CONGRATULATIONS

40 BUSINESS LEADERS
UNDER FORTY 2020

WINNERS
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

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**2020 Judges**

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

**JASON PAGUIO**
President & CEO
Asian Business Association
San Diego

**ALAN SORKIN**
Master Chair
VISTAGE Worldwide

**RAYMOND WATT**
Managing Partner
Simplexity Venture Studio

**CAITLIN WEGE**
President
Tech Coast Angels
San Diego Chapter

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 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 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 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 VISTAGE Pacific West, the Regional Learning officer of the VISTAGE Pacific Region, and serves on the International VISTAGE Events Committee.

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.
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
“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.”

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.

“Business and life can be similar. They both require you to take risks, face failures, and try until you experience a perceived success.”

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 1.2, and is a Certified Scrum Master (SCM).

“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.”

Satish Kumar 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.
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 Calvary Regiment in 2006.

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’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.
INNESAH BURROLA
President/CEO
Boutique Recruiting

"BE AUTHENTIC AND ALWAYS STAY TRUE TO YOURSELF. DO NOT LET ANYONE STAND IN YOUR WAY AND TELL YOU WHAT YOUR MONTH IS. OWN WHAT YOU DO. DO IT WITH LOVE AND DO IT 100%. 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."

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 6,000 people in San Diego.

RICHARD CASTLE
Cofounder, President and COO
Cloudbeds

"MY FAILURES TAUGHT ME MORE THAN MY Successes"

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
Project Executive
Clark Construction

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

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

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.

Jacqueline Dale
MHM, Shareholder
Courtney Chase
Director 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.”

Alyssa Cooper
President
ICE

“STAY TRUE TO WHO YOU ARE. DO YOUR BEST EACH DAY AND HELP OTHERS THE BEST YOU POSSIBLY CAN. AS IT ALWAYS PAYS ITSELF FORWARD.”

Hema Crockett
Co-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.”

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.
ORTney Chase is the director of Human Resources for the city of Chula Vista. Her main goal is to improve the lives of those who work, live and visit Vista’s effort to become the first Certified Welcoming City in California. Chase is an SDSU graduate and feels fortunate to share her passion for labor leaders, increasing diversity at all levels, and facilitating Chula Vista’s work to implement the vision of her local elected officials, while driving change and innovation in public sector human resources.

"Don’t be afraid to have opinions or make decisions. Moving projects forward, you will gain respect from colleagues and stakeholders and – most importantly – get stuff done."

San Diego County native and UCSD and MIT graduate, ema Crockett is a military spouse, entrepreneur, business leader and increased the company’s revenue from $12 million to $16 million in 25 employees in just two years. Crockett is a sought after speaker on a range of topics in modern talent agency, Gig Talent. She utilizes her expertise to create environments where employees can thrive and grow.

"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."

CaseyGerry’s 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.

"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

CaseyGerry

JASON
C. EVANS
Partner
"IF I AM THROUGH LEARNING, I AM THROUGH"

AMERICA'S NEXT TOP BUSINESS LEADER UNDER 40

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!

Kelly DuFord Williams
Co-Founder
Gig Talent

750 B St., Suite 2250, San Diego, CA 92101
619-546-4291
www.slatelawgroup.com

CONGRATULATIONS
KELLY!
ERICA FRANDSEN
Marketing Manager
Balfour Beatty

“THE ONLY WAY TO DO GREAT WORK IS TO LOVE WHAT YOU DO!”

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 expert in securing the company’s largest active project in San Diego – $112 million which will provide 1,500 local construction jobs – she secured $375 million worth of work from proposals led by Fransen. Since joining Balfour Beatty, its construction teams are currently building the 2020 judges panel for the national Associated Builders and Contractors Invested in the learning and development of students, Fransen served on her 17th “Project Win” in 2020 with a new school district client. $112 million which will provide 1,500 local construction jobs -- she secured $375 million worth of work from proposals led by Fransen. Since joining Balfour Beatty, its construction teams are currently building the 2020 judges panel for the national Associated Builders and Contractors Invested in the learning and development of students, Fransen served on her 17th “Project Win” in 2020 with a new school district client.

BRANDON FISHMAN
CEO
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.”

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 $2.5 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
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.”

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.
**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

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**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.
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 Kozlowski 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.

Chase Wilsey serves as the chief operating officer at 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.

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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.

WILSEY ASSET MANAGEMENT
“NO EMOTIONS, JUST RESULTS.”
10680 TREENA STREET SUITE 160
SAN DIEGO, CA 92131

858.546.4306
SMARTINVESTING2000.COM
Carlos Martinez III, the president and CEO of 5 Diamond Mechanical, is 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, he 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.

Neva Neves is a commercial real estate attorney at Procopio focusing on purchase and sales, leases, joint ventures and financing. Neves 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.

Brandon Fishman is the CEO of VitaCup, a company that produces superfood infused coffees and teas. The company’s mission is to help people live healthier, happier, and more satisfied lives by offering products that are both delicious and nourishing.
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 Clinician Steering Committee. His service-driven approach has helped propel Brexo Bio as a premier regenerative medicine resource company and global provider of medical devices, healthcare services and regenerative medicine.

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. He is the managing director at Canale Communications, where he provides strategic leadership to clients and Forbes, and The New York Times. As a managing director at Canale Communications, Ian provides strategic leadership to clients and media relations. He has led clients to receive coverage in publications like the San Diego Business Journal, Los Angeles Times, and The New York Times.

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.

With Love,
Your Artemis Family

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

San Diego Business Journal

ARTEMIS INSTITUTE FOR CLINICAL RESEARCH

Congratulations Carlos Martinez III

SAN DIEGO BUSINESS JOURNAL

40 NEXT TOP BUSINESS LEADERS UNDER FORTY 2020

JEFFREY NORRIS
Chief 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."

JEFFREY NORRIS
Chief 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’BYRNE
Realtor
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.”

SAN DIEGO’S 40 NEXT TOP BUSINESS LEADERS UNDER FORTY 2020

Congratulations Seth O’Byrne on this huge achievement! Thank you for all that you do.

SAN DIEGO BUSINESS JOURNAL

40 NEXT TOP BUSINESS LEADERS UNDER FORTY 2020

NEXXT TOP BUSINESS LEADERS UNDER FORTY 2020

Congratulations Seth O’Byrne on this huge achievement! Thank you for all that you do.
“THE MOST REWARDING PART ABOUT LEADERSHIP IS INVESTING IN YOUR PEOPLE, PROVIDING THEM RESOURCES, BELIEVING IN THEM, AND THEN WATCHING THEM THRIVE.”

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.

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

Ryan Singh is a leader and innovator in the healthcare technology space. He is the founder and CEO of MedlyticsAI, an AI 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.

“TRUE SUCCESS ANDFULFILLMENT 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.”

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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.
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 a 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 management background, Thompson married 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
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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.”

“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.”

Mark Wernig
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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 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.
“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.

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.

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Congratulations TIM CRUICKSHANK!

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.
NOVEMBER 2, 2020

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