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C3 Risk & Insurance Services
INDUS
TooTris
SONY
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 panalists 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.
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 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 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.
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

Accounting 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.”

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

“Nothing is more flattering or fulfilling than knowing how much our employees love our company and how much they treasure their work experience,” Burd 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.

**WHAT THEY DO:** Certified public accounting firm

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

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.

Whitney 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 QuaranTeam” social Facebook page, where employees can plan Zoom calls and stay connected outside of work.

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,” Burd 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.

**WHAT THEY DO:** Hospitality/Travel/Tourism

As 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
# SAN DIEGO'S BEST PLACES TO WORK | SMALL

<table>
<thead>
<tr>
<th>Rank</th>
<th>Company</th>
<th>Address</th>
<th>US County</th>
<th># of employees</th>
<th>Medical coverage</th>
<th>Paid time off</th>
<th>Retirement</th>
<th>Stock options</th>
<th>Paid vacation</th>
<th>Health insurance</th>
<th>Fitness facilities</th>
<th>Wellness programs</th>
<th>Business description</th>
<th>Year est. locally</th>
<th>Top local executive</th>
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<tbody>
<tr>
<td>1</td>
<td>LevitZacks, Certified Public Accountants</td>
<td>450 B St., Suite 500, San Diego 92101</td>
<td>SD County</td>
<td>40</td>
<td>100</td>
<td>N</td>
<td>N</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Accounting</td>
<td>1964</td>
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<td>2</td>
<td>Cadence Travel</td>
<td>7701 Herschel Ave., La Jolla 92037</td>
<td>SD County</td>
<td>28</td>
<td>50-74</td>
<td>N</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Hospitality/Tourism</td>
<td>1995</td>
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<td>3</td>
<td>NextLevel Internet Inc.</td>
<td>10867 Via Frontera, San Diego 92127</td>
<td>SD County</td>
<td>41</td>
<td>100</td>
<td>N</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Technology</td>
<td>1999</td>
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<td>4</td>
<td>HoyleCohen LLC</td>
<td>9350 Waverly Way, Suite 500, San Diego 92123</td>
<td>SD County</td>
<td>43</td>
<td>75-99</td>
<td>N</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Wealth Management</td>
<td>2001</td>
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<td>5</td>
<td>Sayva Solutions</td>
<td>3836 Nobel Drive, Suite 400, San Diego 92122</td>
<td>SD County</td>
<td>22</td>
<td>100</td>
<td>N</td>
<td>N</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Staffing</td>
<td>2013</td>
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<tr>
<td>6</td>
<td>Boutique Recruiting</td>
<td>591 Camino de la Reina, Suite 1020, San Diego 92108</td>
<td>SD County</td>
<td>15</td>
<td>50-74</td>
<td>N</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Staffing</td>
<td>2014</td>
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<td>Intensity Corp.</td>
<td>12730 High Bluff Drive, Suite 300, San Diego 92130</td>
<td>SD County</td>
<td>17</td>
<td>100</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Consulting</td>
<td>2006</td>
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<td>8</td>
<td>Analytica Consulting</td>
<td>9810 Scripps Lake Drive, Suite F, San Diego 92131</td>
<td>SD County</td>
<td>17</td>
<td>75-99</td>
<td>N</td>
<td>N</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>Consulting</td>
<td>2014</td>
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<td>Trust &amp; Will</td>
<td>981 West Laurel Street, San Diego 92101</td>
<td>SD County</td>
<td>27</td>
<td>25-49</td>
<td>N</td>
<td>Y</td>
<td>N</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Advertising/PR/Marketing</td>
<td>2017</td>
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<td>Champion Risk &amp; Insurance Services</td>
<td>12250 El Camino Real, Suite 375, San Diego 92130</td>
<td>SD County</td>
<td>23</td>
<td>75-99</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
<td>Insurance - Non-Healthcare</td>
<td>2004</td>
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<td>11</td>
<td>Community Boost Consulting</td>
<td>2159 India St., San Diego 92101</td>
<td>SD County</td>
<td>27</td>
<td>50-74</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>Advertising/PR/Marketing</td>
<td>2012</td>
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<tr>
<td>12</td>
<td>Pure Project</td>
<td>9450 Kemanar Drive, Suite 308, San Diego 92121</td>
<td>SD County</td>
<td>29</td>
<td>75-99</td>
<td>Y</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
<td>Brewing Company</td>
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<tr>
<td>13</td>
<td>BusinessOL.Com, Inc</td>
<td>600 B St., Suite 300, San Diego 92101</td>
<td>SD County</td>
<td>27</td>
<td>75-99</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
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<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Advertising/PR/Marketing</td>
<td>1996</td>
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</tbody>
</table>

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

LevitZacks, Certified Public Accountants
Advising San Diegans for More Than 55 Years
WORKING PARENTS WILL STAY HOME TO CARE FOR THEIR CHILDREN, UNLESS EMPLOYERS CAN HELP THEM SOLVE THIS ISSUE

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.

SIGN UP TODAY!

www.go.tootris.com/san-diego

TOOTRiS, LLC, 6170 Cornerstone Court East, Suite 330, San Diego, CA 92121, (858) 208-4044

*TOOTRiS provides Child Care as a Benefit solutions based on a monthly subscription fee agreement per participating employee
The current environment feels uncertain, but your financial future doesn’t need to be.

At HoyleCohen we help you find clarity in complexity. We create custom crafted solutions offering a broad range of investment options, including ones designed to mitigate today’s volatility and risks. Let’s work together to secure your future—Ask us about a life plan.

Contact us today at 858.576.7300
To learn more about our holistic approach visit h Joyce Cohen.com
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.

If you would like to join our growing team, please visit us at www.rfawealth.com/careers.

Reilly Financial Advisors
9560 Waples St., San Diego 92121
www.biozero.com 858-663-7376

San Diego’s Best Places to Work

Rank Company Address Website Phone # of employees SD County % medical coverage paid by employer Present granting Stock options Retirement Flexible spending Flexible community facility Fitness facilities Wellness programs Business description Year est. locally Top local executive

28 Biosero Inc. 9560 Waples St., San Diego 92121 www.biozero.com 858-663-7376 42 21 50-74 Y N Y N Y Y Y Technology 2003 Thomas Gilman


30 Shore Solutions, Inc. 1120 Bay Blvd., Suite E, Chula Vista 91911 www.shoresolutions.com 619-434-2375 16 15 100 N N Y Y N N Government Reseller 2011 Elizabeth Banker


32 ID Studios Inc. 236 S. Sierra Ave., Suite 110, Solana Beach 92075 www.idstudiosinc.com 858-529-9836 19 19 75-99 Y Y Y N N N Architecture 2005 Deborah Elliott


36 DGA, Inc. 2550 Fifth Avenue, Suite 115, San Diego 92101 www.dgaintline.com 619-685-9899 45 45 100 Y Y Y N 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.

North San Diego County has once again been recognized as one of San Diego’s Best Places to Work! Our principals make an average commission split of 80%. Are you interested in joining our team? Contact our office today.

Lee & Associates, Inc. 1300 Wight Place, Suite 205 Carlsbad, CA 92008 www.lee-associates.com/sandiegonortheast P: 760.929.9700 | E: nsdcinfo@lee-associates.com

SAN DIEGO’S BEST PLACES TO WORK | SMALL
Small Employer category (15 to 49 U.S. employees) Researched by Best Companies Group

San Diego Business Journal 21

September 7, 2020
Are you looking for a challenging job where you can work in a collaborative, innovative environment and make an impact? Apply your tenacity and passion at Biosero!

Now hiring for:

• Electrical & Automation Engineer
• Field System Solution Architect
• Front End Web Developer
• Software Engineer
• Test Automation Engineer

Biosero brings automation to life, for life.

www.biosero.com/company/careers
Whether in the office or working from home, Trust & Will is a best place to work because of our team.

www.trustandwill.com
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, you get in a lottery or stumble across,” said 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 great 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. “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 icon San Diego company, the original version of Science Applications International Corp. Its late owner, Bob Byester, 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.

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
In a lively exchange, Travis Scribner, managing partner at WestPac Wealth Partners, and Michael Hotaling, senior vice president of aviation at C&S Companies, accept 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.
## 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
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. TalentZek
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
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
C3 is reviving the dominant, privately held insurance brokerage firm. Founded in 2017, C3 is locally-owned and headquartered in San Diego. C3’s entrepreneurial and forward-thinking spirit helps manage the risk of companies from startups through multinational firms. C3 is a disruptive force using technology to change the way companies think about risk. Its unique business model and dedication to employees and clients has been a catalyst to C3 becoming one of the fastest growing insurance firms in the country.

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.

TOOTRiS believes that every child deserves the opportunity to attend high-quality Child Care. As a tech-enabled service that combines tools for parents, providers, and employers, all within a single app, we empower working parents – especially women – by delivering real time access to Child Care, enabling them to find, communicate, enroll and pay, all while completely contactless. Providers grow their program with TOOTRiS curriculums, business, and marketing automation, while employers incorporate Child Care-as-a-Benefit, increasing their productivity, attracting and retaining top talent. In response to classrooms going virtual, we have created Learning Hubs, a service that provides safe and supervised small group environments designed to give school-aged children a place to learn and thrive. As we all adapt to our “new normal,” TOOTRiS gives parents peace of mind that their children, the most important people in the world, are safe and secure in high-quality care. TOOTRiS is headquartered in San Diego, California. Learn more at tootris.com.

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.
WestPac Wealth Partners Develops its Associates While Helping its Customers

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

**MILLER HULL**

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 added. “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.

At EVOTEK, they take their commitment to work-life balance very seriously. The privately funded tech firm pays 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 that singular part of our company will provide the optimal environment for experimentation; truly to enable our people to excel and ultimately address the 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 remits a portion of the yearly profit back into qualified employees.

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.
| Rank | Company Name                  | Address                        | Phone            | Website               | # of employees | % medical coverage | Profit sharing | Stock options | Retirement | Flexible spending | PTO community init. | Wellness programs | Business description | Year est. locally | Top local executive |
|------|-------------------------------|--------------------------------|------------------|-----------------------|----------------|-------------------|-----------------|---------------|------------|--------------|-------------------|--------------------|------------------|----------------------|-----------------|------------------|
| 1    | WestPac Wealth Partners       | 4275 Executive Square, Suite 100, La Jolla 92037 | +1-619-884-6400  | www.westpacwealth.com | 210/60         | 100               | N               | N             | Y          | Y               | Y                 | Y                 | Financial Services  | 2012             | Nash Subotic       |
| 2    | The Miller Hull Partnership   | 4800 N Harbor Drive, Suite 100, San Diego 92106  | +1-619-220-0984  | www.millerhull.com    | 96/20          | 100               | Y               | N             | Y          | Y               | Y                 | Y                 | Architecture      | 1977             | Katie Popow        |
| 3    | EVOTEK, Inc.                  | 6150 Lusk Blvd., Suite 8204, San Diego 92121 | +1-858-382-5083  | www.evotek.com        | 93/93          | 100               | N               | N             | Y          | Y               | Y                 | Y                 | Technology       | 2014             | Cesar Enciso       |
| 4    | C.W. Driver Cos.              | 7388 Metropolitan Drive, San Diego 92108 | +1-800-548-1883  | www.ndiv.com          | 85/85          | 100               | N               | N             | Y          | Y               | Y                 | N                 | Construction      | 1997             | Dana Roberts       |
| 5    | Nth Generation Computing Inc. | 17000 Camino San Bernardo, San Diego 92127 | +1-858-696-5100  | nth.com               | 71/67          | 100               | Y               | N             | Y          | Y               | Y                 | Y                 | Technology       | 1991             | Jan Baldwin        |
| 7    | Red Door Interactive          | 350 10th Ave., Suite 100, San Diego 92101   | +1-619-239-8670  | www.reddoorinteractive.com | 73/62         | 100               | Y               | N             | Y          | Y               | Y                 | Y                 | Advertising/PR/Marketing | 2002          | Reid Carr          |
| 8    | Silvergate Bank               | 4250 Executive Square, Suite 100, La Jolla 92037 | +1-858-362-6300  | www.silvergatebank.com | 210/210        | 100               | N               | N             | Y          | Y               | Y                 | Y                 | Banking           | 1988             | Alan Lane          |

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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### 2020 BEST PLACES TO WORK WINNERS

#### Medium-employer category (50 to 249 U.S. employees)

<table>
<thead>
<tr>
<th>Rank</th>
<th>Company Name</th>
<th>Address</th>
<th>Website</th>
<th>Phone</th>
<th># of employees:</th>
<th>% medical coverage paid by employer</th>
<th>Stock options</th>
<th>Profit sharing</th>
<th>Paid retirement</th>
<th>Paid有什么</th>
<th>Flexible spending</th>
<th>Paid community incl.</th>
<th>Paid wellness incl.</th>
<th>Business description</th>
<th>Year est. locally</th>
<th>Top local executive</th>
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<td>9</td>
<td>Western Lighting &amp; Energy Solutions</td>
<td>6630 Flanders Drive, San Diego 92121</td>
<td><a href="http://www.westernlightingandenergycontrols.com">www.westernlightingandenergycontrols.com</a> 858-564-0233</td>
<td>52</td>
<td>21</td>
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<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>Lighting and Control Representative</td>
<td>1995</td>
<td>Jimm Potthofsky</td>
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<td>10</td>
<td>PTI Marketing Technologies, Inc. dba MarcomCentral</td>
<td>201 Lomas Santa Fe, Suite 300, Solana Beach 92075</td>
<td><a href="http://www.marcom.com">www.marcom.com</a> 800-220-1727</td>
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<td>91</td>
<td>75-99</td>
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<td>N</td>
<td>Y</td>
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<td>2000</td>
<td>Byung Chul</td>
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<td>TargetCW</td>
<td>9475 Chesapeake Drive, San Diego 92110</td>
<td><a href="http://www.targetcw.com">www.targetcw.com</a> 858-819-3000</td>
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<td>Y</td>
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<td>Y</td>
<td>Staffing</td>
<td>2010</td>
<td>Samer Khouli</td>
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<tr>
<td>16</td>
<td>Goal Structured Solutions Inc.</td>
<td>422 W. Broadway, Suite 200, San Diego 92101</td>
<td><a href="http://www.goalsolutions.com">www.goalsolutions.com</a> 888-290-4222</td>
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<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Financial Services - Other</td>
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<td>Ken Ruggiero</td>
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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.
### SAN DIEGO'S BEST PLACES TO WORK | MEDIUM

| Rank | Company | Address | Phone | # of employees: US | SD County | % medical coverage paid by employer | Paid vacation | Stock options | Profit sharing | Paid sick leave | Retirement | Flexible spending | Paid community pro | Paid parental pro | Paid education pro | Paid travel pro | Paid wellness pro | Paid pet pro | Fitness facilities | Wellness programs | Business description | Year est. locally | Top local executive |
|------|---------|---------|-------|-------------------|-----------|------------------------------------|--------------|---------------|---------------|---------------|-------------|-------------------|-------------------|----------------|-------------------|-----------------|-----------------|----------------|-----------------|-----------------|----------------|-----------------|-----------------|----------------|----------------|
| 18   | PetDesk | 3044 1st Ave., Suite 300, San Diego 92101 | www.petdesk.com 844-738-2778 | 73 | 73 | 75-99 | N N Y Y Y Y N | Technology | 2013 | Taylor Carvah |
| 19   | Organifi LLC | 755 Metropolitan Ave., San Diego 92108 | www.organifi.com 858-405-3095 | 68 | 57 | 50-74 | N N Y Y Y Y Y | Retail | 2014 | Daniel Bettanar |
| 20   | Host Healthcare Inc. | 7525 Executive Square, Suite 1500, La Jolla 92037 | www.hosthealthcare.com 888-585-1299 | 96 | 96 | 75-99 | N N Y Y Y Y Y | Staffing | 2012 | Adam Francis |
| 22   | 614c | 614c | www.614c.com 858-362-6800 | 230 | 36 | 100 | N N Y Y N Y Y | Engineering | 2015 | Joe Ross |
| 23   | Seer Interactive | 1200 F St., San Diego 92101 | www.seerinteractive.com 619-391-4290 | 58 | 24 | 50-74 | Y N Y Y N N N | Advertising/PR/Marketing | 2002 | Larissa Williams |
| 24   | Rancho BioSciences, LLC | 16955 Via Del Campo, Suite 200, San Diego 92127 | www.ranchobiosciences.com 760-717-7881 | 118 | 118 | 100 | N N Y N N Y Y | Services - Other | 2012 | Julie Bryant |
| 25   | GoSite | 2815 Camino del Rio S., Suite 300, San Diego 92108 | www.gosite.com 858-295-7995 | 81 | 81 | 75-99 | N N Y N N Y Y | Technology | 2013 | Alex Godde |
| 26   | Dempsey Construction | 1835 Asten Ave., Carlsbad 92008 | www.dempseyconstruction.com 760-918-6900 | 75 | 75 | 75-99 | N N Y Y Y Y Y | Construction | 2010 | John Dempsey |
| 27   | SmashTech | 750 B St., Suite 3300, San Diego 92121 | www.smashtech.com 888-651-1779 | 115 | 89 | 75-99 | N N Y Y N Y Y Y | Technology | 2015 | Omar Imani |
| 28   | Airspace Technologies | 6035 Hidden Valley Road, Suite 280, Carlsbad 92011 | www.airspacetechnologies.com 858-201-4894 | 50 | 47 | 75-99 | Y Y Y N N N Y | Advertising/PR/Marketing | 2003 | Michael Perez |
| 29   | 1Point21 Interactive | 6505 Carroll Canyon Road, San Diego 92131 | www.1point21interactive.com 858-935-9478 | 71 | 71 | 100 | N N Y Y Y Y Y | Technology | 2010 | Steven Gray |
| 31   | centrexIT | 3131 Camino Del Rio N., Suite 1400, San Diego 92108 | www.centrexIT.com | 157 | 139 | 100 | N N Y Y Y Y Y | Insurance - Non-Healthcare | 2009 | Bill Trzos |
| 32   | Atlas General Insurance Services LLC | 4365 Executive Drive, Suite 400, San Diego 92121 | www.atlasins.com 800-952-1494 | 78 | 78 | 100 | N N Y Y Y Y Y | Real Estate | 1997 | Joe Curtis |
| 33   | Glen Oaks Escrow | 708 Garden View Ct., Suite 202, Encinitas 92024 | www.glenoaksescrow.com 760-705-1554 | 249 | 249 | 50-74 | N N Y Y Y Y Y | Financial Services - Other | 2008 | Daniel Koetting |
| 34   | Rivo Holdings, LLC | 520 B Street, Suite 2300, San Diego 92101 | www.rivoholdings.com 858-436-1100 | 89 | 89 | 50-74 | N N N Y Y Y Y | Advertising/PR/Marketing | 2013 | John Lincoln |
| 35   | Ignite Visibility | 5770 Tenny St., Suite 100, San Diego 92121 | www.ignitevisibility.com 619-752-1905 | 59 | 59 | 100 | N N Y Y Y Y Y | Legal | 2007 | Cary Kiteleid |
| 36   | Andrews Lagasse Branch + Bell LLP | 4365 Executive Dr., Suite 950, San Diego 92121 | www.alibb.com 858-345-5080 | 73 | 73 | 75-99 | N N Y Y Y Y Y | Technology | 2013 | Taylor Gewahs |

### Submission process
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(1) Formerly listed as The Control Group.
JOIN OUR TEAM

c3insurance.com
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 “Authentic, Emotional, and growing. C&S is an employee driven firm and works hard to keep them invested and growing.”

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 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 up set, 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.

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

ENGINEERING: Team Approach Credited for Firm’s Success

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

ENGINEERING: Team Approach Credited for Firm’s Success

C&S Companies sponsor an employee softball team.

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 brokerage firm also offers a wide variety of financial and wellness benefits for employees — and its salesforce keeps up to 90 percent of its commissions.

Photo courtesy of C&S Companies.

C&S Companies sponsor an employee softball team.

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 already 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.

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 one of the best awards we 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.”
As our working world changes rapidly, so do the needs of your employees.

Whether your workforce is in the office or remote, Marsh & McLennan Agency can craft an employee benefits program that supports the total wellbeing of your people and your business.

MarshMMA.com

Proud to be named one of San Diego’s 2020 Best Places to Work
<table>
<thead>
<tr>
<th>Rank</th>
<th>Company</th>
<th>Address</th>
<th># of employees:</th>
<th>% medical coverage paid by employer</th>
<th>Retirement</th>
<th>Stock options</th>
<th>Fringe benefits</th>
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<th>Year est. locally</th>
<th>Top local executive</th>
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<td>1</td>
<td>C&amp;S Cos.</td>
<td>2355 Northside Drive, Suite 350, San Diego 92108 <a href="http://www.csccos.com">www.csccos.com</a> 619-296-9573</td>
<td>504 33</td>
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<td>Kidder Mathews</td>
<td>12236 El Camino Real, Floor 4, San Diego 92130 <a href="http://www.kidder.com">www.kidder.com</a> 858-509-1200</td>
<td>900 72</td>
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<td>3</td>
<td>Ryan LLC</td>
<td>5760 Fleet St., Suite 300, Carlsbad 92008 <a href="http://www.ryan.com">www.ryan.com</a> 442-244-2422</td>
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<td>75-99</td>
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<td>Y</td>
<td>Y</td>
<td>Corporate Tax Advisory Services 1991</td>
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<td>Sundt Construction Inc.</td>
<td>1660 Hotel Circle N., Suite 400, San Diego 92108 <a href="http://www.sundt.com">www.sundt.com</a> 619-321-4800</td>
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<td>Y</td>
<td>Y</td>
<td>Construction 1947</td>
<td>Ryan Neisen</td>
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<td>BNB Builders, Inc.</td>
<td>5825 Oberlin Drive, Suite 1, San Diego 92121 <a href="http://www.bnbbuilders.com">www.bnbbuilders.com</a> 858-550-9433</td>
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<td>12770 El Camino Real, Suite 300, San Diego 92130 <a href="http://www.seismic.com">www.seismic.com</a> 858-466-8748</td>
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<td>5201 Broadway, 19th Floor, San Diego 92101 <a href="http://www.sheppardmullin.com">www.sheppardmullin.com</a> 619-338-6500</td>
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<td>Ionis Pharmaceutical Inc.</td>
<td>2850 Gaither Court, Carlsbad 92010 <a href="http://www.ionispharma.com">www.ionispharma.com</a> 760-931-9200</td>
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<td>Y</td>
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<td>La Jolla Institute for Immunology</td>
<td>3425 Northside Drive, La Jolla 92037 <a href="http://www.lji.org">www.lji.org</a> 858-752-6335</td>
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<td>11075 Roselle St., Suite 200, San Diego 92121 <a href="http://www.tandemdiabetes.com">www.tandemdiabetes.com</a> 858-366-8900</td>
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<td>N</td>
<td>Y</td>
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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.
Recognized as one of San Diego's Best Companies to Work
An employee-owned company
A Service Disabled Veteran Owned Small Business
Inspired employees delivering solutions for customer success

Our Focus: We take pride in being an employee owned, customer-facing government service.

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From left to right: Ashley Marsh, Jamie Delgadillo, Emilie Kreckler, Garrett Bleakley, Alex Chrisman, Michael Brownlow, Tom Stewart, Delaney Gallagher, Jessica Katinszky, Joel Fletcher, Kelly Thede, Kelsey Gallagher, David Balfour, Chantel Bonneau
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

RSM 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 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 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.

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.

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.

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.

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.
RSM is honored to be named to the San Diego Business Journal's 2020 Best Places to Work list. We're proud to be in such great company.

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SAN DIEGO'S BEST PLACES TO WORK | MEGA

**Mega Employer category (2,000 or more U.S. employees)**

Company | Address | Rank | # 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 | Website | Phone
RSM US LLP | 3430 Carmel Mountain Road, Suite 200, San Diego 92121 | 1 | 11,000 | 91 | 75-99 | Y | N | Y | Y | Y | Y | Y | Accounting | 1977 | Jerry Varga | www.rsmus.com | 619-281-7764
Slalom Consulting | 4370 La Jolla Village Drive Suite 1000, San Diego 92122-1283 | 3 | 8,000 | 52 | 75-99 | N | N | Y | Y | Y | Y | Y | Consulting | 2001 | Jim Sikora | www.slalom.com/locations/san-diego-768-299-5231
JLL | 8910 University Center Lane, Suite 100, San Diego 92122 | 4 | 29,157 | 116 | 75-99 | N | Y | Y | N | Y | Y | Y | Real Estate | 1997 | Peter Searle | www.us.jll.com | 858-410-1200
DPR Construction | 5010 Shoreham Place, San Diego 92122 | 7 | 6,639 | 328 | 75-99 | Y | Y | Y | N | Y | Y | Y | Construction | 1992 | Brian Gracz | www.dpr.com | 858-597-7070
Vertex Pharmaceuticals Inc. | 11010 Torreyana Road, San Diego 92121 | 8 | 2,532 | 232 | 75-99 | N | N | Y | Y | Y | Y | Y | Life Science/ Biotechnology | 1989 | Paul Nagulescuso | www.vrtx.com | 858-404-6600

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