Rich Freeark, COO  
**ADDRESS:** 7588 Metropolitan Dr, San Diego, CA 92108  
**U.S. EMPLOYEES:** 85  
**WHAT THEY DO:** Construction



**C.W. Driver, LLC** understands that one of their biggest differentiators in the industry is their people, which is why clients continue to do business with them. The 100-year-old construction firm creates structure in the company that allows for recognition and growth for employees.

For example, the Driver Launch High-Potential Leadership Development Program (**DRIVE**) helps emerging leaders within the company cultivate their skills in just 12 months. Additionally, the construction firm holds semi-annual development planning meetings that help employees manage their career development.

With offices up and down the West Coast, **C.W. Driver**’s San Diego and Carlsbad locations serve a variety of industries, including education, commercial/office, technology, healthcare/biomedical, mixed-use, assisted living, entertainment, retail, industrial and civic.



**Nth Generation Computing, Inc.**

**TOP LOCAL EXECUTIVE:** Janis Baldwin, CEO  
**ADDRESS:** 17055 Camino San Bernardo, San Diego, CA 92127  
**U.S. EMPLOYEES:** 71  
**WHAT THEY DO:** Technology



As a woman-owned company, **Nth Generation Computing, Inc.** is committed to fostering an inclusive and diverse work environment. With a hire slow strategy, Nth Generation makes sure they are building a team that is full of passion and commitment to their work.

Since 1991, the local tech company has been building relationships with businesses through IT solutions and providing extensive benefits to employees.

“I am thrilled to be recognized again as one of the best places to work for a second year in a row!,” said Nth Generation CEO, **Janis Baldwin**. “For our team of “difference makers”, this award is another confirmation of our team’s success in living out our collective vision to “Deliver **AWESOME** in everything we do!”

The organization puts an emphasis on family with an employee appreciation getaway to Coronado to the perk of a Costco membership.

SAN DIEGO'S BEST PLACES TO WORK   MEDIUM														Medium Employer category (50 to 249 U.S. employees)	Researched by Best Companies Group
Rank	Company Address Website Phone		# of employees: US SD County	% 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>WestPac Wealth Partners</b> 4275 Executive Square, Suite 800, La Jolla 92037 www.westpacwealth.com 619-684-6400		210 60	100	N	N	Y	Y	N	Y	Y	Financial Services 2012	Nash Subotic		
2	<b>The Miller Hull Partnership</b> 4980 N Harbor Drive, Suite 100, San Diego 92106 www.millerhull.com 619-220-0984		96 20	100	Y	N	Y	Y	Y	N	Y	Architecture 1977	Katie Popolow		
3	<b>EVOTEK, Inc.</b> 6150 Lusk Blvd., Suite B204, San Diego 92121 www.evotek.com 858-362-5083		93 93	100	N	N	Y	Y	N	N	Y	Technology 2014	Cesar Enciso		
4	<b>C.W. Driver Cos.</b> 7588 Metropolitan Drive, San Diego 92108 www.cwdriver.com 619-696-5100		85 85	100	N	N	Y	Y	Y	N	Y	Construction 1997	Dana Roberts		
5	<b>Nth Generation Computing Inc.</b> 17055 Camino San Bernardo, San Diego 92127 www.nth.com 800-548-1883		71 67	100	Y	N	Y	Y	Y	Y	Y	Technology 1991	Jan Baldwin		
6	<b>Forward Slope Inc.</b> 2020 Camino del Rio N., Suite 400, San Diego 92108 www.forwardslope.com 619-299-4400		105 97	75-99	Y	N	Y	Y	N	Y	Y	Defense 2002	Carlos Persichetti		
7	<b>Red Door Interactive</b> 350 10th Ave., Suite 100, San Diego 92101 www.reddoor.biz 619-398-2670		73 62	100	Y	Y	Y	N	Y	Y	Y	Advertising/PR/ Marketing 2002	Reid Carr		
8	<b>Silvergate Bank</b> 4250 Executive Square, Suite 100, La Jolla 92037 www.silvergatebank.com 858-362-6300		210 210	100	N	N	Y	Y	Y	Y	Y	Banking 1988	Alan Lane		

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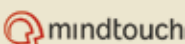









**&**

**Eng Lim Goh, PhD**  
SVP & CTO, Artificial Intelligence  
Hewlett Packard Enterprise


## TOPICS


Artificial Intelligence  
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**& more!**



SAN DIEGO'S BEST PLACES TO WORK   MEDIUM												Medium Employer category (50 to 249 U.S. employees)	Researched by Best Companies Group	
Rank	Company Address Website Phone		# of employees: US SD County	% 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	Western Lighting & Energy Solutions 6630 Flanders Drive, San Diego 92121 www.westernlightingandenergycontrols.com 858-564-0233		52 21	100	N	Y	Y	Y	Y	N	Y	Lighting and Control Representative 1995	Jimm Reifsnnyder	
10	PTI Marketing Technologies, Inc. dba MarcomCentral 201 Lomas Sante Fe, Suite 300, Solana Beach 92075 www.marcom.com 800-220-1727		91 91	75-99	N	N	Y	Y	N	Y	Y	Technology 2000	Byung Choi	
11	Pure Financial Advisors Inc. 3131 Camino del Rio N., Suite 1550, San Diego 92108 www.purefinancial.com 619-814-4100		61 57	100	N	Y	Y	Y	Y	Y	Y	Financial Services 2007	Alan Clopine	
12	C3 Risk & Insurance Services 404 Camino del Rio S., Suite 410, San Diego 92108 www.c3insurance.com 619-233-8000		61 57	100	N	N	Y	Y	Y	N	Y	Insurance - Non- Healthcare 2016	Gabe Erle	
13	MindTouch Inc. 101 W Broadway, Suite 1500, San Diego 92101 www.mindtouch.com 619-795-8459		55 54	75-99	N	Y	Y	Y	Y	Y	Y	Technology 2005	Aaron Rice	
14	Bank of Southern California, N.A. 12265 El Camino Real, Suite 100, San Diego 92130 www.banksocal.com 858-847-4700		97 55	100	N	N	Y	Y	Y	Y	Y	Banking 2001	Nathan Rogge	
15	TargetCW 9475 Chesapeake Drive, San Diego 92110 www.targetcw.com 858-810-3000		110 110	75-99	N	N	Y	Y	Y	Y	Y	Staffing 2010	Samer Khouli	
16	Goal Structured Solutions Inc. 402 W. Broadway, Suite 2000, San Diego 92101 www.goalsolutions.com 866-290-4222		60 59	75-99	N	Y	Y	Y	Y	Y	Y	Financial Services- Other 2008	Ken Ruggiero	
17	Coastal Payroll 9350 Waxie Way, Suite 110, San Diego 92123 www.coastalpayroll.com 858-565-2123		82 73	75-99	N	N	Y	N	Y	Y	Y	Financial Services - Other 2007	Jonathan Gallagher	

Submission process: Each submission 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.






### Thank you, team!

A big **thank you** to each and every team member for making us one of the Best Places to Work in 2020.

We love working with each other to provide our clients the best experience possible, while having fun doing **IT**.



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# SAN DIEGO'S BEST PLACES TO WORK | MEDIUM

Medium Employer category  
(50 to 249 U.S. employees)

Researched by Best  
Companies Group

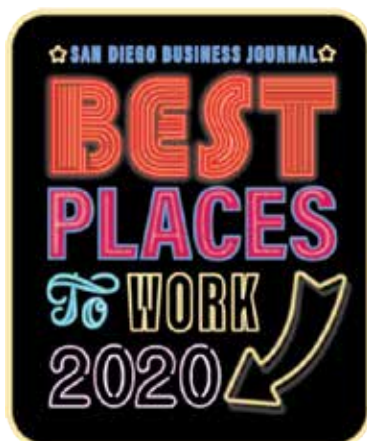
Rank	Company Address Website Phone		# of employees: US SD County	% medical coverage paid by employer	Profit sharing	Stock options	Retirement	Flexible spending	PTO community svc.	Fitness facilities	Wellness programs	Business description Year est. locally	Top local executive	
18	<b>PetDesk</b> 2044 1st Ave., Suite 300, San Diego 92101 www.petdesk.com 844-738-2778		73 73	75-99	N	N	Y	Y	Y	N	Y	Technology 2013	Taylor Cavanah	
19	<b>Organifi LLC</b> 7535 Metropolitan Ave., San Diego 92108 www.organifi.com 858-405-3095		68 57	50-74	N	N	Y	Y	Y	Y	Y	Retail 2014	Djamel Bettahar	
20	<b>Host Healthcare Inc.</b> 4225 Executive Square, Suite 1500, La Jolla 92037 www.hosthealthcare.com 800-585-1299		96 96	75-99	N	N	Y	Y	Y	Y	Y	Staffing 2012	Adam Francis	
21	<b>Morgan Business Consulting</b> 2488 Historic Decatur Rd, Suite 210, San Diego 92106 www.mbc360.com 202-810-6486		130 45	50-74	N	N	Y	Y	N	Y	Y	Consulting 2003	Alex Amenabar	
22	<b>tk1sc</b> 4755 Eastgate Mall, Suite 150, San Diego 92121 www.tk1sc.com 858-362-6800		230 36	100	N	N	Y	Y	N	Y	Y	Engineering 2015	Joe Ross	
23	<b>Seer Interactive</b> 1200 F St., San Diego 92101 www.seerinteractive.com 619-391-4290		187 50	75-99	Y	N	Y	Y	Y	Y	Y	Advertising/PR/Marketing 2002	Larissa Williams	
24	<b>Rancho BioSciences, LLC</b> 16955 Via Del Campo, Suite 200, San Diego 92127 www.ranchobiosciences.com 760-717-7881		58 24	50-74	Y	N	Y	Y	N	N	Y	Services - Other 2012	Julie Bryant	
25	<b>GoSite</b> 2815 Camino del Rio S., Suite 300, San Diego 92108 www.gosite.com 858-295-7995		118 118	100	N	N	Y	N	N	N	Y	Technology 2013	Alex Goode	
26	<b>Dempsey Construction</b> 1835 Aston Ave., Carlsbad 92008 www.dempseyconstruction.com 760-918-6900		61 61	75-99	N	N	Y	N	N	Y	Y	Construction 2010	John Dempsey	
27	<b>Smashtech</b> 750 B St., Suite 3300, San Diego 92121 www.smashtech.com 888-657-1779		75 75	75-99	N	N	Y	Y	Y	Y	Y	Advertising/PR/Marketing 2014	Omar Imani	
28	<b>Airspace Technologies</b> 6005 Hidden Valley Road, Suite 280, Carlsbad 92011 www.airspacetechnologies.com 858-201-4894		115 89	75-99	N	Y	Y	N	Y	Y	Y	Technology 2015	Nicholas Bulcao	
29	<b>1Point21 Interactive</b> 10080 Carroll Canyon Road, San Diego 92131 www.1point21interactive.com 858-935-9478		50 47	75-99	Y	Y	Y	N	N	Y	Y	Advertising/PR/Marketing 2005	Michael Perez	
30	<b>PeopleConnect<sup>(1)</sup></b> 600 B St., Suite 900, San Diego 92101 www.thecontrolgroup.com 858-750-2018		71 71	100	N	N	Y	Y	Y	Y	Y	Technology 2010	Steven Gray	
31	<b>centrexIT</b> 3131 Camino Del Rio N., Suite 1400, San Diego 92108 www.centrexIT.com 619-651-8700		56 56	75-99	N	N	Y	N	N	Y	Y	Managed IT Service Provider 2002	Dylan Natter	
32	<b>Atlas General Insurance Services LLC</b> 4365 Executive Drive, Suite 400, San Diego 92121 www.atlas.us.com 800-952-1494		157 139	100	N	N	Y	Y	Y	Y	Y	Insurance - Non- Healthcare 2009	Bill Trzos	
33	<b>Glen Oaks Escrow</b> 700 Garden View Ct., Suite 202, Encinitas 92024 www.glenoakescrow.com 760-705-1554		249 17	50-74	N	N	Y	Y	Y	N	Y	Real Estate 1997	Joe Curtis	
34	<b>Rivo Holdings, LLC</b> 530 B Street, Suite 2300, San Diego 92101 www.rivoholdings.com 619-436-1100		143 141	50-74	N	N	Y	N	Y	Y	Y	Financial Services - Other 2008	Daniel Koetting	
35	<b>Ignite Visibility</b> 3770 Tansy St., Suite 100, San Diego 92121 www.ignitevisibility.com 619-752-1955		78 77	75-99	N	N	Y	Y	Y	Y	Y	Advertising/PR/Marketing 2013	John Lincoln	
36	<b>Andrews Lagasse Branch + Bell LLP</b> 4365 Executive Drive, Suite 950, San Diego 92121 www.albbllaw.com 858-345-5080		59 40	100	Y	N	Y	Y	N	Y	Y	Legal 2007	Cary Kinhead	

**Submission process:** Each submission 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.  
(1) Formerly listed as The Control Group



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## C&S Cos. Works Hard to Keep Its Employees Invested

### ENGINEERING: Team Approach Credited for Firm's Success



■ By JAY HARN

**C**&S Companies is an engineering and construction firm with offices across the country that, according to its employees, is a very special place to work. Making the list for the fourth time in four years and making first place for the last three lists says a lot about a company's investment in its team.

Based out of New York, the large, national firm has more than 470 employees and works hard to keep them invested and growing. C&S is an employee driven and culture centric firm and its leadership works hard to make sure every employee is treated equally no matter what their position.

Founded in 1968, C&S is committed to attracting the best people/talent while creating value for its clients. The firm highlights its core values as "Authenticity, Team Spirit, Integrity, All-in."

C&S is completely transparent when it comes to sharing information and financials with the entire company, which employees see as unique and beneficial. They hold team building events, regular happy hours, summer/winter outings, which include employee families, and various other corporate

**TOP LOCAL EXECUTIVE:** Michael Hotaling, Senior Vice President  
**ADDRESS:** 2355 Northside Drive, Suite 350, San Diego 92108  
**U.S. EMPLOYEES:** 504  
**WHAT THEY DO:** Engineering, architectural and construction services



sponsored gatherings that all employees are encouraged to get involved.

"Most of what we do is behind the scenes, we maintain and build and develop the infrastructure that most people use every day but never think about, so it's rare that our team gets a chance to get recognized like this," said Michael Hotaling, senior vice president of aviation. "We are excited for this and it really is all about the team. It is the team that really makes this great culture."

Employee owned, C&S has various committees and groups within the company to give opportunities for each employee to get involved. These include its community service team, technical focus groups, and its women's leadership organization. They also have a non-profit within the company called the C&S Foundation which is an outlet where employees can give back and support the communities where they work. Turnover is also low because of employees



Photo courtesy of C&amp;S Companies.

C&amp;S Companies sponsor an employee softball team.

feeling appreciated and supported. Employees also have access to wellness programs and unlimited sick days.

"I thank the team for all their hard work. I thank them for pivoting quickly in March when we closed the office and like others,

we didn't miss a beat. Our IT team had us set up, we made the transition and kept working and delivered on the infrastructure projects that we have ongoing for a number of public and private clients. We are all excited about that," Hotaling said.


**Kidder Mathews**

**TOP LOCAL EXECUTIVE:** Mark Read Regional President, Brokerage  
**ADDRESS:** 12230 El Camino Real, Suite 400 San Diego CA 92130  
**U.S. EMPLOYEES:** 900  
**WHAT THEY DO:** Commercial Real Estate



**Kidder Mathews** is the largest independent commercial real estate firm on the West Coast. The 50-year-old firm operates out of 22 west coast offices and leverages these locales and industry expertise to build strong relationships.

From its founding, Kidder Mathews' philosophy has stayed the same, said the firm's Southwest Regional President of Brokerage, Mark Read.

"Our philosophy from the day we started is we want it to be fun and we're not going to hire any knuckleheads," Read said. "We're a service industry so our people and culture are everything. It's real simple — have fun and no knuckleheads."

Kidder Mathews invests in hiring the right people and boasts employee retention as a key to success. The commercial real estate firm also offers a slew of financial and wellness benefits for employees — and its salesforce keeps up to 90 percent of its commissions.


**Ryan, LLC**

**TOP LOCAL EXECUTIVE:** Tom Loban Principal, Property Tax Commercial  
**ADDRESS:** 5780 Fleet Street, Suite 300 Carlsbad California 92008  
**U.S. EMPLOYEES:** 1776  
**WHAT THEY DO:** Corporate Tax Advisory Services



The leadership at **Ryan** puts a big emphasis on supporting employees' balance of work and family responsibilities through innovative policies. In June 2019, the corporate tax advisory firm launched RyanTHRIVE — a well-being platform that offered employees the tools to nurture their physical, financial, emotional, and career.

"I'm not surprised Ryan was awarded one of the Best Places to Work in San Diego," said Tom Loban, Ryan Principal of Property Tax, Commercial. "Ryan offers a lot of flexibility and support to maintain a professional environment."

Ryan is the largest firm in the world dedicated exclusively to business taxes with global headquarters in Dallas, Texas. In response to the pandemic, Ryan built upon its existing flexible workplace and regular communication with employees. The firm expanded sick leave benefits, offered Zoom training sessions and Ryan's CEO increased his monthly "Team Talk" call to twice per month.


**Sundt Construction**

**TOP LOCAL EXECUTIVE:** Ryan Nessen Vice President, San Diego Regional Manager  
**ADDRESS:** 1660 Hotel Circle North, Suite 400 San Diego CA 92108  
**U.S. EMPLOYEES:** 1805  
**WHAT THEY DO:** Construction



Each employee at **Sundt Construction** shares in a bit of the firm's success and profits; through the company's ESOP trust, Sundt is 100 percent owned by its employees.

According to Ryan Nessen, Vice President and San Diego Regional Manager at Sundt, he describes a great place to work in three words: "Skill, Grit, and Purpose."

"This is our 11th straight year selected as one of San Diego's Best Places to Work," Nessen said. "Sundt prides itself on its employee-owner culture. When every employee is an owner, every decision is built on values, purpose and pride in a job well done."

Sundt also invests in the future of the company through a tuition reimbursement program and administering the National Craft Assessment and Certification Program (NCACP) which allows employees to continually grow. Employees also have free-access to the Financial Wellness program SmartDollar to help them maximize their paycheck.


**BNBuilders**

**TOP LOCAL EXECUTIVE:** James Awford, Principal  
**ADDRESS:** 5825 Oberlin Dr, San Diego, CA 92121  
**U.S. EMPLOYEES:** 487  
**WHAT THEY DO:** Construction



**BNBuilders** is committed to investing in the communities they do business in. That starts with their Community Involvement Team which offers employees the opportunity to give back to local causes, like raising over \$5,000 for the San Diego Food Bank.

BNBuilders is a West Coast general contractor specializing in complex projects for clients in the biotech, education, healthcare, public and technology markets.

"This is one of the best awards we can receive, because it speaks volumes about how our people feel about working at BNBuilders," said BNBuilders Principal, James Awford.

Across its four West Coast offices, BNBuilders fosters a fun, family-run environment. As a construction firm, the group also highlights jobsite safety through its "On the Spot" recognition of an annual Safety Champion.

Awford added, "the foundation of our culture is trust; we trust our people to make the right decisions for our clients and our people."





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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: US SD County	% 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		504 33	100	N	Y	Y	Y	Y	Y	Y	Engineering 1999	Michael Hotaling	
2	<b>Kidder Mathews</b> 12230 El Camino Real, Floor 4, San Diego 92130 www.kidder.com 858-509-1200		900 72	100	N	N	Y	Y	Y	N	Y	Commercial Real Estate 2015	Mark Read	
3	<b>Ryan LLC</b> 5780 Fleet St., Suite 300, Carlsbad 92008 www.ryan.com 442-244-2422		1,776 35	75-99	N	N	Y	Y	Y	Y	Y	Corporate Tax Advisory Services 1991	Tom Loban	
4	<b>Sundt Construction Inc.</b> 1660 Hotel Circle N., Suite 400, San Diego 92108 www.sundt.com 619-321-4800		1,805 82	100	N	Y	Y	Y	Y	N	Y	Construction 1947	Ryan Nessen	
5	<b>BNBuilders, Inc.</b> 5825 Oberlin Drive, Suite 1, San Diego 92121 www.bnbuilders.com 858-550-9433		487 104	75-99	N	N	Y	Y	Y	Y	Y	Construction 2010	James Awford	
6	<b>Seismic</b> 12770 El Camino Real, Suite 300, San Diego 92130 www.seismic.com 855-466-8748		644 209	100	N	N	Y	Y	Y	Y	Y	Technology 2010	Doug Winter	
7	<b>INDUS Technology Inc.</b> 2243 San Diego Ave., Suite 200, San Diego 92110 www.industechnology.com 619-299-2555		323 122	75-99	N	Y	Y	Y	N	N	Y	Defense 1991	Eric MacGregor	
8	<b>Sheppard Mullin Richter &amp; Hampton LLP</b> 501 W. Broadway, 19th Floor, San Diego 92101 www.sheppardmullin.com 619-338-6500		1,733 246	75-99	Y	N	Y	Y	N	N	Y	Legal 1986	Guy Halgren	
9	<b>Commonwealth Financial Network</b> 110 W. A St., Suite 1800, San Diego 92101 www.commonwealth.com 619-471-9700		794 161	75-99	N	Y	Y	Y	Y	Y	Y	Financial Services 2000	John Rooney	
10	<b>Ionis Pharmaceuticals Inc.</b> 2855 Gazelle Court, Carlsbad 92010 www.ionispharma.com 760-931-9200		531 531	75-99	N	Y	Y	Y	Y	Y	Y	Life Science/ Biotechnology 1989	Brett Monia, Ph.D.	
11	<b>La Jolla Institute for Immunology</b> 9420 Athena Circle, La Jolla 92037 www.lji.org 858-752-6535		386 384	75-99	N	N	Y	Y	N	Y	Y	Nonprofit – Health & Human Services 1988	Mitchell Kronenberg, Ph.D.	
12	<b>Marsh &amp; McLennan Agency LLC</b> 9171 Towne Centre Drive, Suite 500, San Diego 92122 www.mma-west.com 800-321-4696		1,167 431	75-99	N	Y	Y	Y	Y	Y	Y	Insurance - Non- Healthcare 1909	Chris Williams	
13	<b>InnovaSystems International LLC</b> 2385 Northside Drive, Suite 300, San Diego 92108 www.innovasi.com 619-955-5800		308 146	75-99	N	N	Y	Y	N	Y	Y	Technology 1997	Chris Wollerman	
14	<b>OneTrust Home Loans</b> 3131 Camino Del Rio N., Suite 1680, San Diego 92108 www.onetrusthomeloans.com 888-488-3807		307 47	75-99	N	N	Y	Y	N	Y	Y	Financial services 2013	Joshua Erskine	
15	<b>Northwestern Mutual</b> 600 W. Broadway, Suite 600, San Diego 92101 www.sandiego.nm.com 619-234-3111		309 178	75-99	N	N	Y	Y	Y	N	Y	Financial Services - Other 1952	Thomas Stewart	
16	<b>Aldrich CPAs + Advisors LLP</b> 5946 Priestly Drive, Suite 200, Carlsbad 92008 www.aldrichadvisors.com 619-810-4940		325 85	100	Y	N	Y	Y	Y	N	Y	Consulting 1949	Daniel Larson	
17	<b>Tandem Diabetes Care Inc.</b> 11075 Roselle St, Suite 200, San Diego 92121 www.tandemdiabetes.com 858-366-6900		1,199 889	75-99	N	N	Y	Y	N	Y	Y	Manufacturing 2006	John Sheridan	
18	<b>Aya Healthcare</b> 5930 Cornerstone Court W., San Diego 92121 www.ayahealthcare.com 858-352-6020		900 593	100	N	N	Y	N	Y	Y	Y	Healthcare - Insurance/Services 2001	Alan Braynin	

**Submission process:** Each submission 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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# RSM US LLP Strives for An Amazing and Challenging Culture

## ACCOUNTING: Employees Work to Empower Each Other to Move Forward with Confidence

■ By JAY HARN

**R**SM US LLP cares about its talent. The company states strongly that they work to deliver the power of being understood not only to its clients, but to its people.

They call it the RSM Talent Experience. They work to empower each other to enhance their value and build successful careers at their firm and beyond.

Management expresses pride that the company builds rich, enduring relationships based on a profound understanding of each other, their goals and their aspirations. They believe that when their people feel truly understood, they are empowered to move forward with confidence – personally and professionally. This they say is the power of being understood.

The company's professionals are as unique and diverse as their clients. Investing in new training tools and resources are part of the culture at RSM. They are constantly working to enhance their talent experience.

"As a professional services firm, our greatest asset is our people. We strive for

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

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

**U.S. EMPLOYEES:** 11,000

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



an amazing culture where our employees can be challenged and grow in a nurturing and fun environment. Whether it's our brand new office with ocean views, on-site fitness center, ping-pong table or kegerator with cold brew coffee and kombucha, we want to demonstrate to our people how much they mean to us and how instrumental they are to the success of the firm and our clients," said **Jerry Varga**, San Diego office managing partner.

"In a year where we experienced significant changes, including a shift to a remote environment due to COVID, it speaks volumes that our people believe RSM is a fabulous place to build a career," he said.

The company has 11 employee network groups to help promote culture, diversity and inclusion by hosting various events throughout the year. During their busy season meals are served Monday through



Photo courtesy of RSM.

**Team RSM supporting the Big Brothers Big Sisters of San Diego County Golf Marathon event.**

Thursday and Saturday. Snacks are available in office along with ice coffee, kombucha and iced tea.

With RSM's "Dollars for Doers," the firm donates to a local charity for time employees spend volunteering. In the past they have donated to the Rady's Children Hospital, and the Blind Community Center.

During the COVID-19 pandemic the firm has prompted all employees to work from home allowing them to take any equipment needed with them. More physical and emotional health benefits have been available for all employees and their network groups worked to sponsor new weekly activities.



**Swinerton**

**TOP LOCAL EXECUTIVE:** Mark Payne VP, Division Manager  
**ADDRESS:** 16798 W Bernardo Dr, San Diego, CA 92127  
**U.S. EMPLOYEES:** 4628  
**WHAT THEY DO:** Construction



From the beginning, this 132-year-old building company has put employees at the center of its business. The construction firm has headquarters in San Francisco and 19 offices throughout the West and in Atlanta.

**Swinerton's** Vice President and Division Manager, **Mark Payne** credits the employee-owned structure of the company as a key to their success in every project.

"At the end of the day, it doesn't matter what business you're in," Payne said. "You're only as good as the people you have around you. I think that is ultimately what's been a big factor in the success here at Swinerton."

Swinerton's San Diego office — which opened in 1993 — stands as one of the firm's largest locations with more than 300 employees based locally. The Builders and Renewable Energy divisions are in the Rancho Bernardo main office. One way the company gives back to employees is by hosting weekly catered lunches and hauling out a huge BBQ smoker to job sites and offices to create community.



**Slalom Consulting**

**TOP LOCAL EXECUTIVE:** Jim Sikora, General Manager  
**ADDRESS:** 4370 La Jolla Village Dr Suite 1000, San Diego, CA 92122  
**U.S. EMPLOYEES:** 8000  
**WHAT THEY DO:** Consulting



With people at the center of their business, **Slalom Consulting** tries to build a workplace that encourages employees to show up as their authentic selves and get to know one another through team building events.

The Seattle-based consulting firm helps companies find solutions from business advisory, customer experience, technology and analytics.

"We were thrilled to earn the number 3 spot among so many other great companies in our first year of business," said **Jim Sikora**, the General Manager of Slalom San Diego. "Our employees have been challenged and empowered to help build a business that aligns to their values, embraces diversity, creates opportunities to give back to their community, and provides growth."

In response to the pandemic, the firm mandated work-from-home for all employees and also introduced a virtual happy hour every Friday to keep everyone connected.



**JLL**

**TOP LOCAL EXECUTIVE:** Tim Olson, Market Lead & Managing Director  
**ADDRESS:** 8910 University Center Ln #100, San Diego, CA 92122  
**U.S. EMPLOYEES:** 29157  
**WHAT THEY DO:** Real Estate



With more than 250 years of experience in commercial real estate, **JLL** has partnered with businesses to help advise, manage and invest in a variety of properties. Throughout San Diego, JLL offers services in tenant representation, life sciences and construction management.

The commercial real estate firm also recognizes that their employees are their "greatest asset" and promotes work-life balance. On a personal level, the firm hosts events that allow employees to get to know each other's families outside of the office.

"A great company culture requires effort and constant evolution," said JLL Market Lead & Managing Director, **Tim Olson**. "This honor is the result of a team effort and having employees who care and are willing to speak up for the greater good."

In response to the pandemic, JLL offers employees flexible and staggered schedules as well as work-from-home support including virtual meetings and events to connect employees.



**McCarthy Building Companies, Inc.**

**TOP LOCAL EXECUTIVE:** Robert Betz, Executive Vice President Operation  
**ADDRESS:** 9275 Sky Park Ct #200, San Diego, CA 92123  
**U.S. EMPLOYEES:** 2343  
**WHAT THEY DO:** Construction



At **McCarthy Building Companies, Inc.** they consider every employee a "Partner." The 154-year-old construction firm boasts its ESOP program which makes them a 100 percent employee-owned company.

Director of Business Development at McCarthy Building Companies, **Suzy Cruden** said this emphasis on partnership in the company and community allows for a collaborative environment that leads to excellent work.

"We are so proud to be a part of the San Diego community and are thrilled to be recognized, as our people have always been our priority," Cruden said. "We do our best to create an environment where our employees can learn and grow, but also enjoy the work they do."

From day one, full-time employees are offered robust benefits and all employees are encouraged to take at least one, paid day off to volunteer in the community through the McCarthy "Heart Hats" community involvement program.





SAN DIEGO'S BEST PLACES TO WORK | MEGA

Mega Employer category  
(2,000 or more U.S. employees) | Researched by Best Companies Group

Rank	Company Address Website Phone		# of employees: US SD County	% 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>RSM US LLP</b> 3430 Carmel Mountain Road, Suite 200, San Diego 92121 www.rsmus.com 619-281-7764		11,000 91	75-99	Y	N	Y	Y	Y	Y	Y	Accounting 1977	Jerry Varga
2	<b>Swinerton</b> 16798 W. Bernardo Drive, San Diego 92127 www.swinerton.com 858-622-4040		4,628 273	75-99	N	Y	Y	Y	Y	Y	Y	Construction 1993	Mark Payne
3	<b>Slalom Consulting</b> 4370 La Jolla Village Drive Suite 1000, San Diego 92122-1283 www.slalom.com/locations/san-diego 760-299-5231		8,000 52	75-99	N	N	Y	Y	Y	Y	Y	Consulting 2001	Jim Sikora
4	<b>JLL</b> 8910 University Center Lane, Suite 100, San Diego 92122 ww.us.jll.com 858-410-1200		29,157 116	75-99	N	Y	Y	Y	N	Y	Y	Real Estate 1997	Peter Belisle
5	<b>McCarthy Building Cos.</b> 9275 Sky Park Court, Suite 200, San Diego 92123 www.mccarthy.com 858-784-0347		2,343 91	75-99	Y	N	Y	Y	Y	Y	Y	Construction 1864	Robert Betz
6	<b>Balfour Beatty US</b> 10620 Treena St., Suite 300, San Diego 92131 www.balfourbeattyus.com 858-635-7400		3,500 152	75-99	N	N	Y	Y	Y	Y	Y	Construction 1983	Brian Cahill
7	<b>DPR Construction</b> 5010 Shoreham Place, San Diego 92122 www.dpr.com 858-597-7070		6,639 328	75-99	Y	Y	Y	Y	N	Y	Y	Construction 1992	Brian Gracz
8	<b>Vertex Pharmaceuticals Inc.</b> 11010 Torreyana Road, San Diego 92121 www.vrtx.com 858-404-6600		2,532 232	75-99	N	N	Y	Y	Y	Y	Y	Life Science/ Biotechnology 1989	Paul Negulescu
9	<b>CBIZ Inc.</b> 10616 Scripps Summit Court, Suite 110, San Diego 92131 www.cbiz.com 858-795-2000		4,723 140	75-99	N	Y	Y	Y	Y	N	Y	Financial Services - Other 1976	Paul Nation
10	<b>Symitar - A Jack Henry Co.</b> 8985 Balboa Ave., San Diego 92123 www.symitar.com 619-542-6700		6,750 374	75-99	N	N	Y	Y	Y	N	Y	Financial Services - Other 1984	Shanon McIlachlan

Submission process: Each submission 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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