

Workplace Champions



Profiles of the winners and the list of the 100 Best Places to Work in San Diego County See pages 21-41

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Business is not (as some like to describe it) war. Thank God. But it is an intense competition that never ends.

There are lots of ways to tell who's winning: money, expansion, bling, influence. No measurement, however, is more meaningful than the people measurement. Those who are the best at spotting, recruiting, nurturing and

keeping the most talent usually win. Those who earn an elite level of engagement and happiness from their teams are truly something special, worthy of recognition and, if possible, emulation.

Such are the winners of our annual Best Places to Work Awards.

Here in these pages are 100 local organizations that can truly claim to have achieved elite engagement from their teams.

We produce these ranking every year in partnership with the Best Companies Group, using measurements that are used in similar studies all over the United States and even internationally. Our winners reflect true excellence in policies

and practices that foster employee health, engagement and productivity.

Many thanks to our sponsors, who make possible this contest and the annual celebration event that goes with it: **Abacus Next; HUB International; Kidder Mathews, GreenRope and VAVi Sport & Social Club.**

We hope you enjoy this special section – the winning organizations certainly know how to have fun, but make no mistake, it's not just about being fun or cool, it's about doing what works.

Congratulations to all 100 winners.

Huntley Paton
President and Publisher
San Diego Business Journal



Southwestern College Wellness and Aquatic Complex

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Our culture inspires a relentless drive to find a better way.

We are proud that our employees have voted us as one of the San Diego Business Journal's Best Places to Work, again!

We are actively seeking new talent to join our team and build new success stories.
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MEDIUM EMPLOYER CATEGORY (50 - 249 U.S. EMPLOYEES)

#1



Hughes Marino

Shane Poppin, Travis Carter, Hughes Marino

Photo courtesy Bob Thompson/Fotowerks

Creating 'Hughes Marino Family' Is Bond That Co. Builds On

WORKFORCE: Caring Translates to Better Customer Experiences

Hughes Marino has proven time and again that employees are their most treasured asset. This is the fourth year for the company's acknowledgement as a Best Places to Work winner.

"We believe that if our team members are happy, fulfilled and motivated, then their output will in turn yield great results for the company," said President, COO, and co-owner Shay Hughes.

To that end the company built out its innovative downtown workspace as a contemporary model for a relaxed but engaging and supportive office space. It boasts a comfortable "living" space, including a large room with a flat screen TV, billiards, shuffleboard and Ping-Pong tables, gourmet kitchen, a putting green in the entertainment area, and an on-site gym with shower facilities.

Hughes Marino encourages music within the workplace, with a guitar and baby grand piano on-site for the musicians on the team.

The office itself is LEED certified as a green building.

"While perhaps unconventional, we have always led with the idea that our team members are an extension of family," Hughes said. "When you start from that standpoint, and combine that with our 10 core values that everyone on our team embodies, it's a pretty simple recipe for a happy, tight-knit team and strong foundation to build on. It encourages them to deliver quality service to our clients and our company. As a result, our programs allow individuals the opportunity to be happy, fulfilled and ultimately successful in both their personal and professional lives."

This year the company added yet another employee incentive with the debut of the "Hugo Marno Award" where each team member votes for a fellow teammate who had been the most inspirational during the year.

It is also currently working on evolving support for new parents. According to Hughes, "It's tricky when you are a relatively small company and there are countless laws that actually discourage being generous. But we're committed to

being an incredibly supportive place for parents to work."

The company has seen some challenges with maintaining its unique culture while expanding its workforce up the West Coast, most recently to Seattle.

"We are very protective of the culture we have created, and we want to ensure that each and every new hire into Hughes Marino is a team member that will enhance our culture, and fit right in with our close-knit team," she said. "That being said, we see this as a very positive challenge to have, as we have hundreds — if not thousands — of applicants for any single job we post."

Hughes Marino has seen the profitable bottom line results of its approach.

"We believe that if you really, at a deep committed level, take care of your team, your team will take care of your clients and clients will repay you with loyalty and word of mouth recommendations. We've been fortunate to have grown, in every quantitative measurement, every year of our existence," said Hughes.

"We believe that if our team members are happy, fulfilled and motivated, then their output will in turn yield great results for the company."

—Shay Hughes

Best Places to Work - Small

Small Employer Category
(15 - 49 U.S. employees)

Researched by
Gina Bertuzzi

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Rank	Company Address Website Phone	Image	# of employees: San Diego U.S.	% medical coverage paid by employer	Benefits							Business description	Local executive(s) Title(s)	Year est. locally
					Profit sharing	Stock options	Retirement	Flexible spending	PTO community svc.	Fitness facilities	Wellness programs			
32	Motive Interactive 6020 Cornerstone Court W., Suite 350, San Diego 92121 www.motiveinteractive.com 858-677-0792		36 36	75-99	N	N	Y	Y	Y	N	N	Mobile Advertising	Brendan Smith CEO	2007
33	Tourmaline Construction 944 Archer St., San Diego 92109 www.tourmalineproperties.com 858-431-6102		25 25	0	Y	N	N	N	Y	N	Y	Construction	Ben Ryan President	2011
34	gap intelligence 2448 Historic Decatur Road, Suite 105, San Diego 92106 www.gapintelligence.com 619-547-1100		40 40	50-74	Y	N	Y	N	N	N	Y	Technology	Gary Peterson CEO	2003
35	Dowling & Yahnke LLC 12340 El Camino Real, Suite 450, San Diego 92130 www.dywealth.com 858-509-9500		44 44	75-99	Y	N	Y	N	N	Y	Y	Financial Services - Other	Dale Yahnke Partner, CEO	1991
36	Novasyste 3207 Grey Hawk Court, Suite 100, Carlsbad 92010 www.novasyste.com 888-899-6682		38 38	25-49	N	N	Y	Y	N	N	N	Health care - Insurance/Services	Tim Gleeson CEO	2013
37	Ignite Visibility 5060 Shoreham Place, Suite 260, San Diego 92122 www.ignitevisibility.com 619-752-1955		29 29	75-99	Y	N	Y	N	N	N	Y	Advertising/Public, Relations/Marketing	Krish Coughran President	2013
38	Zebit Inc. 4250 Executive Square, Suite 670, La Jolla 92037 www.zebit.com 888-848-8756		31 31	100	N	N	Y	Y	Y	Y	N	Financial Services - Other	Michael Thiemann Co-Founder, CEO	2015
39	centrexIT 3934 Murphy Canyon Road, Suite B102, San Diego 92123 www.centrexIT.com 619-651-8700		42 42	75-99	N	Y	Y	N	N	Y	N	Technology	Dylan Natter CEO	2002
40	HoyleCohen LLC 9350 Waxie Way, Suite 500, San Diego 92123 www.hoylecohen.com 858-576-7300		21 24	75-99	N	N	Y	Y	Y	Y	N	Financial Services - Other	Mark Delfino CEO, Managing Director	2001
41	Pro Back Office LLC 5151 Shoreham Place, Suite 208, San Diego 92122 probackoffice.com 858-622-1681		41 43	50-74	N	N	Y	N	Y	N	N	Accounting	Jennifer Barnes Co-Founder, CEO	2012
42	SolidProfessor 1495 Pacific Highway, Suite 300, San Diego 92101 www.SolidProfessor.com 619-202-0444		34 34	75-99	N	N	Y	Y	Y	N	Y	Engineering	Tony Glockler CEO	2003
43	The Honest Kitchen 111 14th St., San Diego 92101 www.thehonestkitchen.com 619-544-0018		43 43	75-99	N	N	Y	N	Y	Y	Y	Manufacturing	Michael Greenwell CEO	2002
44	Murfey Company 2050 Hancock St., Suite B, San Diego 92110 www.murfeycompany.com 858-459-6865		31 31	50-74	N	N	Y	N	N	N	N	Construction	Scott Murfey President	2009
45	BusinessOnline 701 B St., Suite 1000, San Diego 92101 www.businessol.com 619-699-0767		31 37	75-99	N	Y	Y	Y	N	Y	Y	Advertising/Public, Relations/Marketing	Thad Kahlow CEO	1996

Best Places to Work - Medium

Medium Employer Category
(50 - 249 U.S. employees)

Researched by
Gina Bertuzzi

CONTINUED ON PAGE 32

Rank	Company Address Website Phone	Image	# of employees: San Diego U.S.	% medical coverage paid by employer	Benefits							Business description	Local executive(s) Title(s)	Year est. locally
					Profit sharing	Stock options	Retirement	Flexible spending	PTO community svc.	Fitness facilities	Wellness programs			
1	Hughes Marino Inc. 1450 Front St., San Diego 92101 www.hughesmarino.com 619-238-2111		39 69	100	N	N	Y	Y	Y	Y	Y	Commercial Real Estate	Jason Hughes President	2011
2	Silvergate Bank 4275 Executive Square, Suite 800, La Jolla 92037 www.silvergatebank.com 858-362-6300		139 139	100	N	N	Y	Y	Y	Y	Y	Banking	Alan Lane CEO	1988
3	WestPac Wealth Partners 750 B St., Suite 2740, San Diego 92101 www.thewp2.com 619-684-6400		67 183	50-74	Y	N	Y	Y	Y	Y	N	Financial Services - Other	Nash Subotic CEO	2012
4	Fairway Technologies 7825 Fay Ave., Suite 100, La Jolla 92037 www.fairwaytech.com 858-454-4471		51 51	100	N	N	Y	Y	Y	Y	Y	Technology	Brett Humphrey President, CEO	2002
5	Seismic 12770 El Camino Real, Suite 300, San Diego 92130 www.seismic.com 855-466-8748		70 210	100	N	N	Y	Y	Y	Y	Y	Technology	Doug Winter Co-Founder, CEO	2010
6	Burwood Group Inc. 10680 Treena St., San Diego 92131 www.burwood.com 858-275-6950		25 174	75-99	N	Y	Y	Y	Y	Y	Y	Consulting	Joanna Robinson Regional VP	1997
7	CPC Strategy 707 Broadway, Suite 1900, San Diego 92101 www.cpcstrategy.com 619-677-2453		83 83	75-99	Y	N	Y	N	Y	Y	N	Advertising/Public, Relations/Marketing	Rick Backus CEO	2007

Best Places to Work - Medium

Medium Employer Category
(50 - 249 U.S. employees)

Researched by
Gina Bertuzzi

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					Profit sharing	Stock options	Retirement	Flexible spending	PTO community svc.	Fitness facilities	Wellness programs			
8	Preferred Employers Insurance 9797 Aero Drive, Suite 200, San Diego 92123 www.peiwc.com 619-471-2940		107 141	75-99	Y	Y	Y	Y	Y	Y	Y	Insurance (non-health care)	Steven Gallacher President, CEO	1998
9	Host Healthcare Inc. 4225 Executive Square, Suite 1500, La Jolla 92037 www.hosthealthcare.com 800-585-1299		53 53	50-74	N	N	Y	Y	Y	Y	Y	Staffing	Adam Francis CEO	2012
10	SkillStorm 10105 Pacific Heights Blvd., Suite 130, San Diego 92121 www.skillstorm.com 858-768-6868		15 200	75-99	N	Y	Y	Y	N	N	N	Staffing	Hany Girgis Chairman	2006
11	The Control Group Media Co. Inc. 4110 Mission Blvd., Suite 200, San Diego 92109 www.thecontrolgroup.com 858-750-2018		78 78	100	N	N	Y	Y	Y	Y	Y	Technology	Kris Kibak CEO	2010
12	Signature Analytics 10120 Pacific Heights Blvd., Suite 110, San Diego 92121 www.signatureanalytics.com 619-630-7039		34 54	100	N	N	Y	Y	Y	Y	N	Accounting	Peter Heald CEO	2008
13	Accredited Debt Relief 591 Camino de la Reina, Suite 818, San Diego 92108 www.accrediteddebtrelief.com 866-731-7070		120 120	50-74	N	N	Y	N	N	Y	Y	Financial Services - Other	Shawn Syndergaard President, Managing Partner	2011
14	Atlas General Insurance Services LLC 4365 Executive Drive, Suite 400, San Diego 92121 www.atlas.us.com 858-529-6700		130 167	100	Y	Y	Y	Y	Y	Y	Y	Insurance (non-health care)	Bill Trzos CEO	2009
15	Cask 9350 Waxie Way, Suite 210, San Diego 92123 www.caskllc.com 858-634-6200		47 130	100	N	N	Y	Y	N	N	Y	Consulting	Elizabeth Guezzale President	2008
16	Zeeto 925 B St., Fifth Floor, San Diego 92101 www.zeeto.io 619-977-9446		70 73	75-99	N	N	Y	Y	Y	Y	Y	Technology	Stephan Goss President, CEO	2010
17	Penn Mutual-Sterling Wealth Strategies 4250 Executive Square, Suite 500, La Jolla 92037 www.pennmutual.com 858-926-2650		28 55	75-99	Y	N	Y	N	Y	N	N	Insurance (non-healthcare)	Michael Geary Managing Partner, President, CEO	2013
18	Mortgage Capital Trading Inc. 406 Ninth Ave., Suite 211, Carlsbad 92101 www.mct-trading.com 619-534-1597		57 87	75-99	Y	N	Y	N	Y	Y	Y	Banking	Curtis Richins President, CEO	2001
19	TargetCW 9475 Chesapeake Drive, San Diego 92110 www.targetcw.com 858-810-3000		90 90	100	N	N	Y	Y	Y	Y	Y	Payroll & Staffing	Samer Khouli President, CEO	2010
20	Red Door Interactive 350 10th Ave., Suite 100, San Diego 92101 www.reddoor.biz 619-398-2670		61 71	75-99	N	N	Y	N	N	N	Y	Advertising/Public, Relations/Marketing	Reid Carr CEO	2002
21	Seer Interactive 1510 Front St., Suite 400, San Diego 92101 www.seerinteractive.com 619-391-4290		24 139	50-74	Y	N	Y	Y	Y	N	Y	Advertising/Public, Relations/Marketing	Francis Shovlin Director of Paid Search	2002
22	Goal Structured Solutions Inc. 402 W. Broadway, 20th floor, San Diego 92101 www.goalsolutions.com 866-290-4222		59 59	75-99	Y	Y	N	Y	Y	Y	Y	Financial Services - Other	Ken Ruggiero Chairman, CEO	2008
23	Miva Inc 16745 West Bernardo Drive, Suite 400, San Diego 92127 www.miva.com 858-731-4159		93 114	75-99	N	N	Y	Y	Y	Y	Y	E-commerce	Rick Wilson President, COO	2007
24	Rehab United Sports Medicine & Physical Therapy 8881 Fletcher Parkway, Suite 385, La Mesa 91942 www.rehabunited.com 619-460-0137		61 61	75-99	Y	N	Y	N	Y	Y	Y	Health care - Provider	Bryan Hill CEO	2003
25	OneTrust Home Loans 3131 Camino Del Rio N., Suite 1680, San Diego 92108 www.onetrusthomeloans.com 888-488-3807		76 198	75-99	N	N	Y	Y	N	Y	N	Mortgage	Joshua Erskine CEO	2013
26	BVAccel 600 W. Broadway, Suite 450, San Diego 92101 www.bvaccel.com 866-880-6203		54 55	75-99	N	N	N	N	N	N	Y	Advertising/Public, Relations/Marketing	Dylan Whitman CEO, Co-Founder	2013
27	PayLease 9330 Scranton Road, Suite 450, San Diego 92121 www.paylease.com 866-729-5327		147 225	75-99	N	N	Y	Y	Y	Y	Y	Financial Services - Other	Dave Dutch CEO	2003
28	J Public Relations 1620 Fifth Ave., Suite 700, San Diego 92101 www.jpublicrelations.com 619-255-7069		24 56	75-99	N	N	Y	Y	Y	Y	Y	Advertising/Public, Relations/Marketing	Jamie Lynn Sigler Founding Partner	2005
29	Manpower Inc. 2225 Camino del Rio S., Suite E, San Diego 92108 www.manpowersandiego.com 619-293-3603		51 96	75-99	N	N	Y	N	Y	N	N	Staffing	Mel Katz Executive Officer	1977

Judging process: Each nomination 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. Please see the top 10 winners in each of the other categories (Small, Medium, Large, Mega) on other pages.