



Congratulations 2021 Winners

SMALL COMPANIES

CATEGORY

(15 - 49 U.S. EMPLOYEES)

1. Cultura
2. Ascent Funding
3. Cadence
4. NextLevel Internet, Inc.
5. Uqora
6. gap intelligence
7. Trust & Will
8. Sayva Solutions
9. CIRE Equity
10. Vaco LLC
11. Levitzacks, Certified Public Accountants
12. Lagasse Branch Bell + Kinkead LLP
13. Analytica Consulting, LLC
14. Immunicom, Inc.
15. ID Studios, Inc.
16. Community Boost
17. Angels Foster Family Network
18. Pure Project LLC
19. TalentZok
20. BJA Partners
21. Sendlane
22. CMR Risk & Insurance Services, Inc.
23. Intensity
24. Radeus Labs, Inc.
25. Wonderist Agency
26. Lee & Associates - NSDC
27. Reilly Financial Advisors
28. Suffolk
29. Objective, Investment Banking & Valuation
30. Web Shop Manager

31. Biosero
32. Etching Expressions
33. Boutique Recruiting

MEDIUM COMPANIES

CATEGORY

(50 - 249 U.S. EMPLOYEES)

1. Nth Generation Computing
2. HoyleCohen. LLC
3. Cavignac
4. MyCase, Inc.
5. Smashtech
6. La Jolla Logic
7. Goal Solutions
8. PetDesk
9. Seer Interactive
10. C.W. Driver Companies
11. WestPac Wealth Partners
12. Better Business Bureau Serving the Pacific Southwest
13. Miller Hull
14. Forward Slope, Inc.
15. Organifi
16. Western Lighting and Energy Controls
17. tk1sc
18. Dempsey Construction, Inc.
19. Saint Archer Brewing Company
20. Bank of Southern California
21. EVOTEK, Inc.
22. Agent Elite Inc.
23. Ignite Visibility
24. New Venture Escrow
25. Host Healthcare
26. Shipware

27. Silvergate
28. John Stevenson Plumbing, Heating, and Air
29. Cordial Experience, Inc.
30. PBO Advisory Group
31. PeopleConnect People Search
32. Airspace
33. TargetCW
34. Vistage Worldwide, Inc.
35. Health Center Partners
36. Coastal Payroll
37. Mortgage Capital Trading
38. Whova, Inc
39. Jon Renau
40. FLORES FINANCIAL SERVICE
41. centrexIT
42. Zebit, Inc.
43. Vividion Therapeutics, Inc.

LARGE COMPANIES

CATEGORY

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

1. C&S Companies
2. Ryan, LLC
3. Sundt Construction
4. Coffman Engineers, Inc.
5. BNBuilders
6. Foundation Medicine, Inc.
7. Kidder Mathews
8. Sheppard Mullin

9. Seismic
10. Hirsch Pipe & Supply
11. La Jolla Institute for Immunology
12. InnovaSystems International, LLC
13. OneTrust Home Loans
14. Aya Healthcare
15. Aldrich Group

MEGA COMPANIES

CATEGORY

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

1. Slalom Consulting
2. DPR Construction
3. RSM US LLP
4. Balfour Beatty
5. Marsh & McLennan Agency
6. Turner Construction Company
7. Vertex Pharmaceuticals
8. BDO USA, LLP
9. Jack Henry & Associates



BEST PLACES TO WORK



2021 SMALL BUSINESS WINNERS

CULTURA LEADS BY EXAMPLE

DESIGN: FURNITURE DEALERSHIP FOCUSES ON ITS OWN WORKPLACE CULTURE, TOO

■ By MARIEL CONCEPCION

Cultura, the San Diego-based company that designs, furnishes and creates work spaces, practices what it preaches.

The firm not only helps its clients' create and execute positive work cultures by offering furniture solutions tailored to them, it's also made it a point to do the same within its own four walls. For this reason, Cultura, with 31 employees, has placed first in the "Small Employer Category" in this year's San Diego Business Journal's "Best Places to Work" awards.

"Cultura is an amazing place to be and has



Ann Bengue
CEO
Cultura



Photo Courtesy of Cultura

Cultura, the San Diego-based company that designs, furnishes and creates work spaces, has ranked No. 1 Best Places to Work in the 2021 Small Business category.

the best team in the whole wide world - certainly in San Diego," said Ann Bengue, CEO of Cultura. "I also love where I work because we get to build and create places where others love where they work."

"I want to take a huge minute to say thank you to the San Diego Business Journal for acknowledging companies in San Diego are important," she continued, "not just because they are the biggest or the fastest or the most profitable, but also because culture matters,

people matter, impacting and having impact in your life matters. And that is why I like to work at Cultura."

To Bengue's point, company culture is critical for a business' success; it can improve performance by motivating employees, thus benefiting a corporation and its growth.

According to *Forbes*, culture is a company's single, most powerful advantage.

"Today's market is hyper-competitive and employees expect a lot more from

the companies they work for," the April 2021-published article reads. "Employee expectations are closely tied to their values. When employers deliver on these expectations, they see more loyal and productive employees, which in turn improves business outcomes and propels company growth."

With a reported revenue of \$28M and now this well-deserved nod from SDBJ, it appears Cultura has the right idea.

As one employee put it, "I love where I work because of the people that make up Cultura. We are a family unit and it makes it way more fun to come into work and actually work with your friends. Another reason why I love where I work is because of the clients that we get to work with. We do work with a lot of clients that tend to make a difference in the world and it's really rewarding to work with them, see how their offices will turn out and what they do to help make the world a better place." ■

Cultura



TOP LOCAL EXECUTIVE: Ann Bengue, CEO
ADDRESS: 5010 Shoreham Place, Suite 110, San Diego, CA 92122
EMPLOYEES: 31
WHAT THEY DO: Design, furnish and create work spaces.

ASCENT SEES CLIENTS AS MORE THAN A CREDIT SCORE



FUNDING: REVOLUTIONIZING STUDENTS ACCESS AND PAY FOR COLLEGE

Ascent Funding is an award-winning lender that sees their clients as more than just a credit score or number. The local firm's mission is to provide access to education for millions of underserved students every year.

"Ascent is recognized as the leading outcomes-based student lender in the country," said Ken Ruggiero, chairman and CEO of Ascent Funding. "We've achieved this status by attracting amazing employees who want to join us on our mission to revolutionize the way college students and adult learners access, pay and succeed through higher education, so they can transform or accelerate their careers."

During the pandemic, Ascent has strived to make the best of a difficult situation with input from employees. The company helped employees equip their home offices and offered a stipend for gym equipment so employees could maintain their wellness.

The firm also created a community fund for employees who may be struggling with daycare, tutors, eldercare or other financial stresses. For employees who didn't have a need for the money,

over 50% donated their stipend back into the fund to help others.

Additionally, the company offers employees a variety of benefits including a vacation incentive plan where they essentially pay their people to take time off. After three years, employees are eligible for a \$2,000 vacation incentive bonus as well as a \$1,000 sabbatical day off.

"From our virtual book clubs, to our Monday yoga meditation to our Friday office hours, where employees host a teaching session on topics important to our business, our employees continue to make Ascent a great place to work," Ruggiero said.

Ascent Funding currently has 49 employees companywide and Ruggiero also said that the firm is actively hiring. ■

Ascent Funding



TOP LOCAL EXEC: Ken Ruggiero
ADDRESS: 402 West Broadway, 19th Floor, San Diego, CA 92101
U.S. EMPLOYEES: 49
WHAT THEY DO: Financial Services

CADENCE TAKES CARE OF PEOPLE



TRAVEL: LA JOLLA-BASED CO. INVESTS IN ITS EMPLOYEES

Cadence is a global travel agency that puts taking care of people from their employees, clients and partners at the center of everything they do. The La Jolla company manages business travel, leisure travel experiences and works with a network of independent meeting and event affiliates.

"Now in our 26th year in business, we help our clients by managing business travel, we plan and operate meetings and incentive travel programs," said John Knob, director, brand and communications at Cadence. "We create bespoke, curated leisure travel experiences and as a world-renowned host agency we power a network of independent travel advisors and independent meeting and event affiliates."

The company prides itself on building long-lasting relationships with clients so they have a deeper understanding of their business from culture to objectives. Founded in 1995 by the company's CEO Wendy Burk, the firm has grown to a total of 33 employees.

"So, what makes Cadence one of the best places to work? We feel it's our duty to make our employees our first priority always and to make Cadence, not just a place to work, but a place that they love to come to every single day," Knob said.

"We care a lot about our people really enjoying their workday and feeling inspired, not exhausted when they leave at the end of each workday."

In addition to investing in their employees, the company also actively supports local charities. According to the company's website, it donates \$100 on behalf of every employee's charity of choice.

"We invest greatly in every employee, constantly looking for ways to support them and nourish them and give them opportunities for growth," Knob said. "We create a safe environment where people can move around freely and grow. At Cadence, every single person is treated with equal respect and every role is viewed with equal importance. There is no hierarchy here and that equality makes everyone feel like this is not just their job but their company." ■

Cadence

C A D E N C E

TOP LOCAL EXEC: Wendy Burk, CEO
ADDRESS: 7701 Herschel Avenue, La Jolla, CA 92037
U.S. EMPLOYEES: 33
WHAT THEY DO: Hospitality/Travel/Tourism

Tom Gilman, CEO



2021 BEST PLACES TO WORK IN SAN DIEGO WINNER

Congratulations, Team Biosero!

We are proud to foster a work environment where each team member feels valued, satisfied, and engaged.

2021 TOP TECH AWARD FINALISTS

Congratulations, Tom and David!

When it comes to leadership, Tom and David lead by example. Thank you for your hard work and dedication to doing work that matters.



9560 Waples Street, San Diego, CA
92121 | www.biosero.com



David Dambman, CTO

THE LIST

2021 BEST PLACES TO WORK WINNERS

► Small-employer category (15 to 49 U.S. employees)

Rank	Company Address Website Phone		# of employees: US SD County	% medical coverage paid by employer	Retirement	Flexible spending	Paid time off community service	fitness facilities	Wellness programs	Business description	Top local executive Year est. locally	
1	Cultura 5010 Shoreham Place, Suite 110, San Diego 92122 www.wearecultura.com 858-755-1390		32 32	75%-99%	Y	Y	Y	Y	N	Office Furniture Dealer	Anne Bengé 2009	
2	Ascent Funding, LLC 402 West Broadway, Suite 2000 www.ascentstudentloans.com 619-922-5218		49 39	75%-99%	Y	Y	Y	Y	Y	Financial Services – Other	Ken Ruggiero 2016	
3	Cadence Travel 7701 Herschel Ave., La Jolla 92037 www.cadencetravel.com 858-551-4000		33 33	50%-74%	Y	Y	Y	Y	Y	Hospitality/Travel/Tourism	Wendy Burk 1995	
4	NextLevel Internet Inc. 10967 Via Frontera, San Diego 92127 www.nextlevelinternet.com 888-590-4888		39 39	100%	Y	Y	N	N	Y	Technology	Derek Gietzen 1999	
5	Uqora 1909 State St., San Diego 92101 www.uqora.com 510-329-1852		16 15	75%-99%	Y	N	Y	Y	Y	E-commerce	Jenna Ryan 2017	
6	gap intelligence 2448 Historic Decatur Road, Suite 105, San Diego 92106 www.gapintelligence.com 619-547-1100		46 46	25%-49%	Y	N	N	Y	Y	Services - Other	Gary Peterson 2003	
7	Trust & Will 961 West Laurel Street, San Diego 92101 www.trustandwill.com 619-900-2039		39 39	75%-99%	Y	N	N	N	N	Advertising/PR/Marketing	Cody Barbo 2017	
8	Sayva Solutions 3636 Nobel Drive, Suite 400, San Diego 92122 www.sayvasolutions.com 858-242-5676		29 29	100%	Y	N	N	Y	Y	Staffing	Ryan Buell 2013	
9	CIRE Equity 530 B Street, Suite 2050, San Diego 92101 www.cireequity.com 619-727-2074		29 29	50%-74%	Y	N	Y	N	N	Real Estate	Joshua Volen 2010	
10	Vaco LLC 3655 Nobel Drive, #600, San Diego 92122 www.vaco.com 858-642-0000		15 15	100%	Y	Y	Y	Y	Y	Staffing	Chelsea Sanger 2005	
11	LevitZacks, Certified Public Accountants 450 B St., Suite 500, San Diego 92101 www.lz-cpa.com 619-238-1077		42 42	100%	Y	Y	N	Y	Y	Accounting	Victor Ramsauer 1964	

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

LEVITZACKS

CERTIFIED PUBLIC ACCOUNTANTS

Congratulations Team!
LZ could not have done it without you!



Thank you to each and every LevitZacks' team member for creating the exceptional culture that fosters an environment of open communication, mutual respect, a family atmosphere, and a realistic work/life balance. Your contribution to our firm's success has once again provided our team with the recognition as one of San Diego's Best Places to Work for the tenth year. In addition, you are the reason our firm has once again been named the #1 Best Accounting Firm To Work For (small firm category) in the United States by Accounting Today magazine.



Our clients benefit from your commitment to excellence!

Our team is growing. If you are looking to advance in your public accounting career in a positive environment with a "One Firm, One Team" attitude, please visit

www.lz-cpa.com/join-our-team/

LEVITZACKS, CERTIFIED PUBLIC ACCOUNTANTS

Advising San Diegans for Over 55 Years

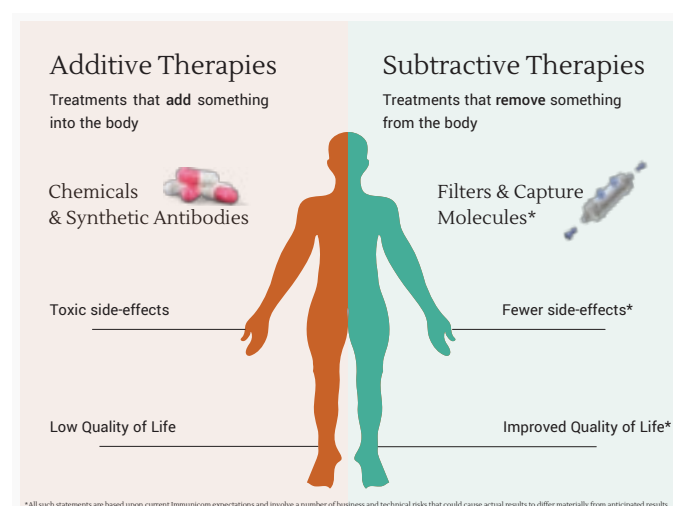
Congratulations Immunicon, Inc. for being named one of the San Diego Business Journal's 2021 Best Places to Work in San Diego!



Every now and then, like a great firework show, a city gets to watch proudly as one of its own rises to global prominence. San Diego biotech Immunicon, Inc., a 2021 "Best Places to Work" award winner, is one such rising star to follow as they define a new era of cancer treatments with an innovative therapy that received Breakthrough Device designation from the FDA and European regulatory approval for adults with advanced, refractory triple negative breast cancer (TNBC). To understand the excitement in the medical community, and the many awards and accolades Immunicon's technology has garnered, we need to understand the current situation with cancer therapeutics.

The standard cancer treatments we use today - chemotherapy, radiation, and immunotherapy drugs - are known for their side effects and impact on a patient's quality-of-life (QOL). Hundreds of billions of dollars have been spent on research, and yet, in 2021, we're still using toxic chemicals and synthetic antibody treatment regimens, and for most cancers we're still measuring life expectancy in weeks and months - not years. Immunicon Founder and CEO, Amir Jafri, wants to change our expectation of standard cancer treatments to be one where healing is just healing - without the toxic side effects, without the low quality-of-life, and with improved life expectancy. Jafri feels that the only way to achieve these high aspirations is by introducing a paradigm-shifting breakthrough that redefines what we know about standard of care treatments.

In 2013 he founded Immunicon and pioneered this new era in cancer treatment. Immunicon develops cancer immunotherapies that are "subtractive", meaning they remove something from a patient's body, the opposite of "additive" therapies such as pharmaceuticals that add something into the body. Immunicon's subtractive therapy, Immunopheresis®, is a blood-filtering column designed to remove immune-suppressive cells safely and effectively from a patient's blood so the immune system can naturally attack tumors. More specifically, as a patient's blood flows through the column, the immune-suppressive cells are bound to proprietary capture molecules within the column, therefore subtracting them from the body throughout the treatment.



*All such statements are based upon current Immunicon expectations and involve a number of business and technical risks that could cause actual results to differ materially from anticipated results.

Additive therapies target these same immune-suppressive cancer cells, but face tradeoffs between being safe or being effective and have limited targeting abilities due to the constant mutation of cancer cells. In contrast, the advantages of physically "subtracting" these immune-suppressive cancer cells has untapped clinical potential that Immunicon is the first to unlock.

Immunicon's technology is a new therapeutic platform that can be applied to any immune-suppressing or disease-causing cells that are in a patients' blood and plasma. Its advanced solution has been safely administered in over 1,400 treatments around the world and is designed to be used as a stand-alone monotherapy as well as a combination therapy with existing drugs and standard of care.

Within 37-months, Immunicon's leading product for the Immunopheresis therapy, the LW-02 column, has received FDA Breakthrough Device Designation, has earned the first regulatory approval for use on metastatic triple negative breast cancer (mTNBC) patients, and has three ongoing clinical trials for multiple solid-tumor cancers at major medical centers around the world. The LW-02 column, was one of only 55 other devices to receive FDA Breakthrough Device Designation. To achieve Breakthrough Device Designation, a technology must demonstrate compelling potential to provide more effective treatment or diagnosis for life-threatening or irreversibly debilitating diseases. In addition, the technology must offer significant advantages over existing approved alternatives.

The FDA's intent in granting this specific designation to qualified devices is to facilitate expediting the device's assessment and review processes through more interactive communication and planning with the FDA. Currently the LW-02 column is being tested in three global clinical trials to potentially treat triple negative breast cancer (TNBC), melanoma, renal, and lung cancer patients who have exhausted all other treatment options towards their aggressive cancers. Promising preliminary outcomes resulted in the LW-02's CE Mark certification for use in adults with advanced refractory TNBC. Headquartered in San Diego's own biotech hub of Sorrento Valley, Immunicon has quickly progressed from a team of three San Diegans to a multi-national company that can potentially save millions of lives around the world.

THE LIST

2021 BEST PLACES TO WORK WINNERS

► Small-employer category (15 to 49 U.S. employees)

Rank	Company Address Website Phone		# of employees: US SD County	% medical coverage paid by employer	Retirement	Flexible spending	Paid time off community service	fitness facilities	Wellness programs	Business description	Top local executive Year est. locally	
12	Lagasse Branch Bell + Kinkead LLP⁽¹⁾ 4365 Executive Drive, Suite 950, San Diego 92121 www.lbbklaw.com 858-345-5080	 LAGASSE BRANCH BELL + KINKEAD	48 33	100%	Y	Y	Y	Y	Y	Legal	Cary Kinkead 2007	
13	Analytica Consulting, LLC 9810 Scripps Lake Drive, Suite F, San Diego 92131 www.analyticaconsulting.com 858-272-8260		23 23	100%	Y	Y	N	na	Y	Consulting	Steve Rimar 2014	
14	Immunicon Inc. 048 Cornerstone Ct W, San Diego 92121 www.immunicon.com 657-202-6388		29 23	100%	N	N	N	Y	Y	Life Science/ Biotechnology	Amir Jafri 2013	
15	ID Studios Inc. 236 S. Sierra Ave., Suite 110, Solana Beach 92075 www.idstudiosinc.com 858-523-9836		17 17	75%-99%	Y	N	Y	Y	Y	Architecture	Deborah Elliott 2005	
16	Community Boost 2159 India St., San Diego 92101 www.communityboost.org 619-663-5191		39 39	50%-74%	Y	N	Y	N	N	Advertising/PR/ Marketing	Cameron Ripley 2012	
17	Angels Foster Family Network 9295 Farnham St., Suite 200, San Diego 92123 www.angelsfoster.org 619-283-8100		17 17	50%-74%	N	Y	Y	N	N	Nonprofit - Health & Human Services	Jeff Weimann 1998	
18	Pure Project LLC 9030 Kenamar Drive, Suite 308, San Diego 92121 www.purebrewing.org 619-823-2726		46 46	50%-74%	Y	N	N	N	N	Brewing Company	Jesse Pine Mat Robar 2015	
19	TalentZök 10845 Rancho Bernardo Road, Suite 103, San Diego 92127 www.talentzok.com 858-487-0507		32 32	50%-74%	Y	N	Y	N	N	Staffing	Travis Medley 2008	
20	BJA Partners 11405 W. Bernardo Court, San Diego 92127 www.bjapartners.com 858-376-1800		16 16	100%	Y	Y	Y	N	N	Health Care - Insurance/Services	Myron Jucha 1983	
21	Sendlane 10620 Treana St., Suite 160, San Diego 92131 www.sendlane.com 619-606-0611		44 32	100%	Y	N	Y	Y	Y	Technology	Jimmy Kim 2013	
22	CMR Risk & Insurance Services, Inc. 110 W A St, #725, San Diego 92101 www.cmrris.com 619-297-3160		33 31	100%	Y	N	Y	Y	Y	Insurance - Non- Healthcare	Travis Pearson	

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

⁽¹⁾ Previously listed as Andrews Lagasse Branch + Bell LLP

CONGRATULATIONS

Lee & Associates has again been recognized as one of San Diego Business Journal's 2021 Best Places to Work.

We are grateful for our resilient team and all our success over the past year in the Commercial Real Estate industry.

Lee & Associates - North San Diego County



LEE & ASSOCIATES
COMMERCIAL REAL ESTATE SERVICES

★ SAN DIEGO BUSINESS JOURNAL ★

**BEST
PLACES
TO WORK
2021**

WINNER

LOCAL EXPERTISE. INTERNATIONAL REACH. WORLD CLASS.

THE LIST

2021 BEST PLACES TO WORK WINNERS

► *Small-employer category (15 to 49 U.S. employees)*

Rank	Company Address Website Phone		# of employees: US SD County	% medical coverage paid by employer	Retirement	Flexible spending	Paid time off community service	fitness facilities	Wellness programs	Business description	Top local executive Year est. locally	
23	Intensity, LLC 12730 High Bluff Drive, Suite 300, San Diego 92130 www.intensity.com 858-876-9101		31 30	100%	Y	N	Y	Y	Y	Consulting	Patrick Sanders 2006	
24	Radeus Labs, Inc. 12720 Danielson Ct., Poway 92064 www.radeuslabs.com 858-602-1255		24 24	75%-99%	Y	N	N	Y	Y	Manufacturing	Juliet Correnti 2003	
25	Wonderist Agency 3015 St. Charles St., Suite B, San Diego 92110 www.wonderistagency.com 619-291-7073		40 40	50%-74%	Y	N	N	Y	Y	Advertising/PR/ Marketing	Laura Maly 2011	
26	Lee & Associates 1900 Wright Place, Suite 200, Carlsbad 92008 www.lee-associates.com 760-929-9700		48 48	100%	na	N	N	Y	N	Real Estate	Al Apuzzo 1990	
27	Reilly Financial Advisors 7777 Alvarado Road, Suite 116, La Mesa 91942 www.rfawealth.com 800-682-3237		41 34	100%	Y	Y	N	Y	Y	Financial Services – Other	Frank Reilly 1999	
28	Suffolk 1615 Murray Canyon Road, Suite 1000, San Diego 92108 www.suffolk.com 619-297-4156		11 11	75%-99%	Y	Y	Y	Y	Y	Construction	Scott Potter 2011	
29	Objective, Investment Banking & Valuation 3636 Nobel Drive, Suite 160, San Diego 92122 www.objectivecp.com 800-849-7010		17 17	75%-99%	Y	Y	Y	N	Y	Financial Services – Other	Channing Hamlet Trevor Acers 2006	
30	Web Shop Manager 3760 Convoy St., Suite 340, San Diego 92111 www.webshopmanager.com 619-278-0872		18 15	75%-99%	Y	N	Y	N	Y	Technology	Dana Nevins 2000	
31	Biosero 9560 Waples St., San Diego 92121 www.biosero.com 858-880-7376		48 33	100%	Y	N	Y	Y	Y	Life Science/ Biotechnology	Thomas Gilman 2003	
32	Etching Expressions 900 Civic Center Dr., National City 91950 www.etchingexpressions.com 866-944-3824		30 30	Not Offered	na	N	N	N	N	Retail	Michael McCarron 2003	
33	Boutique Recruiting 591 Camino de la Reina, Suite 1020, San Diego 92108 www.boutiquerecruiting.com 858-800-4935		17 17	50%-74%	Y	Y	Y	Y	Y	Staffing	Innesa Burrola 2014	

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



At Suffolk, we believe in the boundless potential of all people, and that collaboration and diversity of thought, perspective, and background are the keys to solving the construction industry’s most pressing challenges.

We’re honored to be recognized by the San Diego Business Journal as one of San Diego’s Top Places to Work.

People
Above All.

Suffolk

BEST PLACES TO WORK



2021 MEDIUM BUSINESS WINNERS

NTH GENERATION GOES THE EXTRA MILE FOR ITS WORKFORCE

TECHNOLOGY: COMPUTER SPECIALIST SKILLED IN EMPLOYEE ENGAGEMENT

■ BY BRAD GRAVES

Nth Generation can best be described as a people-first company. In addition to delivering its best for its clients, the business puts a lot of effort into its employees.

Company culture is very important, said **Jan Baldwin**, Nth Generation's CEO.

That attitude won the business first place honors in the medium-sized category in the **San Diego Business Journal Best Places to Work 2021** competition.

Nth Generation, based in Rancho Bernardo, specializes in information technology services and solutions. It has 68 employees.

Nth Generation was founded 30 years ago. "In the beginning when we were very small, we were obviously people first," Baldwin recalled. "And as we started adding employees and customers and partners, that became more and more important. And in my mind, nothing is more important than a good company culture."

A company "happiness officer" schedules events from potluck meals to water balloon fights. Holidays are special. One company video shows the lengths that employees will go to when it comes time to create costumes for Halloween.

Don't get them wrong. They work hard, too.



Photo courtesy of Nth Generation
Employees of Nth Generation, many in Halloween costume, take time out from work. 'Happy people spread happiness around,' said CEO Jan Baldwin.

In addition to salary and benefits, employees say they get a sense of belonging.

"We rally behind team members," said **Brandon Hughey**, senior solutions engineer. "Myself, for example, I had cancer two years ago. And during that time, Nth rallied behind me, and team members donated

vacation time. Rich and Jan supported me fully through that whole procedure. So I'm very thankful to them.

"And I understand the value that I have here at Nth, and what they do to support me. So there's no way anybody can compete with what Rich and Jan have done for me."



"I really get emotional when I think about our company culture and the warm environment we have," Baldwin said. "People are happy. And happy people spread happiness around."

"We take great delight in seeing our employees grow and learn and change and transform," Baldwin continued. "And if they weren't transforming, the company wouldn't be transforming, and that's what Nth is all about."

The Nth team deserves congratulations for delivering as they have, "especially during the challenges of the last 18 months," said **Rich Baldwin**, chief strategy officer and chief information officer.

"Many thanks to the San Diego Business Journal for this honor and recognition," said Jan Baldwin. ■

Nth Generation



TOP LOCAL EXECUTIVE: Jan Baldwin
ADDRESS: 17055 Camino San Bernardo, San Diego 92127
U.S. EMPLOYEES: 68
WHAT THEY DO: Information technology services and solutions provider

HOYLECOHEN TAKES SMART WEALTH MANAGEMENT APPROACH

FINANCIAL: EMPLOYEES WORK ALONGSIDE CLIENTS TO UNDERSTAND VISION



HoyleCohen LLC is a firm that takes a smart, holistic approach to wealth management. Founded in 2001, the company has grown to over 50 team members serving more than 1,200 client households with roughly \$2.7 billion of managed assets.

They work alongside their clients to understand their vision, values and goals for their wealth and figuring out the important details before they execute what it takes to achieve it.

"I think it always comes down to the people, not only the people that I work for but the people I work with," said **Theresa Wolner**, marketing & business development manager at HoyleCohen. "I think that HoyleCohen, even though we have grown tremendously over the last several years and really over the last year — we've grown by 35% in staff just since the first of January 2020 — we really feel like a family, I think we've done a good job of keeping a family feel."

Wolner said part of this tight-knit environment comes from the company's leader's willingness to listen to the feedback of their team, "to help get it right."

"Our management team is really focused on investing in whatever tools we need to help us enhance our jobs whether those be technology, moving people around to better fit

their individual traits or skill sets, or moving people around to help us get done whatever projects we need to get done," Wolner said.

Despite the challenges of this past year keeping people working from home and with the addition of a new office outside of San Diego, the company has leaned into conscious efforts to keep employee satisfaction and connection top of mind.

"We created a diversity and inclusion committee last year that has really put forth a lot of effort in bringing mindfulness to various diverse groups and ensuring that we are looking at hiring through the lens of diversity and making sure that everyone's voices are heard," Wolner said. "We've all been able to join together and make sure we support one another and our clients in the best way possible." ■

HoyleCohen LLC



TOP LOCAL EXEC: Mark Delfino, Senior Managing Director
ADDRESS: 9350 Waxie Way, Suite 500, San Diego, CA, 92123
U.S. EMPLOYEES: 55
WHAT THEY DO: Financial Services

CAVIGNAC GIVES CLIENTS CONFIDENCE AND CLARITY

INSURANCE: TOP GOAL IS TO BE A GREAT EMPLOYER



Cavnac is a risk management and insurance brokerage that prides itself on building lasting client relationships with the highest level of integrity. The firm was founded in 1992 and is locally owned.

Over 50 Employees

The Cavnac team has grown to over 50 employees and it is comprised of experts who work to give their clients confidence and clarity in knowledge-based risk management solutions. Cavnac's experts work across industries on a variety of solutions including commercial insurance, employee benefits, surety, private client, risk control and alternative risk.

"Our top goal as a company in San Diego is to be a great employer," said the company's president, **Jeff Cavnac**. "We have awesome people working for us. They are our most valuable resource, and we need to give them opportunities to prove, get better and enjoy coming to work."

Jeff Cavnac leads the San Diego firm alongside seven partners. The company website says that its "team of risk advisors are experts who eat, sleep, and breathe insurance."

Investment in Its People

The firm's investment in its people is evident as many employees have been with the company for 20+ years or since the beginning. The firm also supports employees advancing their education by covering the cost for course registrations and providing paid time off for education.

"The biggest benefit we get out of the San Diego Business Journal's Best Places to Work is the insights we get into what our employees think," Cavnac said. "We may think we're a great employer but it's really what our employees think that counts. So, the accolades, the awards are great, but the biggest benefit we get is the insight into how to become a better employer." ■

Cavnac



TOP LOCAL EXEC: Jeffrey Cavnac, President
ADDRESS: 450 B Street, Suite 1800, San Diego, CA 92101
U.S. EMPLOYEES: 56
WHAT THEY DO: Insurance - Non-Healthcare



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THE LIST

2021 BEST PLACES TO WORK WINNERS

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

Rank	Company Address Website Phone		# of employees: US SD County	% medical coverage paid by employer	Retirement	Flexible Spending	Paid time off community service	Fitness facilities	Wellness programs	Business description	Top local executive(s) Year est. locally	
1	Nth Generation Computing Inc. 17055 Camino San Bernardo, San Diego 92127 www.nth.com 800-548-1883		68 68	100%	Y	Y	N	Y	Y	Technology	Richard Baldwin Jan Baldwin 1991	
2	HoyleCohen LLC 9350 Waxie Way, Suite 500, San Diego 92123 www.hoylecohen.com 858-576-7300		55 35	75%-99%	Y	Y	Y	Y	Y	Financial Services- Other	Mark Delfino 2001	
3	Cavignac 450 B St., Suite 1800, San Diego 92101 www.cavignac.com 619-234-6848		56 56	75%-99%	Y	Y	Y	Y	Y	Insurance (non- healthcare)	Jeffrey Cavignac 1992	
4	MyCase, Inc. 9201 Spectrum Center Blvd., Suite 100 92123 www.mycase.com 800-571-8062		145 68	75%-99%	Y	Y	Y	Y	Y	Technology	Nathan Pace 2009	
5	Smashtech 750 B St., Suite 3300, San Diego 92121 www.smashtech.com 888-657-1779		60 50	75%-99%	Y	Y	Y	Y	Y	Advertising/PR/ Marketing	Omar Imani 2014	
6	La Jolla Logic Inc. 2850 Womble Road, Suite 100-602, San Diego 92106 www.lajollalogic.com 619-535-1121		52 52	100%	Y	Y	N	N	N	Defense	Stacey Anfuso 2011	
7	Goal Structured Solutions Inc. 402 W. Broadway, Suite 2000, San Diego 92101 www.goalsolutions.com 866-290-4222		103 53	75%-99%	Y	Y	Y	Y	Y	Financial Services- Other	Ken Ruggiero 2008	
8	PetDesk 2044 1st Ave., Suite 300, San Diego 92101 www.petdesk.com 844-738-2778		93 93	100%	Y	Y	Y	N	N	Technology	Taylor Cavanah 2013	
9	Seer Interactive 1200 F St., San Diego 92101 www.seerinteractive.com 619-391-4290		199 34	75%-99%	Y	Y	Y	Y	Y	Advertising/PR/ Marketing	Larissa Williams 2002	
10	C.W. Driver Cos. 7588 Metropolitan Drive, San Diego 92108 www.cwdriver.com 619-696-5100		84 84	100%	Y	Y	N	N	Y	Construction	Rich Freeark 1997	

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

PBO Advisory Group is proud to be named
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THE LIST

2021 BEST PLACES TO WORK WINNERS

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

Rank	Company Address Website Phone		# of employees: US SD County	% medical coverage paid by employer	Retirement	Flexible Spending	Paid time off community service	Fitness facilities	Wellness programs	Business description	Top local executive(s) Year est. locally	
11	WestPac Wealth Partners 4275 Executive Square, Suite 800, La Jolla 92037 www.westpacwealth.com 619-684-6400		215 72	100%	Y	Y	Y	Y	Y	Financial Services	Nash Subotic 2012	
12	Better Business Bureau Serving the Pacific Southwest 4747 Viewridge Ave., Suite 200, San Diego 92123 bbb.org 858-496-2131		121 39	75%-99%	Y	N	N	Y	Y	Non-Profit- Other	Matthew Fehling 1921	
13	The Miller Hull Partnership 4980 N Harbor Drive, Suite 100, San Diego 92106 www.millerhull.com 619-220-0984		92 20	100%	Y	Y	Y	N	Y	Architecture	Katie Popolow 1977	
14	Forward Slope Inc. 2020 Camino del Rio N., Suite 400, San Diego 92108 www.forwardslope.com 619-299-4400		131 122	75%-99%	Y	Y	Y	Y	Y	Defense	Carlos Persichetti 2002	
15	Organifi LLC 7535 Metropolitan Ave., San Diego 92108 www.organifi.com 858-405-3095		68 51	50%-74%	Y	Y	N	Y	Y	Retail	Mae Steigler Djamel Bettahar 2014	
16	Western Lighting & Energy Solutions 6630 Flanders Drive, San Diego 92121 www.westernlightingandenergycontrols.com 858-564-0233		54 17	75%-99%	Y	Y	N	N	Y	Lighting and Controls Manufacturer Representative	Jimm Reifsnyder 1995	
17	tk1sc 4755 Eastgate Mall, Suite 150, San Diego 92121 www.tk1sc.com 858-362-6800		243 44	100%	Y	Y	Y	Y	Y	Engineering	Joe Ross 2015	
18	Dempsey Construction 1835 Aston Ave., Carlsbad 92008 www.dempseyconstruction.com 760-918-6900		59 58	75%-99%	Y	N	Y	Y	Y	Construction	John Dempsey 2010	
19	Saint Archer Brewing Co. 9550 Distribution Ave., San Diego 92121 www.saintarcherbrewery.com 858-225-2337		65 65	100%	Y	N	N	Y	Y	Beverage	Brian Nadal 2013	
20	Bank of Southern California, N.A. 12265 El Camino Real, Suite 100, San Diego 92130 www.banksofcal.com 858-847-4700		178 66	100%	Y	Y	N	Y	Y	Banking	Nathan Rogge 2001	
21	EVOTEK, Inc. 6150 Lusk Blvd., Suite B204, San Diego 92121 www.evotek.com 858-362-5083		139 139	100%	Y	Y	Y	N	N	Technology	Cesar Enciso 2014	

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

CMR

RISK & INSURANCE SERVICES



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With 24,000 members worldwide, Vistage is the world's largest executive coaching and peer advisory organization for small and midsize businesses. For more than 60 years, we've been helping high-integrity leaders make great decisions that benefit their companies, families and communities.

We are honored to be recognized as one of the Best Places to Work in San Diego — an achievement that reflects our positive work culture, the honesty and integrity of our leadership, our friendly staff, and our respect for work-life balance. Here are some of the benefits we provide to help support an exceptional quality of life for Vistage staff:

- **We invest in our employees:** Vistage offers generous, comprehensive benefits packages and competitive compensation and bonus structures — the best out there!
- **We like to have fun!** Department and companywide team-building activities are our specialty — from Padres games to onsite & virtual events, we relish bringing our employees together.
- **We love our home:** Our beautiful San Diego headquarters has everything from Peloton bikes to specialty coffee to bright, airy spaces. Plus, tons of areas for collaboration.
- **We invest in careers:** Personal and professional development and training opportunities are core to our culture!

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






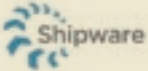













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VISTAGE

THE LIST

2021 BEST PLACES TO WORK WINNERS

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

Rank	Company Address Website Phone		# of employees: US SD County	% medical coverage paid by employer	Retirement	Flexible Spending	Paid time off community service	Fitness facilities	Wellness programs	Business description	Top local executive(s) Year est. locally	
22	Agent Elite Inc. 7220 Trade St., Suite 190, San Diego 92121 www.agentelite.com 866-808-7711		85 58	75%-99%	Y	N	N	N	N	Services – Other	Justin Hancy 2012	
23	Ignite Visibility 3770 Tansy St., Suite 100, San Diego 92121 www.ignitevisibility.com 619-752-1955		108 108	75%-99%	Y	Y	N	N	Y	Advertising/PR/ Marketing	John Lincoln 2012	
24	New Venture Escrow 3638 Camino Del Rio N, Suite 200, San diego 92108 www.newventureescrow.com 619-327-2288		56 56	100%	Y	Y	Y	Y	Y	Real Estate	Casey LeBlanc 1992	
25	Host Healthcare Inc. 4225 Executive Square, Suite 1500, La Jolla 92037 www.hosthealthcare.com 800-585-1299		174 174	50%-74%	Y	N	N	Y	Y	Staffing	Adam Francis 2012	
26	Shipware LLC 10815 Rancho Bernardo Road, San Diego 92127 www.shipware.com 858-879-2020		174 174	75%-99%	Y	N	Y	N	Y	Reducing shipping costs: technology & consulting services	Rob Martinez 2011	
27	Silvergate Bank 4250 Executive Square, Suite 100, La Jolla 92037 www.silvergatebank.com 858-362-6300		215 215	100%	Y	Y	N	Y	Y	Banking	Alan Lane 1988	
28	John Stevenson Plumbing, Heating, and Air 2748 Loker Ave. W, Carlsbad 92010 www.johnstevensonplumbing.com 760-284-4871		52 52	75%-99%	Y	N	N	N	N	Construction	John Stevenson	
29	Cordial 402 W Broadway, Suite 700, San Diego 92101 www.cordial.com 925-787-7082		53 39	100%	Y	Y	Y	N	Y	Technology	Jeremy Swift 2014	
30	PBO Advisory Group 3655 Nobel Dr., Suite 520, San Diego 92122 www.pboadvisory.com 858-622-1681		59 59	75%-99%	Y	Y	Y	N	Y	Accounting	Mike Ford 2011	
31	PeopleConnect People Search 600 B St., Suite 900, San Diego 92101 www.thecontrolgroup.com 858-750-2018		73 73	100%	Y	Y	N	Y	Y	Technology	Steven Gray 2010	
32	Airspace⁽¹⁾ 5909 Sea Otter Place, Suite 200, Carlsbad 92010 www.airspace.com 844-839-1559		133 133	75%-99%	Y	N	Y	Y	Y	Technology	Nicholas Bulcao 2015	

Submission process: Each submission was reviewed/evaluated by Best Companies Group. Companies are selected based on a score derived from confidential surveys of employees, employer surveys of the business' policies, benefits, culture and work environment.
(1) Previously listed as Airspace Technologies.



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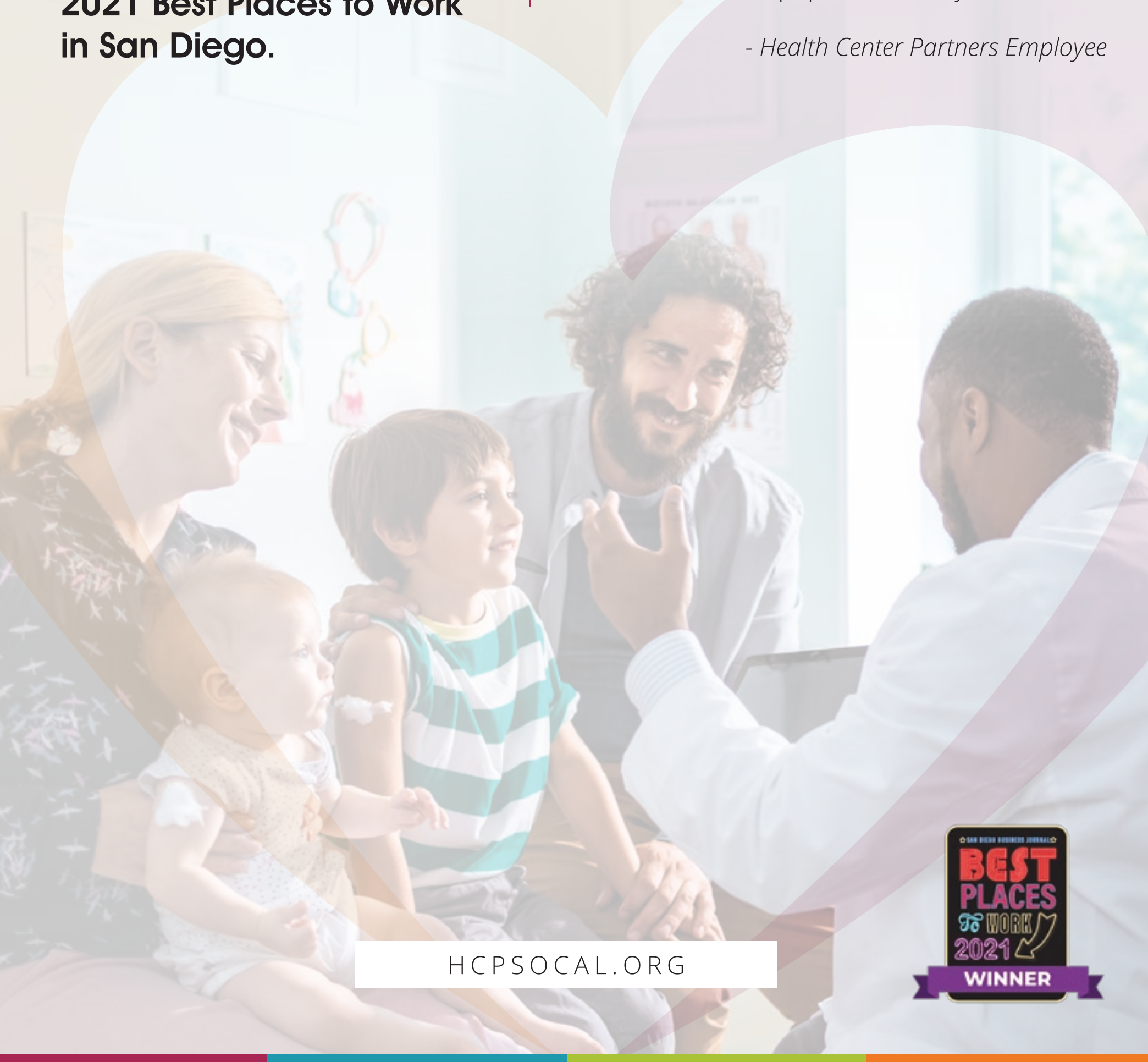


A Family of Companies

The Boards of Directors of the Health Center Partners Family of Companies congratulate the staff and leadership for being voted as one of the **2021 Best Places to Work in San Diego.**

"The organization truly cares about their employees and making it a positive work environment. My colleagues are diverse, friendly, and helpful, and leadership genuinely seems to care about the well-being of the staff. They have also done a great job taking care of their employees during the pandemic. Above all, the staff are passionate about the mission and the populations they serve."

- Health Center Partners Employee



HCPSOCAL.ORG



THE LIST

2021 BEST PLACES TO WORK WINNERS

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

Rank	Company Address Website Phone		# of employees: US SD County	% medical coverage paid by employer	Retirement	Flexible Spending	Paid time off community service	Fitness facilities	Wellness programs	Business description	Top local executive(s) Year est. locally	
33	TargetCW 9475 Chesapeake Drive, San Diego 92110 www.targetcw.com 858-810-3000		126 126	75%-99%	Y	Y	Y	Y	Y	Staffing	Samer Khouli 2010	
34	Vistage Worldwide, Inc. 4840 Eastgate Mall, San Diego 92121 www.vistage.com 858-523-6800		206 206	75%-99%	Y	Y	Y	Y	Y	Consulting	Sam Reese 1968	
35	Health Center Partners of Southern California 3710 Ruffin Road, San Diego 92123 www.hcpsocal.org 619-542-4300		75 75	75%-99%	Y	Y	Y	N	N	Nonprofit – Health & Human Services	Henry Tuttle 1977	
36	Coastal Payroll 9350 Wixie Way, Suite 110, San Diego 92123 www.coastalpayroll.com 858-565-2123		96 85	75%-99%	Y	N	N	N	N	Financial Services - Other	Jonathan Gallagher 2007	
37	Mortgage Capital Trading Inc. 350 Tenth Ave., Suite 850, Carlsbad 92101 www.mct-trading.com 858-523-6800		129 114	75%-99%	Y	N	Y	Y	Y	Financial Services - Other	Tom Farmer 2001	
38	Whova Inc. 7310 Miramar Road, Suite 200, San Diego 92126 www.whova.com 855-978-6578		55 55	100%	Y	Y	N	Y	Y	Technology	Yuanyuan Zhou 2013	
39	Jon Renau 2842 Whiptail Loop West, Carlsbad 92010 www.jonrenau.com 1-800-462-9447		60 60	100%	Y	Y	Y	N	Y	Consumer Goods	John Reynolds	
40	Flores Financial 10095 Mission Gorge Rd., Suite 101, Santee 92071 www.flores-financial.com 619-588-2411		91 91	50%-74%	na	na	na	N	N	Professional Services - Accounting, HR, Consulting	Gregory Flores	
41	centrexIT 3131 Camino Del Rio N., Suite 1400, San Diego 92108 www.centrexIT.com 619-651-8700		57 57	75%-99%	Y	N	Y	Y	Y	Managed IT Service Provider	Dylan Natter 2002	
42	Zebit, Inc. 1902 Wright Place, 2nd Floor, Carlsbad 92008 www.zebit.com 888-848-8756		57 54	100%	Y	Y	Y	Y	Y	Financial services - Other	Marc Schneider 2015	
43	Vividion Therapeutics, Inc. 5820 Nancy Ridge Drive, San Diego 92121 www.vividion.com 858-345-4690		113 113	75%-99%	Y	Y	N	Y	Y	Life Science/ Biotechnology	Jeffrey Hatfield 2016	

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



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BEST PLACES TO WORK

2021 LARGE BUSINESS WINNERS

C&S COMPANIES CHOSEN BEST PLACE TO WORK FOR THIRD YEAR

CONSTRUCTION: CO. CULTURE PUTS EMPLOYEES FIRST

By RAY HUARD

Cory Hazlewood figures his team at C&S Companies must be doing something right.

For the third straight year, C&S Companies was named a Best Place to Work by the *San Diego Business Journal*.

"It's been a good ride. I'm very happy with our team, very happy," said Hazlewood, vice president of C&S Companies.

A design build construction company with a staff of 512, according to Hazlewood, C&S has a culture that puts



Photo courtesy of C&S Companies

Family is an important part of the culture at C&S Companies.

employees first and gives them a say in the company, Hazlewood said.

Options

"We've had the mindset of establishing lots of ways to continue to be progressive," Hazlewood said. "We have committees and internal groups, not at the senior levels, but at lower levels that come up with creative ideas to keep people engaged and excited."

When the COVID-19 pandemic hit and more people starting working at home, C&S paid for any equipment they needed. With the economy bouncing back, the

company gave workers the option of continuing to work at home or return to the office.

About 60% have returned, but Hazlewood said the option remains for those who are more comfortable working from home.

When the pandemic was at its worst, the company had team-building virtual happy hours twice a month.

"We'd play card games and do other things when everybody was working from home," Hazlewood said. "We were able to do it by way of Zoom and other things."

Pre-pandemic, C&S would have regular company-wide team-building events.



Such big gatherings are no longer possible, but to ease the transition for those returning to the office, C&S had a get-together in June "to get people reestablished and comfortable," Hazlewood said. "It was an outdoor event, office staff only."

The company has long offered workers three-weeks paid vacation once they've been with the company for 90 days, and this year added an extra day off.

"We have flexible work hours for people that have children issues right now because of COVID," Hazlewood said.

The company also has a 401K plan and helps with school tuition for its employees.

Giving Back

Outside of the work environment, C&S in 2019 established the C&S Foundations to support the company's charity work. ■



Cory Hazlewood
Vice President
C&S Companies.

C&S Companies



TOP LOCAL EXECUTIVE: Cory Hazlewood
ADDRESS: 2355 Northside Drive, Suite 250, San Diego
SAN DIEGO EMPLOYEES: 512
WHAT THEY DO: Construction

RYAN HELPS BUSINESSES IMPROVE EFFICIENCY

TAXES: TEAM MEMBERS SUPPORT AND INSPIRE EACH OTHER



Ryan LLC is a tax services industry client service leader and represent 96 percent of the companies that make up the Dow Jones Industrial Average. The company tackles overall tax performance and helps businesses measure and improve their efficiency and develop a more strategic approach to taxes.

People First

"We are tremendously honored to receive this recognition as the number 2 Best Place to Work in San Diego in the large company category," said **Thomas Loban**, principal at Ryan. "At Ryan, we have been intentional about creating a people first culture. We often say, we can't take of our clients without taking care of our people. And over the last 18 months, we really got to see it in action."

The company has also leaned into diversity, equity and inclusion through the launch of RyanMOSAIC. This effort kicked off with internal listening tours on the topic of DEI and continues to inform the company's future talent acquisition efforts in creating a more diverse company.

"We saw our team members support and inspire each other, leading with empathy and flexibility," said **Marc Hartley**,

principal at Ryan. "Whether it was flexible schedules working around childcare, dealing with the stress of having everyone home or having no one at home, our team figured it out. They stay connected, work together and supported one another and thrived. They were resilient in the face of unprecedented challenges."

Innovative Programs

Additionally, the company offers its employees mentorship opportunities and foundational leadership courses for new managers as they seek to grow employees within the company.

"Ryan is proud of our innovative corporate programs and industry-leading benefits that allows us to achieve a more enduring success for our team members, which translates into success for our clients," Loban said. ■

Ryan LLC



TOP LOCAL EXEC: Thomas Loban, Principal
ADDRESS: 501 West Broadway, Suite 1300, San Diego, CA 92101
U.S. EMPLOYEES: 1,882
WHAT THEY DO: Corporate Tax Advisory Services

SUNDT BELIEVES IN ITS PURPOSE

CONSTRUCTION: COMPANY 100% EMPLOYEE OWNED



Sundt Construction is a leader in construction that believes its purpose is to build environments where its clients, employee owners and communities prosper. Today, the company is 100 percent employee owned and ranks as one of the largest majority employee-owned companies.

Love What They Do

"We're very proud of our people and we all love what we do. Skill, grit, purpose are the characteristics we're known for," said **Ryan Nessen**, senior vice president and California district manager at Sundt.

Founded in 1890, the company has grown to approximately 1,460 employees nationwide and 59 based in San Diego. Across California, there are more than \$7.3 billion worth of Sundt Construction projects according to the company's website.

The company is responsible for massive projects in the San Diego area, including improvements at the San Diego International Airport (SDIA) which has transformed the experience of air travelers. Notably, the **SDIA Rental Car Center** project which was completed in 2015 is LEED Gold certified and it's the largest concrete building in San Diego.

Sundt is also building schools in San Diego County and during the award ceremony, some of the company's employees spoke to what makes Sundt specifically, such a great place to work. Sundt has been named a top ten Best Places to Work winner 12 years in a row.

A Lot of Grit

"You get to work with people that have a lot of grit, taking this dirt patch, building it up and a year later there will be students in it," said **Tyler Menard**, assistant project manager at Sundt from a San Diego construction site. "It really comes down to the people, they truly care about you and just not only on a personal level but as far as your career goes as well." ■

Sundt Construction



TOP LOCAL EXEC: Ryan Nessen, SVP, California District Manager
ADDRESS: 1660 Hotel Cir N Suite 400, San Diego, CA 92108
U.S. EMPLOYEES: 1,460
WHAT THEY DO: Construction

THE LIST

2021 BEST PLACES TO WORK WINNERS

► Large-employer category (250-1,999 U.S. employees)

Rank	Company Address Website Phone		# of employees: US SD County	% medical coverage paid by employer	Retirement	Flexible Spending	Paid time off community service	fitness facilities	wellness programs	Business description	Top local executive Year est. locally	
1	C&S Companies 2355 Northside Drive, Suite 350, San Diego 92108 www.cscos.com 619-296-9373		502 31	100%	Y	Y	N	Y	Y	Construction	Michael Hotaling 1999	
2	Ryan, LLC 5780 Fleet St., Suite 300, Carlsbad 92008 www.ryan.com 442-244-2422		1,882 39	75%-99%	Y	Y	Y	Y	Y	Corporate Tax Advisory Services	Tom Loban 1991	
3	Sundt Construction, Inc. 1660 Hotel Circle N., Suite 400, San Diego 92108 www.sundt.com 619-321-4800		1,460 59	100%	Y	Y	Y	N	Y	Construction	Ryan Nessen 1947	
4	Coffman Engineers Inc. 1455 Frazee Road, Suite 600, San Diego 92108 www.coffman.com 619-232-4673		584 72	75%-99%	Y	Y	Y	N	Y	Engineering	Scott Twele 2016	
5	BNBuilders, Inc. 5825 Oberlin Drive, Suite 1, San Diego 92121 www.bnbuilders.com 858-550-9433		1,049 132	75%-99%	Y	Y	N	Y	Y	Construction	James Awford 2010	
6	Foundation Medicine, Inc. 4545 Towne Centre Ct., San Diego 92121 www.foundationmedicine.com		1,700 20	75%-99%	Y	Y	N	N	Y	Life Science/ Biotechnology	Jami DeBrango- Palumbo	
7	Kidder Mathews 12230 El Camino Real, 4th Floor, San Diego 92130 www.kidder.com 858-509-1200		900 75	100%	Y	Y	N	N	N	Commercial Real Estate	Mark Read 2015	
8	Sheppard Mullin 501 W. Broadway, 19th Floor, San Diego 92101 www.sheppardmullin.com 619-338-6500		1,700 250	75%-99%	Y	Y	N	Y	Y	Legal	Guy Halgren 1986	
9	Seismic 12390 El Camino Real, Suite 300, San Diego 92130 www.seismic.com 855-466-8748		678 214	75%-99%	Y	Y	Y	Y	Y	Technology	Doug Winter 2010	
10	Hirsch Pipe & Supply 5680 Kearny Villa Rd, San Diego 92130 www.hirsch.com 858-427-0881		337 33	75%-99%	Y	Y	na	Y	Y	Plumbing supply	Doug Evans 1933	
11	La Jolla Institute for Immunology 9420 Athena Circle, La Jolla 92037 www.lji.org 858-752-6535		443 443	75%-99%	Y	Y	N	Y	Y	Nonprofit – Health & Human Services	Mitchell Kronenberg, Ph.D. 1988	
12	InnovaSystems International LLC 2385 Northside Drive, Suite 300, San Diego 92108 www.innovasi.com 619-955-5800		284 127	75%-99%	Y	Y	Y	Y	Y	Technology	Chris Wollerman 1997	
13	OneTrust Home Loans 3131 Camino Del Rio N., Suite 1680, San Diego 92108 www.onetrusthomeloans.com 888-488-3807		282 53	25%-49%	Y	Y	N	Y	Y	Financial services	Joshua Erskine 2013	
14	Aya Healthcare 5930 Cornerstone Court W., San Diego 92121 www.ayahealthcare.com 858-352-6020		1,528 797	100%	Y	N	N	Y	Y	Healthcare - Insurance/ Services	Alan Braynin 2001	
15	Aldrich CPAs + Advisors LLP 5946 Priestly Drive, Suite 200, Carlsbad 92008 www.aldrichadvisors.com 619-810-4940		341 89	100%	Y	Y	Y	Y	Y	Consulting	Daniel Larson 1949	

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

#3 BEST PLACES TO WORK

in San Diego

Employee-ownership. It's what makes Sundt a great place to work and the right contractor to build your project. When every employee is an owner, every decision is based on value, pride and purpose.



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BEST PLACES TO WORK



2021 MEGA BUSINESS WINNERS

SLALOM FOCUSES ON BUSINESS TRANSFORMATION CONSULTING: TEAMS HAVE AUTONOMY TO MOVE FAST AND DO WHAT'S RIGHT FOR CLIENTS

■ By JAY HARN

Slalom Consulting is a global consulting firm focused on strategy, technology and business transformation. They help companies tackle their most ambitious projects and build new capabilities. They go beyond what is expected and redefine what is possible to give shape to the future.

40 Markets Around the World

In 40 markets around the world, their teams have autonomy to move fast and do what is right for their clients, making them more personal and nimble than traditional consulting firms.

With specialists in most industries including the public sector and defense, they also share ideas, methodologies, and knowledge across all their industry teams — drawing from their collective expertise in everything from retail to the life sciences. Made up of advisors, strategists, and engineers they focus on people above all else. To Slalom, it is never about the project at hand. It's about building trust and enabling long-term success.

“For me this award is truly a reflection of our passion to help build something that that they can be proud of — a place



Slalom Consulting San Diego staff.

Photo courtesy of Slalom Consulting.

where our employees can fulfill both their personal and professional passions like no other company they've ever worked for in the past,” said **Jim Sikora**, general manager, San Diego.

Differentiate Themselves

Sikora said that their employees

differentiate themselves from their competition by bringing their most authentic and passionate selves to their clients every day.

“Like many companies we ask our clients every year how happy they are with our services, but we also ask how well our employees are living our core values.



And every year our clients give us amazing feedback,” Sikora said.

Slalom Consulting is a full-service management and technology consulting firm that empowers its employees to build a business that aligns with their values and embraces diversity, creating opportunities for growth. With over 10,000 employees worldwide and they are growing their team in San Diego.

Slalom helps organizations tackle their most strategic objectives and its employees have expertise in cloud transformation, customer engagement, analytics, strategy, and organizational change management.

The company is known in San Diego for its innovative partnerships with clients, not-for-profit organizations, and universities. ■

Slalom



TOP LOCAL EXECUTIVE: Jim Sikora, General Manager/San Diego

ADDRESS: 4370 La Jolla Village Dr. Suite 1000, San Diego CA 92122

U.S. EMPLOYEES: 8,000

WHAT THEY DO: Consulting

DPR CONSTRUCTION EXISTS TO BUILD THINGS CONSTRUCTION: CO. CELEBRATES DIVERSITY WITH INCLUSIVE ENVIRONMENT



DPR Construction is a technical builder that has been ranked among the top 50 general contractors in the nation since 1997. The company has more than 6,000 employees across the country and 340 based in San Diego.

DPR's local, net zero office was the first commercial building to achieve LEED new-construction Platinum in San Diego.

General Contractor

“We're a self-performing general contractor and we exist to build great things, it's really that simple and you can't do that without amazing people,” said **Scott Sass**, San Diego Business Unit Leader at DPR Construction. “So, I also want to thank all of the amazing people at DPR, for making a recognition, and award like this possible.”

A local project for DPR Construction includes the **Palomar Medical Center** in Escondido where they took on construction management of the \$660-million project after construction had already begun. DPR also led the **Genentech** Oceanside Product Operations project which was delivered on time and under budget.

Support and Training

Behind these projects are the people who DPR invests in training and growing with the company. DPR has committed to support and training for veterans and creating an inclusive environment through its hiring practices and celebrating the diversity of their team.

“So sure, we've got good benefits, we've got good wine bars, but again it all comes back to the people working hard every day to make DPR the best place to work,” Sass said. “I just wanted to finish by saying how proud we are of all the amazing people at DPR that made this recognition and honor possible.” ■

DPR Construction



TOP LOCAL EXEC: Scott Sass, SD Business Unit Leader

ADDRESS: 5010 Shoreham Place, San Diego, CA 92122

U.S. EMPLOYEES: 6,800

WHAT THEY DO: Construction

RSM US LLP A POWERHOUSE OF COLLABORATIVE INNOVATION



ACCOUNTING: NATIONALLY RECOGNIZED AS LEADER IN WORKPLACE DIVERSITY

RSM US LLP is a firm that focuses on audits, taxes, and consulting for middle market leaders. The global company has a total of 13,148 U.S. employees and 121 based in San Diego.

The company prides itself on being a powerhouse of collaborative innovation and a trusted adviser to clients. RSM has been nationally recognized as a leader in diversity in the workplace and the local office has an employee network group where people can learn and develop cultural understanding with one another.

“It truly is an honor and privilege to be recognized as a Best Place to Work in San Diego. As a professional services firm, our greatest asset is our employees,” said **Jerry Varga**, RSM San Diego office managing partner. “Without them, we wouldn't be able to provide outstanding service to our clients or continue on our growth and trajectory.”

Hires Veterans

The company also actively pursues hiring veterans and through a third-party vendor at military bases and local veteran network groups, RSM markets job opportunities.

“Like many businesses throughout San Diego, the last year has been very challenging for us,” Varga said. “However, I continue to be impressed each day watching our employees persevere working from home, supporting our clients, training one another, onboarding our newest employees and even finding time to volunteer in the community.”

Employee Appreciation

Even during the pandemic, RSM has continued its employee appreciation programs by celebrating virtually and sending employees redemption coupons to order meals instead of an actual in person party or event. ■

RSM US LLP



TOP LOCAL EXEC: Jerry Varga, San Diego Office Managing Partner

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

U.S. EMPLOYEES: 13,148

WHAT THEY DO: Accounting

Congratulations to all honorees of San Diego Business Journal's 2021 Best Places to Work Awards!

RSM is honored to be named to the San Diego Business Journal's
2021 Best Places to Work list. We're proud to be in such great company.

rsmus.com

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AUDIT | TAX | CONSULTING



THE LIST

2021 BEST PLACES TO WORK WINNERS

► Mega-employer category (2,000 or more U.S. employees)

Rank	Company Address Website Phone		# of employees: US SD County	% medical coverage paid by employer	Retirement	Flexible Spending	Paid time off community service	Fitness facilities	Wellness programs	Business description	Top local executive Year est. locally	
1	Slalom Consulting 4370 La Jolla Village Drive Suite 1000, San Diego 92122-1283 www.slalom.com/locations/san-diego 760-299-5231		9,100 53	75%-99%	Y	Y	Y	Y	Y	Consulting	Jim Sikora 2001	
2	DPR Construction 5010 Shoreham Place, San Diego 92122 www.dpr.com 858-597-7070		6,800 340	75%-99%	Y	Y	Y	Y	Y	Construction	Scott Sass 1992	
3	RSM US LLP 3430 Carmel Mountain Road, Suite 200, San Diego 92121 www.rsmus.com 619-281-7764		13,148 121	75%-99%	Y	Y	Y	Y	Y	Accounting	Jerry Varga 1977	
4	Balfour Beatty US 10620 Treena St., Suite 300, San Diego 92131 www.balfourbeattyus.com 858-635-7400		2,520 149	75%-99%	Y	Y	N	Y	Y	Construction	Brian Cahill 1983	
5	Marsh McLennan Agency 9171 Towne Centre Drive, Suite 100, San Diego 92122 www.marshmma.com 800-321-4696		7,351 448	50%-74%	Y	Y	N	Y	Y	Insurance - Non-Healthcare	Chris Williams 1909	
6	Turner Construction Company 15378 Avenue of Science, Suite 100, San Diego 92128 www.turnerconstruction.com 858-217-0700		6,649 130	75%-99%	Y	Y	N	Y	Y	Construction	Martine Zettle 1983	
7	Vertex Pharmaceuticals Inc. 3215 Merryfield Row, San Diego 92121 www.vrtx.com 858-404-6600		2,754 234	75%-99%	Y	Y	N	Y	Y	Life Science/ Biotechnology	Paul Negulescu 1989	
8	BDO USA LLP 3570 Carmel Mountain Road, Suite 400, San Diego 92130 www.bdo.com 858-404-9200		9,129 124	75%-99%	Y	Y	Y	Y	na	Accounting	Benjamin Williams Jamie Mason 2007	
9	Jack Henry & Associates 8985 Balboa Ave., San Diego 92123 www.jackhenry.com 619-542-6700		6,861 353	75%-99%	Y	Y	Y	Y	N	Financial Services - Other	Shanon McLachlan 1984	

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



Love your work and life.

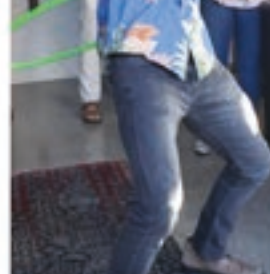
We're passionate about helping everyone at Slalom love their work and life, and we're grateful to be recognized for it.

This award is a reflection of our employees and the passion that they bring to work every day. They differentiate us from our competition and create amazing results for our clients. Slalom is a global consulting firm focused on strategy, technology and business transformation and we are hiring in San Diego.

Balfour Beatty

The Best Places
are made by the
BEST PEOPLE

Proud to be consistently
recognized as a Top 10 "Best
Place to Work" in San Diego!



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2021**
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