

SAN DIEGO BUSINESS JOURNAL



Karina Arushanyan
Vice President
La Jolla Logic



Gwen Bates
Director
Fashion Week San Diego



Satish Kumar Boguda
Senior Software Developer
Dynamic Enterprise Solutions



Connor Boyle
Vice President
Colliers International



Brandon Bruce
Founder & Chairman
Terrell L. Bruce Memorial Fund



Zane Burnett
Chief Digital Officer
Willis Allen Real Estate



Innesa Burrola
President/CEO
Boutique Recruiting



Richard Castle
Cofounder, President & COO
Cloudbeds



Chris Carl
Project Executive
Clark Construction Group - CA, LP



Courtney Chase
Director of Human Resources
City of Chula Vista



Alysse Cooper
President
ICE



Hema Crockett
Co-Founder
Gig Talent and High
Performanceology



Timothy Cruickshank
Chief Financial Officer
ImpediMed



Jacqueline Dale
Director
CBIZ & MHM



Jason C. Evans
Partner
CaseyGerry



Erica Frandsen
Marketing Manager
Balfour Beatty



Brandon Fishman
CEO
Vitacup Inc



Emily Fox
Partner
Wilson Turner Kosmo



Manny Hernandez
Vice President of North America
Queclink Wireless Solutions Ltd.



April House
Chief Operating Officer
San Diego Workforce Partnership

CONGRATULATIONS

40

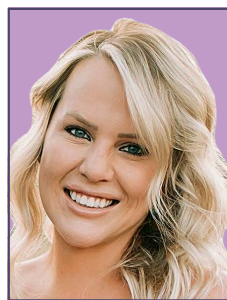
NEXT TOP BUSINESS LEADERS

UNDER FORTY 2020

WINNERS



Steffi Hafen
Partner
Snell & Wilmer



Brittany Heath
Director, Operations
Artemis Institute for Clinical Research



Vince Kattoula
CEO
Kattoula & Associates



Angela Kozlowski
Digital Sales Manager
Cox Media



Carlos Martinez III
President
5 Diamond Mechanical



Joshua M. Nelms
Associate Director
Transamerica Financial Advisors



Sara Neva
Real Estate Attorney
Procopio



Dr. Jeffrey Norris
Chief Medical Officer
Father Joe's Villages



Seth O'Byrne
Realtor - O'Byrne Team
Compass



BJ Retuya
CEO
Brexo Bio



Jamie Ryan
Sr Dir, Digital Technology and
Marketing Operations Scripps Health



Ryan Singh
CEO and Founder
Medlytics



Ian Stone
Managing Director
Canale Communications



Alissa Thompson
Vice President of Operations
Cornerstone Managing Partners



Harinee Trivedi
Project Manager and Senior
Engineer
Burns & McDonnell



Mark Wernig
Lead Advisor, Principal
Dowling & Yahnke Wealth Advisors



Vanessa Wieliczko
Director Of Investments
HoyleCohen



Kelly DuFord Williams
CEO and Founder
Slate Law Group



Sema Zavulunova
VP/Director of Recruiting
Boutique Recruiting



Lily Zhang
Associate
Mintz, Levin, Cohn, Ferris,
Glovsky and Popeo, P.C

Letter from the Publisher



Please join me in recognizing the energy, drive, and accomplishments of The San Diego Business Journal's 40 Next Top Business Leaders Under 40 2020 winners. Each winner provides all of us inspiration and optimism. It is evident that San Diego has a competent new generation of business leaders waiting in the wings. We are proud to introduce these leaders and we are sure you will be reading more about each of one of them in the future.

We also want to take this opportunity to thank our panel of judges who reviewed 93 finalists credentials and had the challenging task of selecting the top 40 winners. Thank you to Elizabeth Fitzsimmons, Jason Paguio, Alan Sorkin, Raymond Watt and Caitlin Wege for their efforts.

Congratulations to all of the Winners!

Barb Chodos
President & Publisher

2020 Judges



ELIZABETH FITZSIMMONS
Vice President,
Leadership & Engagement
San Diego Chamber of Commerce

As Vice President, Leadership & Engagement, Elizabeth is responsible for the development and implementation of the four leadership development programs offered through Chamber affiliate LEAD San Diego. She works in partnership with the President and Board of Directors to achieve LEAD's mission to develop, connect, and empower leaders for positive change. Elizabeth also leads the Chamber's strategic marketing communications efforts. She ensures that all outreach aligns with and supports the organization's vision to make San Diego the best place to live and work.



JASON PAGUIO
President & CEO
Asian Business Association
San Diego

Jason Paguio is President and CEO of Asian Business Association San Diego and the Statewide Strategic Partnerships Director for the California Asian Pacific Chamber of Commerce. Jason's background includes over 14 years as a small business owner and experience in local government, previously serving as a Public Policy Advisor and Chief of Staff. Jason is a resident of Coronado and serves as a Commissioner for the City of Coronado Mobility Commission and on the Board of Directors for the NTC Foundation (Arts District Liberty Station). In 2019, San Diego Business Journal named him one of "San Diego's 500 Most Influential People".



ALAN SORKIN
Master Chair
VISTAGE Worldwide

Alan Sorkin has a rich, varied career as Chief Executive of several real estate construction, development, and food service companies in Chicago, Atlanta, and San Diego. He was the Founder/Volunteer CEO of 6 not-for-profit organizations and President of a major International philanthropic organization. Currently he works with Vistage Worldwide as a mentor-coach and volunteers his time to mentor to non-profit executive directors who wish to become better leaders, who make better decisions and get better results. Alan manages a diversified real estate portfolio in Chicago and San Diego and is an active investor in real estate limited partnerships.



RAYMOND WATT
Managing Partner
Simplexity Venture Studio

Raymond Watt is a Tech CEO & Founder, and has successfully started and sold multiple technology companies. Raymond is a General Partner Technology Venture Studio focusing on launching early-stage companies in San Diego. He is also the CEO of Omnislash - a big-data esports company. Raymond received his Bachelor of Science in Computer Science from NorthWest University in South Africa and MBA from Bond University in Australia. Raymond is currently the Chapter Chair of YPO PacificWest, the Regional Learning officer of the YPO Pacific Region, and serves on the International YPO Events Committee.



CAITLIN WEGE
President
Tech Coast Angels
San Diego Chapter

Caitlin is President of the Tech Coast Angels, San Diego Chapter. Tech Coast Angels is the largest Angel network in the US. and a partner at MooDoos Investments; a private family-owned investment fund invests in early-stage companies throughout North America. Caitlin is an experienced angel investor and fund manager that serves on the board of several portfolio companies. She also serves on the ZIP Launchpad's advisory board at San Diego State University; she is a Trustee for the Wege Foundation, an environmentally-focused family foundation based in Grand Rapids, Michigan, and a board member at The Ecology Center in Orange County.





CONGRATULATIONS
VINCE
KATTOULA
Founder and CEO



Kattoula & Associates’ years of experience working in both the public and private sector has allowed us to develop deep rooted relationships with municipalities and developers regionwide. Through strategic negotiations, proactive project management and an entrepreneurial approach, Kattoula & Associates gets your project approved expeditiously and at a lower cost to you.

Entitlement Expediting
Government Relations
Private Development

www.kattoula.com



SAN DIEGO'S 40 NEXT TOP

40 NEXT TOP BUSINESS LEADERS UNDER FORTY 2020

BUSINESS LEADERS UNDER 40



KARINA ARUSHANYAN

Vice President
La Jolla Logic



GWENDOLYN BATES

Director
Fashion Week San Diego



SATISH KUMAR BOGUDA

Senior Software Developer
Dynamic Enterprise Solutions Inc.

"UNDERSTAND YOUR INDUSTRY AND THE RULES OF ENGAGEMENT SO YOU CAN MAKE THE BEST DECISIONS FOR THE INTEREST OF YOUR FIRM AND BE CONFIDENT THAT YOU HAVEN'T LEFT ANY STONE UNTURNED."

"BUSINESS AND LIFE CAN BE SIMILAR, THEY BOTH REQUIRE YOU TO TAKE RISKS, FACE FAILURES, AND TRY UNTIL YOU EXPERIENCE A PERCEIVED SUCCESS."

"MONEY MATTERS, BUT THAT'S NOT EVERYTHING. FAMILY, FRIENDS AND HEALTH ARE THE MAIN SOURCES OF ENERGY POWERING OUR DAILY LIVES. REMEMBER, IT'S THE SIMPLE THINGS WHICH MAKE LIFE REALLY BEAUTIFUL."

Ms. Karina Arushanyan is the Vice President of La Jolla Logic, driving growth and new business capture across DoD, Federal, and commercial sectors, as well as overseeing successful execution of existing programs in those markets. Karina has over 13 years of experience in the Defense Contracting industry, serving in Portfolio/Program Management, Account Executive and Business Development roles, having recently been named as 'San Diego's Top 40 Business Leaders' in 2020. Prior to that, she served on Active Duty in the US Air Force Dental Corps, receiving multiple awards including the Joint Service Achievement medal for her contributions to the Dover AFB Mortuary post 9/11 and during the Iraq War. She holds an MBA from Charleston Southern University, SC, a Bachelor of Science in International Business from College of Charleston, SC. Additionally, Karina holds several industry certifications such as: PMP, ITIL Foundations, Security +, CMMI L1.2, and is a Certified Scrum Master (SCM).

Gwendolyn Bates is the director of Fashion Week San Diego. She has had several accomplishments with brands FWSD and GFASH. A few of her achievements are being one of the few Fashion Weeks globally to successfully move forward during the pandemic along with Milan, Prada, and NYFW while producing small and large virtual events. She also implemented one of the first diversity programs for designers at any Fashion Week worldwide. Bates has also been named number one of the 22 most influential people in San Diego by Modern Luxury. Through the GFASH brand, Bates has executed glamorous giveback opportunities for women and initiated an intervention program for suicide for San Diego youth called SIC. GFASH is also recognized as an Emmy/Grammy designer and has been published in more than 40 publications including French Runway.

SatishKumar Boguda is a technology evangelist and a multi-award winning senior software developer who continues to live his life at the nexus of People and Innovation. He collaborates with CTOs to review the latest technological developments and is a specialized technical adviser on system upgrades, complex IT environments, intelligent applications, interfaces, solution designing and data migration methodologies. He has served as a jury member for numerous international competitions and awards. As a technology specialist and pro bono volunteer, he consults with international conferences, journals and prominent entities. He holds more than 100 specializations and certificates from some of the world's most prestigious institutions.



Balfour Beatty

CONGRATULATIONS ERICA FRANDSEN

for being named a "Next Top Business Leader Under 40!"

Your energy, hard work, and enthusiasm are contagious, which translates into your passion for our organization and community!

Congratulations Brandon S. Bruce!



Please join us in congratulating our founder and chairman, Brandon S. Bruce, Esq., LL.M., for being chosen as a winner of the San Diego Business Journal's "40 Next Top Business Leaders Under 40." Brandon founded the Terrell L. Bruce Memorial Fund on January 3, 2017, in loving memory of his twin brother, Terrell L. Bruce. Brandon is a former ward of the court who spent his teenage years in the custody of the Philadelphia Department of Human Services, which placed him in a revolving door of group homes, foster care, and shelters. Yet, despite his hardships in life, Brandon went on to earn a Bachelor of Arts degree in Political Science from La Salle University (2005), a Juris Doctorate degree from Villanova Charles Widger School of Law (2008), and a Master of Laws degree from Temple University Beasley School of Law (2012).

The Terrell L. Bruce Memorial Fund is an organization that promotes academic excellence. The Fund is a reflection and a response to the needs and aspirations of those who live, work, and conduct business in San Diego and beyond. Grounded in the set of values that Terrell preached during his lifetime, the Fund strives to ensure that all students in San Diego and Philadelphia have access to a quality education, workforce training, opportunities for personal and professional growth, as well as cultural experiences. To that end, we are pleased to announce that Brandon will be expanding his efforts to enrich the lives of San Diego's most vulnerable, at-risk students with the newly established Nathaniel M. Kirkland Leadership Institute, whose express mission is to help first-generation college students overcome the many financial and cultural challenges that minorities face in pursuing higher education. Learn more about how you can get involved by visiting us at www.terrellbrucememorialfund.org and follow us on social media via our official Facebook, Instagram, or Twitter accounts.



**NATHANIEL M.
KIRKLAND**
LEADERSHIP INSTITUTE
EST. 2020



SAN DIEGO'S 40 NEXT TOP

40 NEXT TOP
BUSINESS LEADERS
UNDER FORTY 2020

BUSINESS LEADERS UNDER 40

**CONNOR
BOYLE**Vice President
Colliers International**"PEOPLE ARE THE MOST VALUABLE ASSET OF ANY COMPANY
OR BUSINESS VENTURE."**

Connor Boyle is one of North County's leading commercial real estate professionals and an expert who specializes in leasing, sales, and development of multi-tenant industrial and research and development (R&D) properties. Representing a portfolio of more than 1.75 million square feet, Boyle provides solutions for his clients' complex real estate needs. During his career, Boyle has closed lease and sales transactions totaling more than 2.6 million square feet and valued at more than \$231 million in total consideration.

For more than 12 years, Boyle has helped innovative companies grow their businesses and supported San Diego County's economic vitality through commercial real estate. Before his real estate career, Boyle served as an officer in the U.S. Army where he completed two tours of duty in Iraq and achieved the rank of captain. He was also awarded the Bronze Star Medal while serving with the 3rd Armored Cavalry Regiment in 2006.

**BRANDON S.
BRUCE, ESQ., LL.M**Founder & Chairman
Terrell L. Bruce Memorial Fund**"EVEN THOUGH I'VE BEEN FORTUNATE ENOUGH TO LIVE
IN CITIES SUCH AS PHILADELPHIA, ROME, TOKYO, AND
WASHINGTON D.C. FOR WORK, SAN DIEGO IS THE FIRST CITY
THAT I ACTUALLY CHOSE TO CALL HOME."**

Brandon Bruce serves as chairman of the Terrell L. Bruce Memorial Fund's executive board. He is a former ward of the court, spending almost two years living in group homes, shelters, and foster care while growing up. Despite these hardships Bruce went on to earn his B.A., his Juris Doctorate and his Master of Laws. Bruce served as a Judge Advocate General with the U.S. Air Force and as a Foreign Legal Advisor in Rome.

Since the Terrell L. Bruce Memorial Fund's inception in 2017, he has provided 24 scholarships to graduating public high school seniors in honor of his brothers Nathaniel and Terrell. Beyond this work, Bruce works full time as a Regulatory Counsel in the Center for Tobacco Products with the U.S. Food and Drug Administration.

**ZANE
BURNETT**Chief Digital Officer
Willis Allen Real Estate**"CELEBRATE SUCCESSES QUICKLY, LEARN FROM FAILURES
THOROUGHLY, AND ALWAYS STAY MOVING IN A FORWARD
DIRECTION."**

Zane Burnett's focus as chief digital officer is entirely on bringing innovation to an industry that has been resistant to change with the intent of bringing progress to both the real estate agent and buyers/sellers of homes. He responded to the COVID pandemic by quickly and thoroughly implementing procedures that traditionally required a lot of in-person contact so that these events could be accomplished virtually and/or remotely while also improving organizational efficiency. He gives his time freely to hundreds in the industry, to those inside and outside his company. He has served as an advisory board member to the Rutgers University Big Data program.

Boutique Recruiting. Powered by Relationships.

SAN DIEGO BUSINESS JOURNAL

**Innesa Burrola & Sema Zavulunova**
Sisters**Recognized as Best Places to Work in San Diego 2019 & 2020**591 Camino De La Reina #1020, San Diego, CA 92108 | 858.800.4938 | www.BoutiqueRecruiting.com**Recognized as one of the
Top 100 Fastest Growing
Private Companies in
San Diego.**

SAN DIEGO'S 40 NEXT TOP

40 NEXT TOP BUSINESS LEADERS UNDER FORTY 2020

BUSINESS LEADERS UNDER 40



INNESSA BURROLA
President/CEO
Boutique Recruiting



RICHARD CASTLE
Cofounder, President and COO
Cloudbeds



CHRIS CARL
Project Executive
Clark Construction

"BE AUTHENTIC AND ALWAYS STAY TRUE TO YOURSELF. DO NOT LET ANYONE STAND IN YOUR WAY AND TELL YOU WHAT YOUR WORTH IS. OWN WHAT YOU DO, DO IT WITH LOVE AND DO IT 1000%. GIVE IT YOUR ALL! AND, NEVER LET YOUR SUCCESS GET TO YOU, STAY HUMBLE, STAY RELATABLE, AND DO NOT FORGET WHERE YOU CAME FROM TO GET THERE."

"MY FAILURES TAUGHT ME MORE THAN MY SUCCESSES"

"INVEST IN PEOPLE. YOUR FAMILY, YOUR FRIENDS, YOUR CO-WORKERS, YOUR COMMUNITY. STRENGTH IN RELATIONSHIPS INSPIRES PERSEVERANCE THROUGH ANY CIRCUMSTANCE."

Innesa Burrola is president and CEO of Boutique Recruiting. Known as a strong minded individual she set a goal to build a staffing agency that is based on integrity, quickness and quality. A few of her accomplishments include building and managing a team of 10 people and driving new business increasing revenue year after year. She does this all while balancing a family life with three children.

She is strongly involved in the community and lends her time and resources to volunteer and also organizes volunteering opportunities for her employees. Recently she organized, donated and volunteered for the Community Resource Center's Holiday Baskets program that gives to more than 6000 people in San Diego.

Richard Castle is cofounder, president and COO of Cloudbeds, a business producing a hospitality management technology platform that received an additional \$82 million in venture funding this year. He has invested in San Diego by making the city his company's headquarters and expanding to a larger facility in Bankers Hill. Castle has achieved extraordinary success through hard work and skillful growth. His leadership and vision for Cloudbeds has led to the company's continued success and has put it on a path for future achievement. Castle has generously given back to the community through the foundation of Hospitality Helps, a not-for-profit that connects healthcare agencies in need of beds for patients with hospitality providers that can offer lodging. Through the effort, the hospitality industry has pledged over 1.2 million beds to help healthcare workers, first responders, people directly affected by COVID-19, people in need of inpatient care, and family members of those receiving care. The impact of Hospitality Helps has been enormous for the healthcare industry and individuals who need help with accommodations during the pandemic.

Chris Carl is an alumnus of UC San Diego, a builder, leader, volunteer, mentor, and proud San Diegan. As Project Executive with Clark Construction, Carl is currently overseeing construction of the expansive North Torrey Pines Living and Learning Neighborhood for UC San Diego.

Over the last decade, Carl has invested in the San Diego community and played a key role in the construction of projects such as the Village East for UC San Diego, the San Diego FBI Field Office, and the Marriott Marquis & Marina. He says he is honored to build projects that strengthen the community and leave a lasting mark on the region's landscape.



Congratulations *Jacqueline Dale*
On your recognition as an under-40
business leader in San Diego. Thank you
for your contributions to our business and
our local community.

ACCOUNTING | TAX | ADVISORY
www.cbiz.com | www.mhmcpa.com | 858.795.2000



Jacqueline Dale
MHM, Shareholder

MHM (Mayer Hoffman McCann P.C.) is an independent CPA firm that provides audit, review and attest services, and works closely with CBIZ, a business consulting, tax and financial services provider. CBIZ and MHM are members of Kreston International Limited, a global network of independent accounting firms.

SAN DIEGO'S 40 NEXT TOP

40 NEXT TOP
BUSINESS LEADERS
UNDER FORTY 2020

BUSINESS LEADERS UNDER 40

COURTNEY
CHASEDirector of Human Resources
City of Chula Vista

"DON'T BE AFRAID TO HAVE OPINIONS OR MAKE DECISIONS. BY ARTICULATING YOUR GOALS, BUILDING CONSENSUS, AND MOVING PROJECTS FORWARD, YOU WILL GAIN RESPECT FROM COLLEAGUES AND STAKEHOLDERS AND — MOST IMPORTANTLY — GET STUFF DONE."

ALYSSE
COOPERPresident
ICE

"STAY TRUE TO WHO YOU ARE, DO YOUR BEST EACH DAY AND HELP OTHERS WHENEVER POSSIBLE AS IT ALWAYS PAYS ITSELF FORWARD."

HEMA
CROCKETTCo-Founder
Gig Talent

"WE SPEND SO MUCH OF OUR LIVES AT WORK, WE BETTER LOVE WHAT WE DO. CREATE ALIGNMENT BY FINDING YOUR PASSION, FINDING YOUR PURPOSE, AND THEN TURNING THEM INTO ACTION."

Courtney Chase is the director of Human Resources for the city of Chula Vista. She is a San Diego County native and UCSD and SDSU graduate and feels fortunate to share her passion for public service in her hometown community. Chase says she strives to implement the vision of her local elected officials, while driving change and innovation in public sector human resources.

She is most proud of her work leading pension reform in four local government agencies while maintain positive relationships with local labor leaders, increasing diversity at all levels, and facilitating Chula Vista's effort to become the first Certified Welcoming City in California. Her main goal is to improve the lives of those who work, live and visit the city of Chula Vista.

Alysse Cooper is the president of ICE, a creative office furniture dealership, and has contributed to ICE's unprecedented growth of 175% over the last few years -- leading the company and landing on the Inc.5000 list for six years in a row. The company has achieved platinum dealer status with all three of its top manufacturers as she helped to grow the company from 10 to 25 employees in just two years. Cooper oversees the ICE sales team and increased the company's revenue from \$12 million to \$16 million in 2019 alone. At 33, Cooper has achieved success and industry respect for herself and the firm. She continues to invest hundreds of hours annually in mentoring others and in contributing to the NAIOP Developing Leaders and IIDA organizations. Starting with ICE as a receptionist in 2008, she earned the position of president in 2016 and credits much of her success to mentoring by the founder.

Hema Crockett is a military spouse, entrepreneur, business leader and former HR executive. She has led successful and award-winning teams in the private sector, as well as internationally for the U.S. State Department and the Department of Justice. She is co-founder of the advisory firm, High Performanceology and also modern talent agency, Gig Talent. She utilizes her expertise to create environments where employees can thrive and grow.

Crockett is a sought after speaker on a range of topics in entrepreneurship, leadership and human resource management. She has been published in Forbes and Thrive Global and has a forthcoming book, "Designing Exceptional Organizational Cultures" to be released in February 2021.



Building Strong Leaders

Clark Construction congratulates [Chris Carl](#) on being named as one of this year's Top 40 Business Professionals Under 40! Chris is currently leading efforts to construct the new North Torrey Pines Living & Learning Neighborhood at University of California San Diego. We are proud of Chris' continued commitment to building projects that strengthen the community and leave an indelible mark on the region's landscape.


www.clarkconstruction.com



TIMOTHY CRUICKSHANK
Chief Financial Officer
ImpediMed



JACQUELINE DALE
Director
CBIZ & MHM



JASON C. EVANS
Partner
CaseyGerry

"LEADERSHIP IN LIFE AND IN WORK STARTS WITH LISTENING. NOW MORE THAN EVER, WE NEED TO SPEAK LESS AND LISTEN MORE."

"IT IS TRULY AN HONOR TO BE SELECTED. THIS EXPERIENCE WILL SERVE AS INSPIRATION TO CONTINUE HELPING THOSE AROUND ME TO REACH THEIR GOALS WHILE ALSO STRIVING FOR CONSTANT SELF-IMPROVEMENT."

"IF I AM THROUGH LEARNING, I AM THROUGH"
- JOHN WOODEN

Timothy Cruickshank is chief financial officer at ImpediMed, a medical technology company listed on the Australian Securities Exchange (ASX: IPD). He was appointed CFO in August, just six months after being promoted to executive vice president of finance and acting CFO. During the year, he led the company to record revenue levels, marked by his work in signing the two largest contracts in company history. Cruickshank sits on the board of directors for Big Brothers Big Sisters of San Diego and is a former BIG. Since 2014 he has chaired an annual golf tournament for BBBS, raising in excess of \$1.2 million for the organization during that time span.

Jacqueline Dale is a director at CBIZ MHM, LLC and a Shareholder at MHM (Mayer Hoffman McCann) with nearly 15 years of accounting experience. Like her colleagues, she had to pivot to face the challenges associated with COVID-19. As clients dealt with ever-changing legislation, an unstable economy and business concerns never before seen in our lifetime, Dale stayed current on accounting and auditing standards and remained a proactive business adviser. She made herself available to clients around the clock. Her actions and positive attitude affect her clients and help maintain a positive work environment for the entire team at CBIZ MHM.

Jason Evans is a key member of CaseyGerry's complex litigation team, focusing on aviation litigation, product liability and serious personal injury litigation. He was recently named a firm partner after working as an associate for nine years. Throughout his tenure, he has prosecuted many multimillion-dollar cases including complex, high-stakes litigation involving serious and catastrophic injury, wrongful death and traumatic brain injury. Combining compassion for clients with aggressive representation, he consistently achieves the very best results for plaintiffs in highly contested and often newsworthy cases. He is a recipient of the Outstanding Trial Lawyer Award from the Consumer Attorneys of San Diego. A talented drummer, he has volunteered over 150 hours each year since 2013 for La Jolla Presbyterian Church as a musician. Prior to joining CaseyGerry, he worked for the San Diego Volunteer Lawyer Program, drafting requests for restraining orders for victims of domestic violence and elder abuse, and was also a legal assistant for Spach, Capaldi and Waggaman LLP in Newport Beach.

SAN DIEGO BUSINESS JOURNAL



CONGRATULATIONS
KELLY!



Slate Law Group is proud to congratulate Kelly DuFord Williams, founder and managing partner, on being selected as a winner of the *San Diego Business Journal's* 40 Next Top Business Leaders Under 40. You inspire us every day and you are so deserving of this honor!

SLATE.
LAW GROUP

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Diego, CA 92101
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SAN DIEGO'S 40 NEXT TOP

40 NEXT TOP
BUSINESS LEADERS
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BUSINESS LEADERS UNDER 40

ERICA
FRANDSENMarketing Manager
Balfour Beatty"THE ONLY WAY TO DO GREAT WORK IS TO
LOVE WHAT YOU DO!"BRANDON
FISHMANCEO
Vitacup Inc"THE KEY TO MY SUCCESS HAS BEEN PERSEVERANCE AND
DETERMINATION. I'M VERY DRIVEN AND I'M LUCKY ENOUGH TO
BE SURROUNDED BY A GREAT TEAM."

EMILY FOX

Partner
Wilson Turner Kosmo"MY GOAL IS TO BE DEPENDABLE FOR CLIENTS AND PUT
MYSELF IN THEIR SHOES. HELPING CLIENTS APPLY ADVICE IS
AS IMPORTANT AS THE ADVICE ITSELF — ESPECIALLY DURING
THESE TRYING TIMES."

Erica Frandsen is marketing manager at Balfour Beatty and has taken the challenges of 2020 and turned them into opportunities to motivate her teams, give back to the San Diego community, and offer young students internships – at a time when many were being cancelled. As marketing manager, she is passionate about pursuing new work for her teams and helping them deliver excellence along the way. Leveraging her expertise in securing the company's largest active project in San Diego – \$112 million which will provide 1,500 local construction jobs – she secured her 17th "Project Win" in 2020 with a new school district client.

Invested in the learning and development of students, Fransen served on the 2020 judges panel for the national Associated Builders and Contractors Student Competition for the second year in a row.

Since joining Balfour Beatty, its construction teams are currently building over \$375 million worth of work from proposals led by Frandsen.

Brandon Fishman is the CEO of Vitacup, Inc. He has raised more than \$30 million in private equity capital to grow his coffee business founded in 2017. He has hired 50 employees in San Diego and grew the business to \$25 million in sales in under three years.

His product is the number one selling coffee pod in Sprouts nationwide and the fastest growing coffee on Amazon in the nation.

Once a quarter, he takes his entire company to engage in giving back to the community through charities like the Food Bank and Ronald McDonald House. He also gives a portion of the proceeds to Vitamin Angels for kids in need of vitamins and medical supplies.

Emily Fox is a partner at Wilson Turner Kosmo (WTK), the largest certified women-owned law firm in San Diego. She is a respected authority on employment law working across industries to defend businesses against, and limit their exposure to, employment disputes.

Today, she's helping local and national clients, as well as WTK, navigate the tumultuous COVID-19 waters.

As a Balboa Park Conservancy trustee, president of Camp Fire San Diego, and a member of the Lawyers Club of San Diego's Nominating Committee, her work enhances San Diego's cultural resources, inspires area youth, and advances the status of women in the law.

Congratulations!

2020 Winner

San Diego's Next Top 40 Business Leaders Under 40

JAMIE RYAN

Senior Director, Digital Technology
and Marketing Operations

Scripps Health is thrilled to congratulate Jamie Ryan on being selected as one of San Diego Business Journal's 40 Next Top Business Leaders Under 40 in 2020!

Thank you for your constant drive toward innovation and your passion for excellence in serving our community at Scripps and beyond.

SAN DIEGO BUSINESS JOURNAL





STEFFI HAFEN

Partner
Snell & Wilmer LLP



BRITTANY
HEATH

Director of Operations
Artemis Institute for Clinical Research



MANNY
HERNANDEZ

Vice President of North America
Queclink Wireless Solutions

"FOCUS ON YOUR GOALS AND NOT THE ROADBLOCKS. IF YOU KEEP FOCUSING ON YOUR GOALS, NEW PATHS AROUND THE ROADBLOCKS ALWAYS SEEM TO APPEAR."

"WE LIVE IN A CRAZY, EVER-CHANGING WORLD. WE ARE NOT ONLY ACCOUNTABLE TO OUR PERFORMANCE, BUT ALSO OUR ABILITY TO DEAL WITH TOUGH SITUATIONS. RESILIENCE IS THE KEY TO SUCCESS."

"BE HONORABLE IN YOUR ACTIONS, BE COURAGEOUS TO SPEAK UP, AND BE COMMITTED TO ALL YOU DO."

Steffi Hafen is a partner at Snell & Wilmer in their Private Client Services and General Federal Tax groups. Hafen is a certified specialist in trusts and estates by the California State Bar, and holds her LLM in taxation. Hafen is one of the founding partners in San Diego, Snell & Wilmer's third location in California. Hafen is also a co-founder of her firm's first podcast, CalCurrent, which helps listeners navigate the California legal landscape. She is a leader in her community, having been named an American Bar Association on the Rise – Top 40 Young Lawyer in the country, among other awards and recognitions.

Brittany Heath is director of operations for the Artemis Institute for Clinical Research. Her biggest achievement this past year was building and implementing a LMS which provides consistent, real time training. In addition, she was able to build a successful middle management layer, ensuring industry-knowledge and redundancy.

She also successfully implemented both e-source/e-regulatory that allows Artemis to perform clinical trials virtually, which is a tremendous advancement in their industry. Artemis can now easily adapt to the continuous changes due to the pandemic, continue to advance medicine, and maintain patient safety.

However, her favorite achievement involves her passion for building a positive culture. She has taken on several internal-mentorship roles and was able to increase employee engagement by 25%.

Manny Hernandez worked his way into the Internet of Things (IoT) industry after serving in the U.S. Marine Corps and completing his education. In the process, he reached the top of one of the biggest GPS manufacturers in the world. He has made a profound impact on mobile broadband, including the nation's first 3G/4G product and first chip on board design, resulting in billions for his companies. He personally donated over 2,000 KN95 masks to hospitals throughout Southern California, doing it without any recognition or social media post, and has provided other pro bono support to hospitals fighting the COVID-19 pandemic.



Dream Big. Do Great.

Congratulations to all the finalists in
San Diego Business Journal's
40 Next Top Business Leaders Under 40—
including Suffolk's very own **Zach Hammond**.

Suffolk

1615 Murray Canyon Road
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SAN DIEGO'S 40 NEXT TOP

40 NEXT TOP
BUSINESS LEADERS
UNDER FORTY 2020

BUSINESS LEADERS UNDER 40



APRIL HOUSE

COO

San Diego Workforce Partnership

VINCE
KATTOULAFounder and CEO
Kattoula & AssociatesANGELA
KOZLOWSKIDigital Sales Manager
Cox Media

"UNTIL ONE IS COMMITTED, THERE IS HESITANCY, THE CHANCE TO DRAW BACK, ALWAYS INEFFECTIVENESS. CONCERNING ALL ACTS OF INITIATIVE AND CREATION, THERE IS ONE ELEMENTARY TRUTH THE IGNORANCE OF WHICH KILLS COUNTLESS IDEAS AND SPLENDID PLANS: THAT THE MOMENT ONE DEFINITELY COMMITS ONESELF, THE PROVIDENCE MOVES TOO" — WILLIAM HUTCHINSON MURRAY.

"SURROUND YOURSELF WITH PEOPLE THAT ARE MORE SUCCESSFUL THAN YOU ARE. THEN, BE A PART OF SURROUNDING SOMEONE THAT'S LESS SUCCESSFUL THAN YOU ARE."

"'WHEREVER YOU GO, THERE YOU ARE.' GROWING UP MY FATHER EMPHASIZED THAT YOU HAVE TO BE PROUD AND CONFIDENT IN WHO YOU ARE."

April House serves as the chief operating officer at the San Diego Workforce Partnership, the region's workforce development board. House began her career as a nurse moving from the bedside into population health and healthcare quality leading strategies to address factors at the intersection of social health and health outcomes that impact the San Diego community.

As a leader on the forefront of transformative change, she has developed and deployed programs to improve health outcomes for all by championing health and social equity in marginalized communities, making a difference in the lives of all San Diegans.

Vince Kattoula sets a new standard in support of his clients' entitlement needs. His negotiation skills combined with his interpersonal skills and knowledge of policy, procedures and codes, gives his clients a level playing field when processing permits. His problem solving skills and work ethic allow him to anticipate future consequences and strategically advise his clients. In the midst of a challenging environment working with multiple municipalities during the stay-at-home orders, Kattoula was successful in obtaining multiple discretionary permit waivers for clients. They included the processing of a permit for a rehabilitation facility — for the addition of five buildings totaling 24,000 square feet — in a record 24 days.

Angela is a strategic marketing leader at Cox Media who coaches and motivates a team to surpass sales expectations and helps clients achieve their dreams through digital advertising. With a diverse background in advertising, fashion retail and marketing, Angela brings a new perspective to her clients and has been described as a "difference maker" for her team.

Angela also enjoys giving back and serves on Cox Charities Advisory Board at Cox Communications, where she has volunteered for organizations such as Habitat for Humanity and the San Diego Food bank and contributes to specific initiatives across the organization. In Angela's free time, you can find her enjoying time with her husband, Jason and dog, Khloe. You may also run into her bringing peace and fitness to the yoga community where she teaches at Yoga Six in San Diego.

Congratulations Chase Wilsey



FOR BEING SELECTED AS A FINALIST IN
THE SAN DIEGO BUSINESS JOURNAL'S NEXT
TOP 40 BUSINESS LEADERS UNDER 40.

CHASE WILSEY

FINANCIAL ANALYST & VICE PRESIDENT
OF WILSEY ASSET MANAGEMENT

CHASE, YOU ARE A GREAT EXAMPLE OF A LEADER. WE AT WILSEY ASSET MANAGEMENT ARE SO PROUD YOU HAVE BEEN SELECTED AS ONE OF SDBJ'S 40 UNDER 40 FINALISTS. YOU LEAD BY EXAMPLE, SHARING YOUR KNOWLEDGE, ENCOURAGING, AND SUPPORTING YOUR TEAM, MAKING THOSE AROUND YOU BETTER.



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CARLOS MARTINEZ III

President
5 Diamond Mechanical, Inc.

"THE SKY IS NOT THE LIMIT."



JOSHUA M. NELMS

Associate Director
Transamerica Financial Advisors

"IF SOMEONE IS CALLED TO BE A STREET SWEEPER, THEY SHOULD SWEEP STREETS EVEN AS MICHELANGELO PAINTED, OR BEETHOVEN COMPOSED MUSIC. THEY SHOULD SWEEP SO WELL THAT HEAVEN WILL SAY, 'HERE LIVED A GREAT SWEEPER THAT DID THEIR JOB WELL.'" — MLK



SARA NEVA

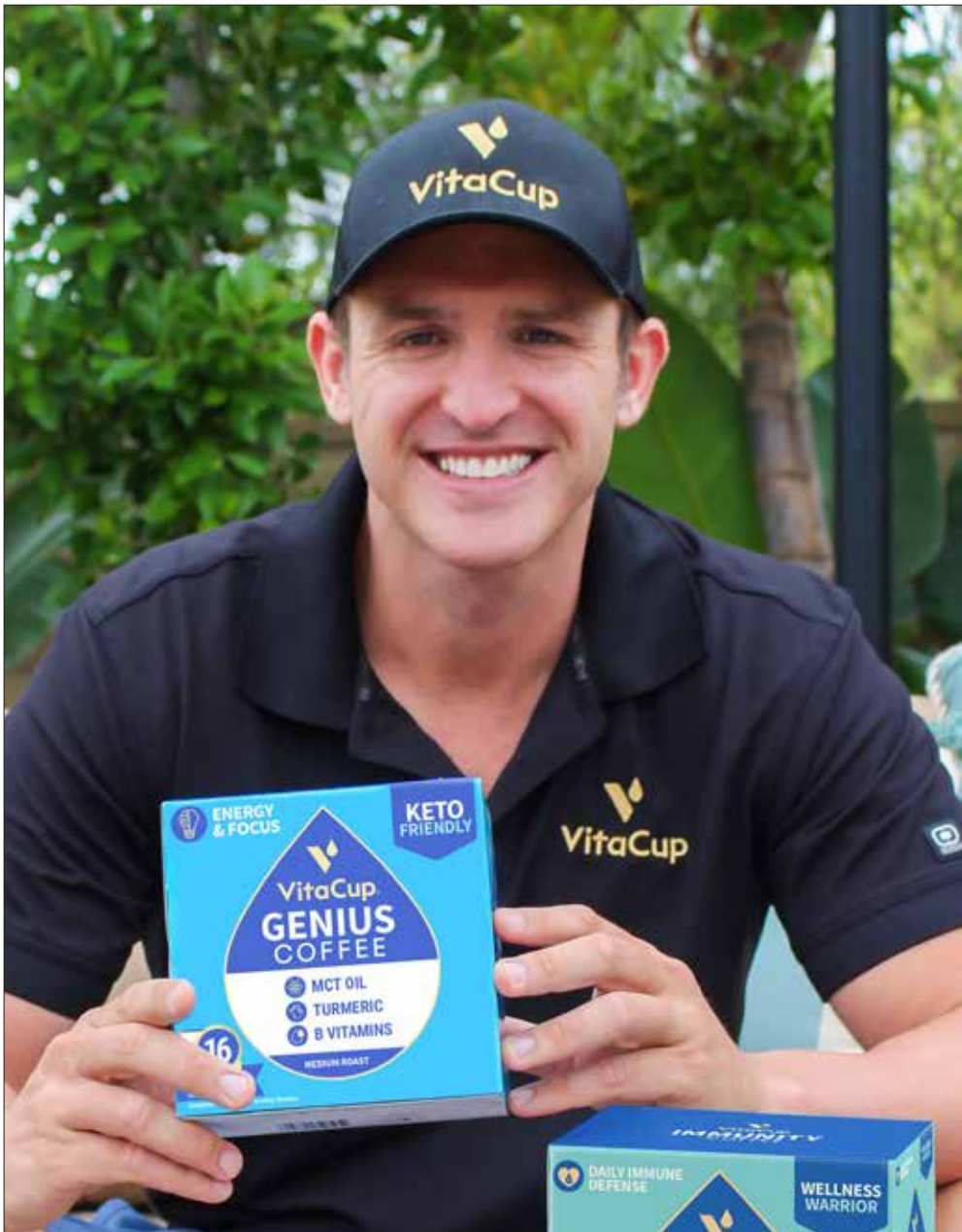
Real Estate Attorney
Procopio

"A HOLISTIC APPROACH, CIVILITY AND INTEGRITY ARE VITAL TO ACHIEVE BUSINESS OUTCOMES. IN BOTH LAW AND IN LIFE, A RELENTLESS WORK ETHIC, OBJECTIVITY AND DEEP EXPERTISE DRIVE POWERFUL RESULTS."

Carlos Martinez III the president and CEO of 5 Diamond Mechanical. A born visionary with innate discipline, determination and the work ethic to make all of his visions a reality, he embodies leadership and inspires his diverse and supportive team to always strive for the best. After receiving a degree in HVAC and pursuing various trainings in controls and other applications, Martinez worked in the engineering department at San Diego's only 5 Diamond Resort, The Grand Del Mar. With an extensive knowledge and industry experience in both the HVAC and Luxury Service industries, he created a seamless and affordable combination of the two at 5 Diamond. At just 27 years old, he has already disrupted the HVAC industry with a business where the client relationship and experience is truly a cut above the rest. Martinez started his company at the age of 21 after receiving his contractor's license.

Joshua Nelms has not only been successful in business, but in the community during the COVID-19 pandemic. In 2020, he increased Transamerica's San Diego advisor field force by eight. Under his leadership, staff productivity was 37% over target. In the community, Nelms helped produce free virtual financial literacy workshops for minority at-risk youth and provided pro-bono work for underserved communities. He forged and created partnerships with financial planning associations in San Diego and San Francisco to create financial literacy workshops for local and national audiences. Joshua Nelms is an exceptionally dedicated and passionate professional with keen interpersonal, communication and leadership skills.

Sara Neva is a commercial real estate attorney at Procopio focusing on purchase and sales, leases, joint ventures and financing. Neva guides landlords and tenants through difficult aspects of the pandemic. Many negotiations helped tenants stay in business, while allowing landlords to retain tenants and maximize rent collection. She was honored as a Super Lawyers Rising Star (limited to 2.5% of attorneys practicing less than 10 years) and participates in the Urban Land Institute Young Leaders program. She launched her career in San Diego after graduating magna cum laude from the University of Minnesota Law School on a full scholarship.



SAN DIEGO BUSINESS JOURNAL



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FISHMAN!



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SAN DIEGO'S 40 NEXT TOP

40 NEXT TOP
BUSINESS LEADERS
UNDER FORTY 2020

BUSINESS LEADERS UNDER 40

JEFFREY
NORRISChief Medical Officer
Father Joe's Village

"WHEN YOU ARE WRONG, ADMIT YOU ARE WRONG. AS A LEADER, NOTHING SHOWS MORE STRENGTH AND INTEGRITY THAN ADMITTING FAULT."

SETH
O'BYRNERealtor
O'Byrne Team – Compass

"AS A KID I ALWAYS DREAMED OF CREATING THINGS. MY BUSINESS IS PROOF THAT THERE IS ALWAYS A WAY TO MARRY THE PASSIONS YOU HAD WHEN YOU WERE 2 FEET TALL WITH THE PRAGMATISM YOU HAVE WHEN YOU'RE PUSHING 40."



BJ RETUYA

Founder and CEO
Brexo Bio, Inc.

"IN BUSINESS AND IN LIFE, SELF-DISCIPLINE AND RESILIENCE ARE THE MOST IMPORTANT ATTRIBUTES TO DEVELOP IN YOUR JOURNEY TO SUCCESS."

Jeffrey Norris started at Father Joe Villages in 2015 as a family medicine physician. Now as chief medical officer he oversees the village's federally qualified health center.

Though it is a small health center, they seek to be a center of excellence for healthcare for the homeless in San Diego. During COVID-19, he has helped lead the community's response to protect those experiencing homelessness.

Further, Norris is on the Board of Integrated Health Partners (IHP), a clinically integrated network that cares for more than 200,000 San Diegans. On a national level, Norris serves on the National Healthcare for the Homeless Council's Clinician Steering Committee.

Seth O'Byrne has become a big voice for real estate. Combining 20 years of real estate knowledge with a 10-year background in television and digital media, he has been able to sell more than \$1 billion in real estate in San Diego. Recent accomplishments include handling the third largest sale ever in Mission Hills, and an Encinitas sale that was among the top 15 for that community. O'Byrne is also a television personality with a show on HGTV, alongside co-stars Mia Tidwell and Andrew White. He holds a stake in the national media company American Dream, which covered 53 cities in 2019.

B.J. Retuya is the founder and CEO of Brexo Bio, Inc. He is known as a true business leader in the healthcare space. Over the last 16 years he has amassed great success in sales, management, startup and business development with various industry sectors including medical devices, healthcare services and regenerative medicine.

His service-driven approach has helped propel Brexo Bio as a premier regenerative medicine resource company and global provider network. In 2016, Retuya was a finalist for the San Diego Business Journal's Most Admired CEO Award.

The company's mission is to help provide their patients with resources and access to customized stem cell therapies to fit their specific medical needs and budget throughout various treatment locations throughout the world.

Congratulations Carlos Martinez III



Carlos Martinez III

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*Congratulations Brittany on this huge achievement!
Thank you for all that you do.*

*With Love,
Your Artemis Family*



SAN DIEGO'S 40 NEXT TOP

40 NEXT TOP BUSINESS LEADERS UNDER FORTY 2020

BUSINESS LEADERS UNDER 40



JAMIE RYAN

Senior Director Digital Technology and Marketing Operations
Scripps Health



RYAN SINGH

Founder and CEO
MedlyticsAi



IAN STONE

Managing Director
Canale Communications

"THE MOST REWARDING PART ABOUT LEADERSHIP IS INVESTING IN YOUR PEOPLE, PROVIDING THEM RESOURCES, BELIEVING IN THEM, AND THEN WATCHING THEM THRIVE."

"MOST PEOPLE ARE FAST TO STOP YOU BEFORE YOU GET STARTED BUT HESITATE TO GET IN THE WAY IF YOU'RE MOVING." — TIM FERRIS

"TRUE SUCCESS AND FULFILLMENT IN YOUR CAREER DON'T COME FROM INDIVIDUAL ACHIEVEMENTS. THESE ARE FOUND WHEN LEADING YOUNGER GENERATIONS TO SURPASS YOUR ACCOMPLISHMENTS AND EMPOWERING THEM TO BUILD MEANINGFUL CAREERS."

Jamie Ryan's Digital Marketing Technology team is responsible for executing Scripps Health's consumer facing digital strategy. When the COVID-19 pandemic hit, healthcare organizations were forced to pivot their care delivery models to support additional virtual care options to reduce community spread of the virus. Ryan's team was instrumental in the rollout of video visits including the ability for consumers to book appointments online. Since March, Scripps Health has provided over 200,000 video visits. Ryan has an ability to lead and empower others. She exudes positivity and lights up the room with her personality. She has a talent of bringing people together for the greater good.

Ryan Singh is a leader and innovator in the healthcare technology space. He is the founder and CEO of MedlyticsAi, an A.I. population health management platform, standardizing data for all healthcare systems to enable interoperability and precision health. In his previous company, Executive Ingenuity, he connected diverse companies developing ground up machine learning and artificial intelligence solutions to drive sales and marketing for international tech startups. Prior to Executive Ingenuity, Ryan ran the largest Copart vehicle facility (165 acres) in Houston, providing catastrophe response from Hurricane Harvey in 2017. He lived in a hotel and worked approximately 15 hours a day for seven months straight.

Ian Stone is a strategic communications leader with 15 years of experience telling the stories of researchers and entrepreneurs advancing solutions for major health needs.

Through strategic media relations, he has led clients to receive coverage in publications like the San Diego Business Journal, Forbes, and The New York Times. As a managing director at Canale Communications, Ian provides strategic leadership to clients and mentors junior team members in media relations. Previously he led the San Diego office for New York-based Russo Partners and worked in communications at Pfizer's La Jolla campus. Ian received his bachelor's degree from UC San Diego.



CONGRATULATIONS
JORDAN Z. MARKS, ESQ.
TAXPAYER ADVOCATE &
BUSINESS LEADER



Jordan Marks is a true taxpayer champion for San Diego County. Jordan Marks has successfully helped disabled veterans, homeowners, schools and charitable organizations save a record high \$230 million in property taxes in 2020. As your Taxpayer Advocate, Jordan has positively resolved over 1,000 cases for taxpayers and provided key tax-saving education to thousands of small business owners. Jordan is leading the office's effort to bring more affordable housing to San Diego. Jordan is a champion for diversity through his service as a San Diego County Hispanic Chamber of Commerce Board Member and as a member of the USS Midway Museum Diversity and Inclusion Committee. Thank you Jordan for your hard work making San Diego County a better place to live and do business.

Congratulations Taxpayer Advocate Jordan Marks and thank you for your service!



"The Noblest Motive is the Public Good"

Office of Taxpayer Advocate
Assessor/Recorder/County Clerk
Cell: (619)372-0226
Jordan.Marks@SDCounty.ca.gov
www.SDARCC.com

Cox Communications congratulates "40 Next Top Business Leaders Under 40" Finalist **Cameron Celeste** and all of this year's honorees.

Your leadership, innovation and commitment are making a positive impact on our region today and will help take us into tomorrow.

COX

SAN DIEGO'S 40 NEXT TOP

40 NEXT TOP
BUSINESS LEADERS
UNDER FORTY 2020

BUSINESS LEADERS UNDER 40

ALISSA
THOMPSONVice President of Operations
Cornerstone Managing Partners"NEVER FORGET THE POWER OF YOUR TEAM AND YOUR
ROLE TO INSPIRE AND SUPPORT THEM DAILY."HARINEE
TRIVEDI, PE, PMPProject Manager and Senior Engineer
Burns & McDonnell"IN TODAY'S FAST PACED AND DYNAMIC ENVIRONMENT,
CREATIVE THINKING AND INNOVATIVE SOLUTIONS ARE
CRITICAL TO SUCCESS."MARK
WERNIGLead Advisor, Principal
Dowling & Yahnke"THE TRAVIS MANION FOUNDATION MANTRA, 'IF NOT ME, THEN
WHO,' REMINDS US TO LIVE WITH INTEGRITY AND PRIORITIZE
THE NEEDS OF OTHERS. DO IT AND EVERYONE IS BETTER FOR IT."

Alissa Thompson is vice president of operations at Cornerstone Managing Partners. Thompson oversees the operations and project performance of each project from inception to completion with relentless focus on client communication and satisfaction.

She began her career in the construction industry when serving as treasurer within her community's HOA. Faced with a complicated and highly technical reconstruction project, Thompson's strong understanding of client needs, finances, governing bodies and management background provided key expertise to her community and HOA.

Thompson marries the construction team and operational team to ensure the quality and expectations of construction is exceeded and their client centric approach is executed.

Harinee Trivedi is a project manager and senior engineer with Burns & McDonnell. She first began her career as an intern more than 11 years ago. She is a registered civil engineer, project management professional and Envision Sustainability Professional. She had success this past year contributing to a client's fiber build program. This program involved the installation of fiber optic communication wires across the client's entire network territory which includes more than 380 project miles and 88 fiber build projects. The total program value was estimated at approximately \$200 million. She started working on the complex program in 2016 and led the strategy execution for changing the program from an isolated to a holistic programmatic approach – a structure that tied together budgets, schedules, and scopes to provide consistent and comprehensive workflows and processes.

Mark Wernig joined Dowling & Yahnke in 2015 and is dedicated to serving the firm's clients and delivering personalized investment and financial planning advice. He is a graduate of both the U.S. Naval Academy and the U.S. Naval War College. Wernig holds the Certified Financial Planner (CFP) designation and earned an MBA from UC San Diego's Rady School of Management. In 2020, he was invited to join the firm's executive committee, or board of directors. Prior to joining the firm, Mark served nearly 11 years in the U.S. Navy as a surface warfare officer. He is presently a commander in the U.S. Navy Reserve.

Congratulations to
Angela Kozlowski

Cox Media Digital Sales Manager



We applaud your commitment to your customers, your team and your community, and for being named among this year's "40 Next Top Business Leaders Under 40."

COX
MEDIANEXT TOP
BUSINESS
LEADERS
UNDER 40
2020
WINNERMark
Wernig
CFP®

"Having spent more than a decade on active duty in the U.S. Navy, I serve my clients as I did my Sailors, by placing their interests ahead of all others and investing in their long-term success."

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SAN DIEGO BUSINESS JOURNAL





VANESSA
WIELICZKO

Director of Investments
HoyleCohen LLC

"ASPIRE TO BE A LIFELONG LEARNER AND CONTINUALLY
SEEK TO IMPROVE YOURSELF."

Vanessa Wieliczko is director of investments at registered investment advisory firm HoyleCohen with \$2.4 billion in assets under management, 49 employees and four locations. She is president of the Chartered Financial Analyst Society of San Diego. She is the mother to three boys, ages 4, 2 and 9 months. Those who know her describe Wieliczko as a caring leader who goes above and beyond for the benefit of others. She was on maternity leave when the pandemic hit and asked to come back earlier than planned because she didn't want to let the firm and its clients down. Despite her busy schedule, she devotes considerable time to mentoring others, especially women.



KELLY
DUFORD WILLIAMS

Founder and Managing Partner
Slate Law Group

"FIND WHATEVER MAKES YOU A UNICORN IN YOUR INDUSTRY,
AND HOW TO USE THAT ADVANTAGE AS THE DRIVING FORCE
TO YOUR SUCCESS."

Kelly DuFord Williams founded Slate Law Group in 2020 to provide businesses with high quality, accessible legal, tax and HR services. Born and raised in Ireland, Williams graduated from the University of San Diego and attended California Western School of Law. She served in the District Attorney's office in San Diego, was a deputy district attorney in Las Vegas and is now the founder and managing partner of Slate Law Group. She also participates in Appellate Defenders Inc., a nonprofit law firm that provides legal representation for criminal defendants on appeal. She is a mother of three and is deeply involved in San Diego's entrepreneur community.

Gig Talent congratulates our
Co-Founder, Hema Crockett,
as a 2020 Next Top 40 Business
Leaders Under 40 Finalist.



Gig Talent is a modern talent
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Congratulations!

Congratulations to our President, Jackie Mazur, CFP®
for being selected as a 2020 Top Business Leader Under 40 finalist.



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SEMA
ZAVULUNOVAVice President and Director of Recruiting
Boutique Recruiting

"ANYTHING WORTHWHILE IN LIFE NEVER COMES EASY. IT IS THE CHALLENGES IN LIFE THAT HELPS US GROW AND PROSPER."

Sema Zavulunova has been a business leader well before reaching age 30. When the staffing firm that employed her closed down in 2014, Zavulunova and her sister Innesa Burrola saw opportunity and went into business together. "We began working from our homes," Zavulunova said. "I got a small desk in my two-bedroom apartment and started recruiting while Innesa did all the business development." She learned to be a manager without formal training, learning on the spot how to manage various personalities as well as how to set goals for teams and individuals. The business, Boutique Recruiting, has been honored as one of the fastest-growing in San Diego now employs 15 people.



LILY ZHANG

Associate
Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C.

"EVEN AFTER SIX YEARS LIVING IN SAN DIEGO, I AM STILL AMAZED BY THE NUMEROUS INDUSTRIES, FROM AEROSPACE TO TELECOM TO BIOTECH, THAT THRIVE AGAINST THE CITY'S STUNNING OCEAN VISTAS."

Lily Zhang's law practice is dedicated to intellectual property, with an emphasis on patent preparation and prosecution and providing clients with strategic insights in portfolio management. Her rare combination of exceptional client service and collaboration, in-depth expertise in emerging/evolving areas of technology, and enthusiasm for new and innovative approaches to patent strategy and prosecution sets her apart from her peers and makes her a valuable asset for the firm and its clients. She has an extraordinary work ethic, and is tremendously engaging. She has earned the trust of key partners in the firm and of clients with whom they have asked her to work.

Congratulations to Platt/Whitelaw Architects'

MACKENZIE SIMS!Finalist for San Diego Business Journal's 2020
40 Next Top Business Leaders Under 40PLATT/WHITELAW
ARCHITECTS, INC.

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Congratulations
TIM CRUICKSHANK!

SAN DIEGO BUSINESS JOURNAL



CHIEF FINANCIAL OFFICER

impedimed®

Tim is a passionate and driven leader, focused on doing his part to make the world a better place for future generations. Tim's career and not-for-profit work are both focused on improved outcomes through prevention and early detection.

SAN DIEGO BUSINESS JOURNAL

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**NEXT TOP
BUSINESS
LEADERS**
UNDER FORTY 2020

2020 FINALISTS



Anthony Arnold
Partner
Barnes & Thornburg LLP



Karina Arushanyan
Vice President
La Jolla Logic



Elizabeth Banker
CEO / President
Shore Solutions, Inc.



Stephanie Barnier
CEO
Clear Sky Wealth LLC



Gwen Bates
Director
Fashion Week San Diego



Satish Kumar Boguda
Senior Software Developer
Dynamic Enterprise Solutions



Greg Bowman
Vice President, Leasing / Partner
LeBeau Realty & Associates



Conor Boyle
Vice President
Colliers International



Susan Brandeis
Chief Financial Planning Officer
Pure Financial Advisors



Cheree Bray
Principal Listing Specialist
Redfin Corporation



Brandon S. Bruce, Esq., LL.M.
Founder & Chairman
Terrell L. Bruce Memorial Fund



Jamie Buggy
Attorney
Crosbie Gliner Schiffman Southard & Swanson LLP (CGS3)



Zane Burnett
Chief Digital Officer
Willis Allen Real Estate



Innesa Burrola
President/CEO
Boutique Recruiting



Richard Castle
Cofounder, President & COO
Cloudbeds



Claye Cantwell
Owner
Top N Catering, LLC dba Top Notch Lunches



Craig Carboniere
Board of Directors - Marketing
HSMIAI San Diego



Chris Carl
Project Executive
Clark Construction Group - CA, LP



Courtney Chase
Director of Human Resources
City of Chula Vista



Lesley Cole
President
Jigsaw Analytics Group, Inc.



Alysse Cooper
President
ICE



Justin Crane
Founder and CEO
Sancus Capital Group



Hema Crockett
Co-Founder
Gig Talent and High Performanceology



Timothy Cruickshank
Chief Financial Officer
ImpediMed



Ruth Ryan-Cruz
Attorney
Ryan-Cruz Law, APC



Jacqueline Dale
Director
CBIZ & MHM



Michael Dallo
CEO & Principal Attorney
Dallo Law Group



Elizabeth (Liz) Doll
Director, Asset Services
Stream Realty Partners



Brian Donnelly
Worldwide Leader, Genomics
Amazon



Lindsay Dunlap
Realtor
Compass



Jason C. Evans
Partner
CaseyGerry



Erica Frandsen
Marketing Manager
Balfour Beatty



Brandon Fishman
CEO
Vitacup Inc



Jillian F. Hayes
Attorney
CaseyGerry



Jake Fields
Co-Founder, CTO
Platform Science



Michaela Fortunato
Corporate Marketing Manager
Sunrise Management



Emily Fox
Partner
Wilson Turner Kosmo



Maresa Friedman
CEO & Strategist
Executive Cat Herder



Dan Fulkerson
Managing Partner/Attorney
Batta Fulkerson



Carly Glova
President
Building Careers



Steffi Hafen
Partner
Snell & Wilmer



Zach Hammond
General Manager, San Diego
Suffolk



Brittany Heath
Director, Operations
Artemis Institute for Clinical Research



Manny Hernandez
Vice President of North America
Queclink Wireless Solutions Ltd.



April House
Chief Operating Officer
San Diego Workforce Partnership



Ryan Hughes
Founder, CEO
Bull Oak Capital



Sarah Johnson
Marketing Manager
Coffman Engineers, Inc.



Shai Kalansky
Associate
Morrison & Foerster LLP

SAN DIEGO BUSINESS JOURNAL

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**NEXT TOP
BUSINESS
LEADERS**
UNDER FORTY 2020

2020 FINALISTS



Vince Kattoula
CEO
Kattoula & Associates



Angela Kozlowski
Digital Sales Manager
Cox Media



Paul Luangkhot
Human Capital
Management Consultant
Coastal Payroll



Justin Maletic
Director Business
Acquisition
Balfour Beatty



Jordan Marks
Taxpayer Advocate
County of San Diego Assessor /
Recorder/ County Clerk



Carlos Martinez
President
5 Diamond Mechanical



Jackie Mazur
President
Guide My Finances



Kelly Moden
VP of Development
Community HousingWorks



Christina Morgan
Of Counsel
Best Best & Krieger LLP



Joshua M Nelms
Associate Director
Transamerica Financial
Advisors



Sara Neva
Real Estate Attorney
Procopio



Yaniv Newman
Associate Attorney
Sullivan Hill Rez & Engel, APLC



Mike Nolan
Chief Revenue Officer
JLab Audio



Dr. Jeffrey Norris
Chief Medical Officer
Father Joe's Villages



Seth O'Byrne
Realtor - O'Byrne Team
Compass



Jonathan Parot
Senior Director of Real Estate
and Workplace Curology



Ricardo Lopez
Marketing Associate
Apartment Consultants, Inc.



Meredith Pieratt-Driver
Vice President
WSP Corporate Benefits &
Insurance Services, Inc.



Natalie Prescott
Associate
Mintz, Levin, Cohn, Ferris,
Glovsky and Popeo, P.C



Mo Ranji
CEO
Roya.com



BJ Retuya
CEO
Brexio Bio



Jamie Ryan
Sr Dir, Digital Technology and
Marketing Operations
Scripps Health



Chelsea Sanger
Managing Partner
Vaco LLC



Tyler Sickmeyer
CEO
Fidelitas Development



Kristen Sieffert
President
Finance of America Reverse



Mackenzie Sims
Architectural Support
Platt/Whitelaw Architects, Inc.



Ryan Singh
CEO and Founder
Medlytics



Cristin Smith
CEO/Founder and Spiritual
Director Saffron & Sage



Samuel C. Sneed
Partner
Hahn Loeser & Parks LLP



Ian Stone
Managing Director
Canale Communications



Cameron T Celeste
Public Affairs Officer
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Aaron T. Driver
Owner
Cork & Saber



Alissa Thompson
Vice President of
Operations
Cornerstone Managing
Partners



**Harinee Trivedi,
PE, PMP**
Project Manager and
Senior Engineer Burns &
McDonnell



Jennifer Trowbridge
Junior Partner
Jacko Law Group, PC



LOREN UBER
President
UBERco



Ben Wagner
Partner
Troutman Pepper



Tara Weisinger
Principal, Director of Tax
Services
Rowling & Associates LLC



Mark Wernig
Lead Advisor, Principal
Dowling & Yahnke Wealth
Advisors



Vanessa Wieliczko
Director Of Investments
HoyleCohen



Kelly DuFord Williams
CEO and Founder
Slate Law Group



Chase Wilsey
Vice President
Wilsey Asset Management



Sema Zavulunova
VP/Director of Recruiting
Boutique Recruiting



Lily Zhang
Associate
Mintz, Levin, Cohn, Ferris,
Glovsky and Popeo, P.C