# THE LIST

## BEST PLACES TO WORK: LARGE COS.

<table>
<thead>
<tr>
<th>Rank</th>
<th>Company</th>
<th>DC employees</th>
<th>People Hiring</th>
<th>Benefits</th>
<th>Company Description</th>
<th>Unique perks</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Duke Realty</td>
<td>26,382</td>
<td>9%</td>
<td>Y Y Y Y Y N</td>
<td>Real estate investment consultancy</td>
<td>Biannual community service days for each associate; quarterly Payne of Great Awards with a trophy. Social eventifting gift and visit to any Duke Realty office, the company they choose every Friday. Chris Burns, CEO, 808-1000, 844-2080</td>
</tr>
<tr>
<td>2</td>
<td>Better Mortgage Corp.</td>
<td>428</td>
<td>N Y Y Y Y</td>
<td>Mortgage lender</td>
<td>Virtual mental health visits and 24/7 on-call psychologists, social workers</td>
<td>Steve Stayer, regional processing manager, 843-719, 843-719</td>
</tr>
<tr>
<td>3</td>
<td>Astro Pak Corp.</td>
<td>29</td>
<td>15%</td>
<td>Y Y Y Y N</td>
<td>Chemical cleaning services</td>
<td>Regularly coordinated hot meals and activities among departments and teams, typically gives every team member a gift every year. Kenneth Verheyen, CEO, 843-149, 843-2040</td>
</tr>
<tr>
<td>4</td>
<td>Sundt Construction Inc.</td>
<td>24</td>
<td>28%</td>
<td>Y Y Y Y Y</td>
<td>Construction company</td>
<td>Companywide quarterly wellness and fitness challenges with prizes, monthly birthday lunches, and happy hour/social events. Daniel Durante, senior VP, 843-180, 843-0306</td>
</tr>
</tbody>
</table>

Source: Averaging. Phased, Best Places to Work: Companies Group

Note: All listed companies were surveyed and evaluated by the Orange County Business Journal. Company information is subject to change. While every effort is made to ensure the accuracy and completeness of the list, omissions and typographical errors sometimes occur. Unless otherwise noted, the information provided for each company is provided by the companies themselves. Contact the companies directly for all changes, updates, or further information.

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<table>
<thead>
<tr>
<th>Rank</th>
<th>Company Name</th>
<th>Industry</th>
<th>Revenue (in millions)</th>
<th>Employees</th>
<th>Paying Intro</th>
<th>Benefits</th>
<th>Company Description</th>
<th>Unique Perks</th>
<th>Local Office(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>Jackson Lewis PC</td>
<td>Law Firm</td>
<td>1.7B</td>
<td>700</td>
<td>N N N Y Y Y</td>
<td>Law firm</td>
<td>Seven hour work days, close early for holidays, community service opportunities</td>
<td>Sussanne N. Hoffman, office managing principal (949) 888-1303/(949) 888-1380</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Slalom</td>
<td>Business and Technology Consulting Firm</td>
<td>12B</td>
<td>1,500</td>
<td>Y Y Y Y Y</td>
<td>Business and technology consulting firm</td>
<td>Volunteer program, commits to a diverse and inclusive environment, LGBT and allies group</td>
<td>Don Phinney, general manager (949) 925-6300</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Tangram Interiors</td>
<td>Interior Solutions Provider</td>
<td>36</td>
<td>345</td>
<td>Y Y Y Y Y</td>
<td>Interior solutions provider</td>
<td>Wellness initiative, monthly coffee, weekly yoga, happy hour, and free food</td>
<td>Joe Lazor/Two Kids Best COO, president/sales director, OC and Healthcare (949) 958-8700</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>McCarthy Building Co.</td>
<td>General Contractor</td>
<td>343</td>
<td>343</td>
<td>N N N Y Y Y</td>
<td>General contractor</td>
<td>Past volunteer days off in company’s philanthropy “Heart Health,” free financial wellness program, three days’ paid sick leave, medical, dental, and vision</td>
<td>Michael Myers, Southern California regional president (949) 851-8283/(949) 851-8298</td>
<td></td>
</tr>
</tbody>
</table>


**Thank You.**

The McCarthy Newport Beach Office is proud to be recognized by the Orange County Business Journal as a Best Place to Work. TOGETHER, we create a culture where we can learn, grow, and enjoy the work we do. THANK YOU to all of our collective partners who make this happen.

McCarthy Building Companies, Inc.  
20341 SW Birch Street, Newport Beach, CA 92659  
(949) 851-8383 | mccarthy.com
NEWMARK

Greg May
Executive Vice President, Western Region Market Leader

Honored to be selected as one of OCBJ’s Best Places to Work.

At Newmark, we don’t just adapt to what our partners need—we adapt to what the future demands. From reimagining spaces to engineering solutions, we have the vision to see what’s next and the tenacity to get there first. We transform untapped potential into limitless opportunity.
THE LIST
BEST PLACES TO WORK: LARGE COS.

<table>
<thead>
<tr>
<th>Rank</th>
<th>Company Name</th>
<th>Company Address</th>
<th>Industry</th>
<th># of Employees</th>
<th>Turnover</th>
<th>Health Benefits</th>
<th>Retirement Benefits</th>
<th>Company Culture</th>
<th>Unique Perks</th>
<th>Top Local Officials</th>
</tr>
</thead>
<tbody>
<tr>
<td>13</td>
<td>Savills</td>
<td>320 Newport Center Drive, 8th Floor, Newport Beach, CA 92660</td>
<td>Commercial real estate services firm</td>
<td>113850</td>
<td>24%</td>
<td>Health, Dental, Vision, Life</td>
<td>Matching 401(k)</td>
<td>Casual work environment</td>
<td>Annual trip out of the country for the office's top brokers, office events including Lawn Bowling, holiday parties, March Madness parties.</td>
<td>Focus Shift executive VP, branch manager (949) 600-3545, (949) 682-3556</td>
</tr>
<tr>
<td>14</td>
<td>Stream Realty Partners</td>
<td>3101 Michelson Drive, Ste. 100, Irvine, CA 92612</td>
<td>Commercial real estate services firm</td>
<td>8201</td>
<td>16%</td>
<td>Health, Dental, Vision, Life</td>
<td>Matching 401(k)</td>
<td>Casual work environment</td>
<td>Paid volunteer time off and quarterly volunteer days, employee charitable fund.</td>
<td>Martin Puglisi executive managing director (949) 260-3000, (949) 260-3004</td>
</tr>
<tr>
<td>15</td>
<td>Newmark Knight Frank</td>
<td>14801 Von Karman Ave, Ste. 150, Irvine, CA 92618</td>
<td>Real estate investor, broker</td>
<td>15162</td>
<td>24%</td>
<td>Health, Dental, Vision, Life</td>
<td>Matching 401(k)</td>
<td>Creative and fun office environment</td>
<td>Parental Leave (16 weeks), legal assistance through Hyatt for estate planning, real estate, family law, backup child and adult care leave</td>
<td>Gregory May national executive director of West Region markets (949) 558-2000</td>
</tr>
<tr>
<td>16</td>
<td>OneDigital Health and Benefits</td>
<td>7750 Irvine Center Drive, Ste. 500, Irvine, CA 92618</td>
<td>Employee benefits brokerage, consulting services</td>
<td>414</td>
<td>2%</td>
<td>Health, Dental, Vision, Life</td>
<td>Matching 401(k)</td>
<td>Casual work environment</td>
<td>Educational series for career and personal life like personal branding or continued education, annual family day and team day, monthly massages, hack challenges</td>
<td>Christopher Thurn regional managing principal (949) 464-1664</td>
</tr>
<tr>
<td>17</td>
<td>Momentum Teacakes &amp; Wallauenings 1111 N. I-5, Irvine, CA 92614</td>
<td>Food and specialty contract brands for corporate, hospitality and healthcare markets</td>
<td>79</td>
<td>15%</td>
<td>Health, Dental, Vision, Life</td>
<td>Matching 401(k)</td>
<td>Casual work environment</td>
<td>NA</td>
<td>Roger Arzamena CEO (949) 833-0860, (949) 833-0233</td>
<td></td>
</tr>
<tr>
<td>18</td>
<td>Kareo Inc.</td>
<td>3333 Michelson Drive, Ste. 409, Irvine, CA 92612-3011</td>
<td>Double-sided medical office software and services</td>
<td>265</td>
<td>30%</td>
<td>Health, Dental, Vision, Life</td>
<td>Matching 401(k)</td>
<td>Casual work environment</td>
<td>Employee referral program, COVID-19 immunity testing, car road services, monthly watercooler classes</td>
<td>Dan Rodriguez national sales manager (818) 775-2726 (949) 220-2473</td>
</tr>
<tr>
<td>19</td>
<td>March &amp; McLennan Insurance Agency LLC</td>
<td>1111 N. I-5, Irvine, CA 92614</td>
<td>Insurance broker</td>
<td>163</td>
<td>15%</td>
<td>Health, Dental, Vision, Life</td>
<td>Matching 401(k)</td>
<td>Casual work environment</td>
<td>Employee benefits brokerage, consulting services</td>
<td>Sam Quigley managing director, Orange County (949) 560-1706 (949) 643-3719</td>
</tr>
<tr>
<td>21</td>
<td>Perficient</td>
<td>3333 Michelson Drive, Ste. 300, Irvine, CA 92612</td>
<td>Information technology and services firm</td>
<td>87</td>
<td>10%</td>
<td>Health, Dental, Vision, Life</td>
<td>Matching 401(k)</td>
<td>Casual work environment</td>
<td>Leadership training program</td>
<td>Hendrik Hilleson general manager, California (949) 226-3700</td>
</tr>
</tbody>
</table>

Source: Verisity, Pa. - Best Companies Group

*Note: Some of the data and survey methodology is proprietary and subject to change. Please contact us for details.*

Learn more at Perficient.com/careers
THE LIST
BEST PLACES TO WORK: MIDSIZE COS.

1. Wright Engineers
   2 Ventures, Ste. 300
   Irvine 92618-7537
   Los Angeles
   Website: wrightengineering.com
   DC employees: 17
   Company description: Engineering firm
   Unique perks: Paid birthday half days, optional floating holiday
   Top local office(s): Scott Jones

2. Jobot LLC
   18754 Jamboree Rd., Ste. 600
   Irvine 92612-0554
   Irvine
   Website: jobot.com
   email: alaemson@jobot.com
   DC employees: 160
   Company description: Recruiting and staffing company
   Unique perks: Monthly cruise lunches on site, bus, annual company birthday celebration at Disneyland
   Top local office(s): Heidi Goffido

3. Burnham Benefits
   Insurance Services
   2211 Nicholson Drive, Ste. 1220
   Irvine 92612-0554
   Irvine
   Website: burnhambenefits.com
   Email: info@burnhambenefits.com
   DC employees: 114
   Company description: Employee benefits brokerage and consulting firm
   Unique perks: HSA contribution of $600, discounted weight loss program, whole life insurance, stand-up desks
   Top local office(s): Kellie Allison

4. Oocyte
   15 Dancing
   Irvine 92618-8220
   Irvine
   Website: oocyte.com
   Email: info@oocyte.com
   DC employees: 51
   Company description: Development stage of noninvasive molecular diagnostic tests
   Unique perks: Frequent company sponsored meals and snacks
   Top local office(s): Ronald Andrews

5. C.W. Driver Companies
   2 Technology Dr., Ste. 100
   Irvine 92618-3534
   Irvine
   Website: cwdriver.com
   Email: kris@3rdriver.com
   DC employees: 69
   Company description: General contracting and construction management firm
   Unique perks: Ping pong tables and baggo sets, weight loss challenge, worker’s time off
   Top local office(s): Karl Knuebeler

6. Greenlaw
   1880 Von Kurnen, Ste. 250
   Irvine 92612-0106
   Irvine
   Website: greenlaw.com
   DC employees: 65
   Company description: Commercial real estate development and management firm
   Unique perks: Philanthropic committee called Greenlaw Gives, health and fitness step challenges
   Top local office(s): William H. Smith III

7. Northwest Mutual-Irvine
   18754 Jamboree Rd., Ste. 400
   Irvine 92612-3593
   Irvine
   Website: northwestmutual.com
   Email: dli.kowacz@northwestmutual.com
   DC employees: 88
   Company description: Financial planning services
   Unique perks: Personal coaching, stuffing swap and donations
   Top local office(s): Shawn Muecky

8. RiverRock Real Estate Group
   100 Newport Center Dr., Ste. 800
   Newport Beach 92660-9821
   Newport Beach
   Website: riverrockcc.com
   Email: crscht@riverrockcc.com
   DC employees: 69
   Company description: Commercial property manager
   Unique perks: Employee wellness program, continuing education program called Rock It
   Top local office(s): John Colvis/Steve Core

9. AGI General Contracting
   8700 Katella Ave., Ste. 1
   Stanton 90680-1271
   Stanton
   Website: agicg.com
   Email: kstyle@agicg.com
   DC employees: 53
   Company description: General contractor
   Unique perks: Weekly car washes, corporate wellness, and lifestyle coaching, controls and banking tournaments
   Top local office(s): Chris Cazoula

10. Western Lighting and Energy Controls Inc.
    3106 Arroyo Avenue, Ste. C
    Costa Mesa 92626-4562
    San Diego
    Website: westernlightingandenergycontrols.com
    DC employees: 35
    Company description: Lighting and controls agency
    Unique perks: Employee stock ownership plan, encouragement and pay for continuing education courses, support for veterans
    Top local office(s): Jimm Rafferty/Matt Siddock

11. Powerstone Property Management Inc.
    9550 Irvine Center Drive, Ste. 200
    Irvine 92618-4623
    Irvine
    Website: powerstonepm.com
    DC employees: 135
    Company description: Property management firm
    Unique perks: Flex Friday program for managers, internal committees such as social events, social media and pediatric cancer research foundation committees
    Top local office(s): Rene Gekker

12. Common Thread Collective
    3311 Susan St.
    Santa Ana 92704-4304
    Santa Ana
    Website: commonthreadca.com
    Email: cindy@commonthreadca.com
    DC employees: 61
    Company description: Online sales agency
    Unique perks: Additional financial and PTO support program to support employee’s dreams
    Top local office(s): Taylor Holiday

13. TechMD
    3750 Susan St.
    Santa Ana 92704-4304
    Santa Ana
    Website: technmd.com
    Email: info@technmd.com
    DC employees: 54
    Company description: IT solutions firm that specializes in cloud solutions, cybersecurity services, strategic IT consulting and managed IT services
    Unique perks: Leadership program
    Top local office(s): Sebastian Ignati

Source: Harrisburg, Pa.-based Best Companies Group
Note: In the event of a tie, this information is accurate as of press time. While every effort is made to ensure the accuracy and thoroughness of this list, mistakes and/or geographical errors sometimes occur. Unless otherwise noted, the information is from a list prepared by the companies themselves. List may not be reprinted without permission of the editor. Photos show the full top official listed.
<table>
<thead>
<tr>
<th>Rank</th>
<th>Company Name</th>
<th>Industry</th>
<th>Employees</th>
<th>Benefits</th>
<th>Company Description</th>
<th>Unique Perks</th>
<th>Top Leader(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>14</td>
<td>R.D. Olson Construction Inc.</td>
<td>Construction</td>
<td>114</td>
<td>Y Y Y Y Y</td>
<td>General contracting and construction management firm</td>
<td>Annual company party with family, work anniversary celebrations, invitations to hotel grand opening events</td>
<td>Bill Olson (President/CEO)</td>
</tr>
<tr>
<td>15</td>
<td>IVantis Inc.</td>
<td>Information Technology</td>
<td>110</td>
<td>N Y Y Y Y</td>
<td>Glassware eye device maker</td>
<td>Employee break room with pool table, ping pong table, foosball, and Nintendo Wii; in-house basketball court and company team; meditation room with massage chair</td>
<td>Don Van Meter (CEO)</td>
</tr>
<tr>
<td>16</td>
<td>Workforce Solutions Group/ HealthCare Talent</td>
<td>Healthcare</td>
<td>266</td>
<td>N Y Y Y Y</td>
<td>Human resources consulting, talent acquisition, vendor management, recruitment process outsourcing</td>
<td>Free NextSpace membership for online mediation and well-being, free of charge Employee Assistance Program</td>
<td>Peoria Sanga (President)</td>
</tr>
<tr>
<td>17</td>
<td>Ultro Video</td>
<td>Communication</td>
<td>212</td>
<td>Y Y Y Y Y</td>
<td>Telecommunications and wireless devices and service provider</td>
<td>Launches with the CEO to discuss ideas and suggestions for the company, dog-friendly office</td>
<td>David Glickman (CEO)</td>
</tr>
<tr>
<td>18</td>
<td>CMN LLP</td>
<td>Media</td>
<td>102</td>
<td>N Y Y Y Y</td>
<td>Technical advocacy firm</td>
<td>Technology allowance, traveling and commuting reimbursement program called Flexi-Fare, certification and spot bonuses</td>
<td>Jeremy Wheeler (Partner)</td>
</tr>
<tr>
<td>19</td>
<td>Evisions Inc.</td>
<td>Insurance</td>
<td>102</td>
<td>N Y Y Y Y</td>
<td>Software solutions for higher education</td>
<td>One-to-one “Social Hour” meetings, includes drinks or lunches and time to bond with coworkers, parties or special events for holidays; allowance for gym memberships; access to Bennett Risk, offering discounted goods and services offered in area employees; employer provided</td>
<td>Matt O’Connell (President)</td>
</tr>
<tr>
<td>20</td>
<td>Syntiant Corp.</td>
<td>Technology</td>
<td>59</td>
<td>N Y Y Y Y</td>
<td>Business consulting firm</td>
<td>Company sought a challenge from company’s health and wellness team; company provides free lunch, exercise, full body composition scan, massages twice a month</td>
<td>Charles Beckett (President)</td>
</tr>
<tr>
<td>21</td>
<td>Diversified Technical Systems Inc.</td>
<td>Manufacturing</td>
<td>95</td>
<td>Y Y Y Y Y</td>
<td>Manufacturer of data acquisition systems and sensors for product and safety testing</td>
<td>Paid time off between Christmas and New Year’s, astronomy nights with company owner</td>
<td>Steve Frizzell (CEO)</td>
</tr>
<tr>
<td>22</td>
<td>The Raymond Group</td>
<td>Real Estate</td>
<td>89</td>
<td>Y Y Y Y Y</td>
<td>Full-service, design-assist, specialty finish and training contractors</td>
<td>Volunteering opportunities on company time, professional development opportunities, free snacks and beverages only</td>
<td>Traci Wilson (President)</td>
</tr>
<tr>
<td>23</td>
<td>John Burns Real Estate Consulting LLC</td>
<td>Real Estate</td>
<td>24</td>
<td>N N Y Y Y</td>
<td>Provider of trusted analysis to identify the best investment opportunities in the housing industry</td>
<td>Automatic combination of 2% of employee’s salary each year to 401k</td>
<td>John Burns (CEO)</td>
</tr>
<tr>
<td>24</td>
<td>Arbelo Technologies Corp.</td>
<td>Technology</td>
<td>58</td>
<td>N Y Y Y Y</td>
<td>Consulting firm that provides strategic consulting, implementation services, support and managed services and pre-built software solutions</td>
<td>Offering a high-end membership at a subscription and blue light blocking glasses, non-profit donations to local charities</td>
<td>Nina Bahlady (President)</td>
</tr>
<tr>
<td>25</td>
<td>Casco Contractors</td>
<td>Construction</td>
<td>69</td>
<td>Y N Y Y Y</td>
<td>Design-build general contractor</td>
<td>Annual paid volunteer day, team building events like Trunk’s games, escape rooms, cooking classes, indoor olympics</td>
<td>Cheryl Dobson (President)</td>
</tr>
</tbody>
</table>

Source: Hamilton & Pau-Based Best Companies Group
Adapted from a Best Companies Group study conducted in November 2019. Note: This list is based on our knowledge to determine the accuracy and thoroughness of the list. However, spelling and typographical errors sometimes occur. Unless otherwise noted, the information in this list was provided by the companies themselves. List may not be reprinted without permission of the editor. Photos show the first top leader named.

Researched by Magnolia Kowalski

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## BEST PLACES TO WORK: MIDSIZE COS.

### NEXT WEEK'S LISTS
OC-Based Commercial Banks, OC-Based Credit Unions

<table>
<thead>
<tr>
<th>Rank</th>
<th>Company Name</th>
<th>Location</th>
<th>Employees (FTEs)</th>
<th>Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>26</td>
<td>Liberty Company Insurance Brokers</td>
<td>Irvine</td>
<td>25%</td>
<td>Y Y Y Y Y</td>
</tr>
<tr>
<td>27</td>
<td>Howard Building Corp, 3104 Kennedy Ave., Ste. 100</td>
<td>Costa Mesa</td>
<td>28%</td>
<td>N Y Y Y N</td>
</tr>
<tr>
<td>28</td>
<td>Pinner Construction</td>
<td>Anaheim</td>
<td>28%</td>
<td>Y Y Y Y N</td>
</tr>
<tr>
<td>29</td>
<td>Planet DDS</td>
<td>Newport Beach</td>
<td>36%</td>
<td>N Y Y Y Y</td>
</tr>
<tr>
<td>30</td>
<td>Wells &amp; Gorton Insurance Brokers</td>
<td>Irvine</td>
<td>15%</td>
<td>N Y Y Y Y</td>
</tr>
</tbody>
</table>

### Source
Based on information provided by the companies themselves. List may not be reprinted without permission of the editor. Photos show the first top official listed.

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We would like to thank our employees for making Greenlaw one of the Best Places to Work in Orange County!

We are extremely proud of our team for their flexibility, ingenuity, and dedication during this unprecedented time.
### THE LIST

#### BEST PLACES TO WORK: MIDSIZE COS.

<table>
<thead>
<tr>
<th>Rank</th>
<th>Company</th>
<th>Address</th>
<th>City</th>
<th>State</th>
<th>Zip</th>
<th>Industry</th>
<th>Size (employees)</th>
<th>Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>31</td>
<td>Tkisc</td>
<td>15017 Laguna Canyon Rd, Ste. 100</td>
<td>Irvine</td>
<td>CA</td>
<td>92618</td>
<td>Engineering/Consulting Services</td>
<td>110</td>
<td>127</td>
</tr>
<tr>
<td>32</td>
<td>The Sheridan Group</td>
<td>23 Columbia Pike, Ste. 110</td>
<td>La Palma</td>
<td>CA</td>
<td>90623</td>
<td>OC-Based Commercial Banks, OC-Based Credit Unions</td>
<td>21</td>
<td>80</td>
</tr>
<tr>
<td>33</td>
<td>Veros Software Inc.</td>
<td>3101 S. Bascom Ave, Ste. 250</td>
<td>Santa Clara</td>
<td>CA</td>
<td>95051</td>
<td>OC-Based Commercial Banks, OC-Based Credit Unions</td>
<td>78</td>
<td>79</td>
</tr>
<tr>
<td>34</td>
<td>Canterbury Consulting Inc.</td>
<td>610 Newport Center Drive, Ste. 500</td>
<td>Newport Beach</td>
<td>CA</td>
<td>92660</td>
<td>OC-Based Commercial Banks, OC-Based Credit Unions</td>
<td>57</td>
<td>61</td>
</tr>
<tr>
<td>35</td>
<td>Healthpeak Properties Inc.</td>
<td>105 Main St., Ste. 100</td>
<td>Irvine</td>
<td>CA</td>
<td>92614</td>
<td>OC-Based Commercial Banks, OC-Based Credit Unions</td>
<td>184</td>
<td>233</td>
</tr>
</tbody>
</table>

### NEXT WEEK’S LISTS

OC-Based Commercial Banks, OC-Based Credit Unions

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**Source:** Ranking: The annual Best Companies Survey: Methodology: poll, email, phone, web. While every effort is made to ensure the accuracy and thoroughness of the list, submissions and geographic areas sometimes occur. Companies also noted, the information on this list may be subject to change. List may not be reprinted without permission of the editor. Photos show the top 10 firms.

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BEST PLACES TO WORK: MIDSIZE COS.

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<table>
<thead>
<tr>
<th>Rank</th>
<th>Company Name</th>
<th>Location</th>
<th>DC employees</th>
<th>County employees</th>
<th>Volunteer hour</th>
<th>Benefits</th>
<th>Company description</th>
<th>Unique perks</th>
<th>Top local officials</th>
</tr>
</thead>
<tbody>
<tr>
<td>36</td>
<td>CDF Labor Law LLP</td>
<td>Irvine</td>
<td>40</td>
<td>70</td>
<td>27%</td>
<td>Y Y Y Y Y Y</td>
<td>Delisted labor, employment and immigration law firm</td>
<td>Phone reimbursements, loyalty provided for remote work, virtual happy hour events</td>
<td>Marie D. DiSante/Todd M. Willoughby, firm managing partners/Orange County office managing partner (949) 522-1861 (949) 652-1669</td>
</tr>
<tr>
<td>37</td>
<td>Ephesoft Inc</td>
<td>Irvine</td>
<td>69</td>
<td>105</td>
<td>36%</td>
<td>N Y Y Y Y Y</td>
<td>Document capture software maker</td>
<td>Surprise ice cream social, ping pong table, foosball table, corn hole, office hack nights and partner hack to promote innovation</td>
<td>Vic Kasir, CEO (949) 395-0316</td>
</tr>
<tr>
<td>38</td>
<td>Windes</td>
<td>Irvine</td>
<td>66</td>
<td>175</td>
<td>25%</td>
<td>Y N Y Y Y Y</td>
<td>Accounting, assurance, tax and business consulting</td>
<td>Special events include Costumed Bowling, Ferrari, Platinum, Chocolate Day, Winter Sunset, Annual Outing, Beach Clean-ups, 2023 per month towards wellness plan activities, donated dinners during busy season</td>
<td>James Contesino/Jeffrey Fields, managing partners (949) 892-3453</td>
</tr>
<tr>
<td>39</td>
<td>SAA Interiors &amp; Architecture</td>
<td>Irvine</td>
<td>32</td>
<td>173</td>
<td>14%</td>
<td>Y N Y Y Y Y</td>
<td>Architecture firm</td>
<td>Volunteer time off, wellness initiatives, custom profiles for gifts</td>
<td>Richard Di, DC managing director (714) 722-6966</td>
</tr>
<tr>
<td>40</td>
<td>BigRentz</td>
<td>Irvine</td>
<td>54</td>
<td>65</td>
<td>2%</td>
<td>N N N N N Y</td>
<td>Equipment rental network</td>
<td>Community outreach programs, quarterly fun for family, food and snacks</td>
<td>Scott Carson/Keda Psychiatroso, Jim Amedio (323) 697-5036</td>
</tr>
</tbody>
</table>

Source: Reviewed by Paavo Stotz-First Compass Group
Acknowledgments: work would not have been possible "Y"s in 1440
Note: To the best of our knowledge, this information is accurate as of press time. While every effort is made to ensure the accuracy and thoroughness of the text, conditioned and typographical errors are sometimes found. Clients should contact the firm for the most current information on this list. All data provided by the companies themselves. OCBJ may not be reproduced without permission of the editor. Photos show the firms.

NEXT WEEK'S LIST
OC-Based Commercial Banks, OC-Based Credit Unions

Source: Morgan Kline
**THE LIST**

**BEST PLACES TO WORK: SMALL COS.**

<table>
<thead>
<tr>
<th>Rank</th>
<th>Company</th>
<th>DC employees</th>
<th>Benefits</th>
<th>Company description</th>
<th>Unique perks</th>
<th>Top local officer(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Your Wealth Effect</td>
<td>21</td>
<td>10% Y Y Y Y Y</td>
<td>Comprehensive wealth management</td>
<td>Paid volunteer time, job lucks, costume parties, group lunches</td>
<td>Mark Degi president</td>
</tr>
<tr>
<td>2</td>
<td>CGS Business Solutions</td>
<td>18</td>
<td>5% Y Y Y Y Y</td>
<td>IT business solutions, staffing and consulting services</td>
<td>Open vacation and time-off policy</td>
<td>Nick Chieux CEO/president</td>
</tr>
<tr>
<td>3</td>
<td>Westgroup Designs</td>
<td>34</td>
<td>36% Y Y Y Y Y</td>
<td>Architecture, interior design and planning firm</td>
<td>‘Mind and Body Squad’ team competition and quarterly Health and Wellness Wake challenges, annual Halloween and pumpkin carving contests, Friday wine days throughout the year</td>
<td>Sina Hassani CEO/managing principal</td>
</tr>
<tr>
<td>4</td>
<td>Voit Real Estate Services</td>
<td>24</td>
<td>24% Y Y Y Y Y</td>
<td>Commercial real estate services firm</td>
<td>Team members may be reimbursed for wellness-related expenses throughout the year</td>
<td>Eric Winckelman/Frances McNally CFO/CIO</td>
</tr>
<tr>
<td>5</td>
<td>The Koll Co.</td>
<td>24</td>
<td>24% Y Y Y Y Y</td>
<td>Commercial real estate developer</td>
<td>Annual Habitat for Humanity event, summer hours, golf tournaments</td>
<td>Gerald Koll managing principal</td>
</tr>
</tbody>
</table>

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**Greater Health for a Greater Life.**

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**NEXT WEEK’S LISTS**

OC-Based Commercial Banks, OC-Based Credit Unions

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**Continued on page 38**
THE LIST
BEST PLACES TO WORK: SMALL COS.

From page 37

12. Lojistic
320 Park Center Drive, Ste 500
Costa Mesa 92626-3990
Costa Mesa
Website: lojistic.com
Email: hello@lojistic.com
21% Y Y Y Y Y
Logistics consulting company
Personal development program, internal management growth education
Luke Kaperis
President and CEO
(949) 398-5404 (714) 333-9356

13. NuMa Networks
416 A. Tustin Ave. Suite A
Orange 92667-7723
Orange
Website: numanetworks.com
Email: warren@numanetworks.com
30% N Y N Y Y
Managed service provider of IT help services, backup, security and cloud
Half days off to volunteer and hand out donated Chromebooks at local YMCA
Warren Hino
President
(714) 455-3300

14. Corient Capital Partners
550 Newport Center Drive, Ste 700
Newport Beach 92660-7067
Newport Beach
Website: corient.com
Email: info@corient.com
15% V Y Y Y Y Y
Financial advisors
$500 annual reimbursement for wellness-related expenses
James A. Rooney
CEO
(949) 945-2700 (949) 945-2700

15. Optimum Employer Solutions LLC
3333 Main St., Ste 130
Santa Ana 92705-0365
Santa Ana
Website: optimumsolutionsllc.com
Email: kevin@optimumsolutionsllc.com
20% N Y Y Y Y Y
Human resources outsourcing firm
Paid volunteer time off
Kevin Gramann
CEO
(949) 650-7700

16. Akins IT Inc.
1321 Ninth St., Ste 130
Newport Beach 92660-0259
Newport Beach
Website: akinsit.com
Email: sales@akinstit.com
30% V Y Y Y Y Y
Provides IT solutions for mid-sized organizations
Full bar and stocked kitchen, fantasy football league with prize, company-paid team lunches about every month
Shawn Akins
President
(949) 407-7120 (949) 486-7054

Thank You Orange County Business Journal for selecting Everett Dorey LLP as a Best Place to Work

Everett Dorey is a full service litigation firm, representing the top Orange County businesses and public entities. With an established track record of phenomenal jury verdicts in high profile cases, when a business wants to win, they turn to Everett Dorey lawyers.

### THE LIST

**BEST PLACES TO WORK:**

**SMALL COS.**

<table>
<thead>
<tr>
<th>Rank</th>
<th>Company</th>
<th>DC employees</th>
<th>TC employees</th>
<th>Benefits</th>
<th>Company description</th>
<th>Unique perks</th>
<th>Top local offices</th>
</tr>
</thead>
<tbody>
<tr>
<td>17</td>
<td>CBT Inc.</td>
<td>21</td>
<td>50</td>
<td>Y Y Y Y Y</td>
<td>IT solutions and services firm</td>
<td>Offers professional development through an online education platform, nonprofit donation match program up to $300 per year</td>
<td>Kelly Ireland, CEO (714) 573-7733; (714) 530-3721</td>
</tr>
<tr>
<td>18</td>
<td>Bisnar Chase, Personal Injury Attorneys LLP</td>
<td>35</td>
<td>55</td>
<td>N Y N Y Y</td>
<td>Law firm</td>
<td>Monthly staff meetings</td>
<td>Brian Chase, managing partner (949) 203-3814</td>
</tr>
<tr>
<td>19</td>
<td>Sidpath Inc.</td>
<td>47</td>
<td>47</td>
<td>N Y N Y Y</td>
<td>IT solutions provider and technology integrator</td>
<td>Electric car charging stations, employees can go to charity events or volunteer for causes they care about on company time, sports game tickets for employees and their family members</td>
<td>Jim Androzon, president (949) 748-8900; (949) 740-3766</td>
</tr>
<tr>
<td>20</td>
<td>Enterprise Automation</td>
<td>28</td>
<td>28</td>
<td>N Y Y Y Y</td>
<td>Engineering consultant firm</td>
<td>Defined employee bonus plan</td>
<td>Scott Rabold, president (949) 789-0400; (949) 789-0055</td>
</tr>
<tr>
<td>21</td>
<td>The Bascom Group LLC</td>
<td>16</td>
<td>20</td>
<td>N N N Y Y</td>
<td>Real estate private equity firm</td>
<td>Flag-planting, softball teams, bowling, tennis, and retro video arcade machine</td>
<td>David S. Kim, Jaumatte Feller Derm, M.D., Chief co-managing partner, managing partner—broker (949) 653-3803; (949) 915-0180</td>
</tr>
</tbody>
</table>

Source: Pinnacle Insight, Pinnacle Best Companies Group

**Abbreviations:** n/a = not available; Y = yes; N = no

Note: To the best of our knowledge, this information is accurate as of press time. While every effort is made to ensure the accuracy and thoroughness of this list, omission and typographical errors sometimes occur. Unless otherwise noted, the information on this

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**NEXT WEEK’S LISTS**

OC-Based Commercial Banks, OC-Based Credit Unions

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**Smart Recruiting for Best-in-Class Teams**

Congrats team for making ARG one of the Best Places to Work in Orange County!

www.allianceresourcegroup.com
## BEST PLACES TO WORK: SMALL COS.

<table>
<thead>
<tr>
<th>Rank</th>
<th>Company Name</th>
<th>Location</th>
<th>Year</th>
<th>Industry</th>
<th>Benefits</th>
<th>Company Description</th>
<th>Unique Perks</th>
<th>Top Local Office(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>22</td>
<td>Shoreline Dental Studio</td>
<td>Irvine, CA</td>
<td>2019</td>
<td>Dentistry</td>
<td>Dental office</td>
<td>Healthcare as a service platform that allows clients to move between providers regardless of location or complexity</td>
<td>Daily team lunches, team happy hours, and team gatherings, remote team gaming</td>
<td>Mo Alkady, CEO</td>
</tr>
<tr>
<td>23</td>
<td>Hart Inc.</td>
<td>Irvine, CA</td>
<td>2019</td>
<td>Information Tech</td>
<td></td>
<td></td>
<td></td>
<td>Mike Genske, Founder/CEO</td>
</tr>
<tr>
<td>24</td>
<td>Cososhare</td>
<td>Irvine, CA</td>
<td>2019</td>
<td>Software</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>25</td>
<td>Big Fish Employment Services</td>
<td>Irvine, CA</td>
<td>2019</td>
<td>Employment Services</td>
<td>Payroll processing, tax and insurance, and other services</td>
<td>Eight hours of paid volunteer time off per year, monthly catered birthday lunch, and access to a variety of activities</td>
<td>Justin Ryan, Founder</td>
<td></td>
</tr>
<tr>
<td>26</td>
<td>Technoss Inc.</td>
<td>Irvine, CA</td>
<td>2019</td>
<td>Technology</td>
<td>Technology consulting and software services company</td>
<td>Wellness plan, flexible PTO</td>
<td>Richard Bhatia, Co-Founder/CEO</td>
<td></td>
</tr>
<tr>
<td>27</td>
<td>Pacific Companies Inc.</td>
<td>Irvine, CA</td>
<td>2019</td>
<td>Construction</td>
<td></td>
<td></td>
<td></td>
<td>Gary Oak, CEO</td>
</tr>
<tr>
<td>28</td>
<td>adQuard</td>
<td>Costa Mesa, CA</td>
<td>2019</td>
<td>Marketing</td>
<td></td>
<td></td>
<td></td>
<td>Warren Jolly, CEO</td>
</tr>
<tr>
<td>29</td>
<td>Aviana Global Technologies Inc.</td>
<td>Costa Mesa, CA</td>
<td>2019</td>
<td>Software</td>
<td></td>
<td></td>
<td></td>
<td>Avi Sabo, CEO</td>
</tr>
<tr>
<td>30</td>
<td>CapRock Partners LLC</td>
<td>Newport Beach, CA</td>
<td>2019</td>
<td>Finance</td>
<td>Industrial REIT firm</td>
<td>Support for team members’ charities and local organizations, 100% of medical, dental, and vision benefits for employees and their families</td>
<td>Jonathan Piner &amp; Patrick Daniels, Co-Founders</td>
<td></td>
</tr>
<tr>
<td>31</td>
<td>IPI Professional Solutions</td>
<td>Newport Beach, CA</td>
<td>2019</td>
<td>Information Technology</td>
<td>Accounting, planning, and operational transformation services</td>
<td>Team-building events, 100% medical, dental, and vision benefits, professional development, and team retreats</td>
<td>Jim French, Founder</td>
<td></td>
</tr>
<tr>
<td>32</td>
<td>Focus Biologics</td>
<td>Newport Beach, CA</td>
<td>2019</td>
<td>Biotechnology</td>
<td>Real estate virtual model marketing solutions</td>
<td>Variety of product discounts, including cell service and software, quarterly team building events, and annual holiday party</td>
<td>Steve Cerino, President</td>
<td></td>
</tr>
<tr>
<td>33</td>
<td>US Alliance Group Inc.</td>
<td>Newport Beach, CA</td>
<td>2019</td>
<td>Financial Services</td>
<td>AML/anti-money laundering, audit and tax compliance, and financial services</td>
<td>Departmental friendly competitions, departmental catered lunches</td>
<td>Fadi Chekka, CEO</td>
<td></td>
</tr>
<tr>
<td>34</td>
<td>Fenix Consulting Group</td>
<td>Newport Beach, CA</td>
<td>2019</td>
<td>Consulting</td>
<td></td>
<td></td>
<td></td>
<td>Sebastian Torga, CEO</td>
</tr>
</tbody>
</table>
THE LIST
BEST PLACES TO WORK: SMALL COS.

OCTOBER 26, 2020
www.ocbj.com ORANGE COUNTY BUSINESS JOURNAL

NEXT WEEK’S LISTS
OC-Based Commercial Banks, OC-Based Credit Unions

Source: Burntwood, Pa.-based Best Companies Group

Best Companies Group has worked with OCBJ for over 6 years. To restate, the best of our knowledge, this information is accurate as of press time. While every effort is made to ensure the accuracy and timeliness of the list, conditions and typographical errors sometimes occur. Unless otherwise noted, the information is on file.

List was provided by the companies themselves. List may not be reprinted without permission of the editor. Photos show the first top official listed.

Researched by Wagner Kluver

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