



Congratulations 2022 Winners

SMALL EMPLOYER CATEGORY

(15-49 US Employees)

1. CIRE Equity
2. Boutique Recruiting
3. AlphaCore Wealth Advisory
4. NextLevel Internet, Inc.
5. Lohman & Associates
6. Bop Design
7. Sayva Solutions
8. Vaco LLC
9. LevitZacks, Certified Public Accountants
10. Analytica Consulting, LLC
11. Weatherly Asset Management, LP
12. Cymbiotika
13. ID Studios, Inc.
14. White Construction Inc.
15. Studio E Architects
16. Angels Foster Family Network
17. Crowe PR
18. San Diego Human Resources Consulting, Inc.
19. Fidelitas Development
20. Mission Edge San Diego
21. Objective, Investment Banking & Valuation
22. Wonderist Agency
23. InnoVision Marketing Group
24. VSSL Agency
25. Voit Real Estate Services
26. gap intelligence
27. Sevens Legal, APC
28. Plant With Purpose

29. CS Illumination
30. BJA Partners
31. Leaf & Cole, LLP
32. Solutions for Change
33. Schmidt Design Group
34. Skout's Honor Pet Supply Co.

MEDIUM EMPLOYER CATEGORY

(50-249 US Employees)

1. Better Business Bureau Serving the Pacific Southwest
2. Locanabio, Inc.
3. Trust & Will
4. Dempsey Construction
5. Gomez Trial Attorneys
6. Red Door Interactive
7. Mortgage Capital Trading
8. RG Alliance Group
9. Longfellow Real Estate Partners
10. Goal Solutions
11. Gatto Pope Walwick, LLP
12. Morgan Business Consulting (MBC)
13. Managed Solution
14. Optima Office Inc.
15. Innovative Employee Solutions
16. Cadence
17. Lagasse Branch Bell + Kinkead LLP
18. Ascent Funding, LLC
19. MyCase, Inc
20. C.W. Driver Companies
21. Monterey Financial Services

22. Pure Project
23. Vistage Worldwide, Inc.
24. PBO Advisory Group
25. EVOTEK, Inc.
26. Forward Slope, Inc.
27. La Jolla Logic
28. Biosero, Inc.
29. Ezoic
30. OneTrust Home Loans
31. Prometheus Biosciences, Inc.
32. HoyleCohen, LLC
33. PeopleConnect People Search
34. Thunder Funding
35. Raindrop Agency
36. Northwestern Mutual San Diego
37. Signature Analytics
38. centrexIT
39. Coastal Payroll
40. Chic Execs Retail Marketing Agency
41. Jon Renau Collections Inc.
42. Health Center Partners of Southern California.

LARGE EMPLOYER CATEGORY

(250-1,999 US Employees)

1. C&S Companies
2. W.E. O'Neil Construction Co. of San Diego
3. Hirsch Pipe & Supply Co, Inc.
4. BNBuilders
5. Foundation Medicine, Inc.

6. WestPac Wealth Partners
7. Airspace
8. Kidder Mathews
9. Sundt Construction
10. Silvergate Bank
11. INDUS Technology
12. InnovaSystems International, LLC
13. Aldrich
14. Coffman Engineers, Inc.
15. CannonDesign

MEGA EMPLOYER CATEGORY

(2,000 or more US Employees)

1. Ryan, LLC
2. McCarthy Building Companies, Inc.
3. Slalom Consulting
4. Swinerton
5. RSM US LLP
6. Marsh McLennan Agency
7. Aya Healthcare
8. Vertex Pharmaceuticals Inc
9. Balfour Beatty Construction, LLC





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BEST PLACES TO WORK



2022 SMALL BUSINESS WINNERS

CIRE EQUITY DOESN'T LOSE SIGHT OF EMPLOYEE ATTITUDES

REAL ESTATE: TEAMWORK ROOTED IN COMMUNICATION AND A SENSE OF SAFETY



■ BY BRAD GRAVES

The real estate investment world occupies **CIRE Equity**, but it's a second focus — one on its employees — that has earned it a top spot in the Small Employer category on 2022's Best Places to Work List. With 15 employees in San Diego and 34 employees overall, CIRE Equity strives to be a best-in-class organization every day.

Managers at CIRE Equity find that by creating an inclusive and collaborative work culture with higher psychological safety, they foster an environment that values innovation, creativity, engagement



CIRE Equity employees (and family members) take in the sun and enjoy each other's company.
Photo courtesy of CIRE Equity



Josh Volen
Co-founder and Managing Principal
CIRE Equity

and job satisfaction. "Authentic community is at the core of how we show up daily," said one company employee.

CIRE Equity places significant value on fostering and facilitating teamwork and solid communication. It promotes community development through emotional intelligence, DISC training, feedback surveys, psychological safety training and an inclusive culture that engages in a diversity of ideas.

CIRE Equity puts significant effort toward employees' personal and professional growth. In addition to offering a fair and competitive compensation and bonus

structure, it offers independent compensation reviews, a 401(k) plan, paid and holiday time off, floating holidays for birthdays and anniversaries, investments in continued education and access to coaching. In an effort to maintain communication, the team facilitates weekly one-on-one meetings.

Employees tend to stay at CIRE Equity, managers said, because of its investments in professional development, workplace diversity, transparency and the psychological safety employees feel when sharing ideas. The executive team is split evenly between males and females. Nearly 60% of the workforce is female. The business boasts a diverse and inclusive team

makeup of 52% BIPOC (Black, Indigenous and People of Color) employees in an overwhelmingly white male industry.

"It is an absolute honor for our company to be recognized alongside some of the best businesses in San Diego," said **Josh Volen**, co-founder and managing principal at CIRE Equity. "We are inspired to continue to pour into our team culture to persistently improve, making our company a best place to work now and into the future. Thank you to all that have been and continue to be part of the mission to build a best-in-class organization to create and sustain prosperity for our community!"

CIRE Equity is focused on creating and preserving wealth through targeted investments in commercial real estate, including industrial, office, medical, retail and multifamily housing properties in key markets nationwide. ■

CIRE Equity

CIRE Equity

TOP LOCAL EXECUTIVES: Josh Volen and Trevor Smith, co-founders and principals

ADDRESS: 530 B Street, Suite 2050, San Diego, CA 92101

U.S. EMPLOYEES: 34

WHAT THEY DO: Vertically integrated real estate investment company

THE PERSONAL TOUCH SUITS BOUTIQUE RECRUITING



STAFFING: COMPANY CULTURE, GENEROUS BENEFITS INSPIRE WORKERS TO GIVE ALL

Boutique Recruiting got exceptionally high marks in the Best Places to Work scoring. The Mission Valley-based staffing business has 32 U.S. employees, with 80% of them millennials. The company's tagline, "powered by personal relationships," applies to its process of matching job candidates with employers, but it could just as well apply to relationships among company employees.

"We created a trust-focused and autonomous work environment that fosters honesty, authenticity and genuine care for one another," said **Innesa Burrola**, CEO of Boutique Recruiting. "Our team naturally gives it all they've got! The result is an unbelievable company culture and an unbeatable recruiting firm. I love leading our people and providing them with the type of company that I was searching for as a young professional."

Employees stay, the company reports, because of the positive culture.

Benefits are attractive too. Boutique Recruiting offers outstanding pay, profit sharing, inclusive decision making and an extra two weeks off at the end of the year. The business pays for 100% of an employee's medical, dental and vision premiums. There are resources

for parents who want to adopt: benefits include information and referral services, paid time off, legal, counseling and agency fees, court costs, travel and lodging. Boutique Recruiting offers profit sharing and retirement plans.

A workday might include a healthy lunch and a massage. The office includes a well-appointed gym. Boutique Recruiting also provides a welcoming, safe and comfortable place for employees to bring their children. As the years pass, the business offers its employees chances for personal development.

Boutique Recruiting does business by placing accounting, administrative, executive-level, finance, HR, legal, marketing, operations, sales and technical candidates nationally. ■

Boutique Recruiting



TOP LOCAL EXECUTIVE: Innesa Burrola

ADDRESS: 591 Camino de la Reina, Suite 740, San Diego, CA 92108

U.S. EMPLOYEES: 32

WHAT THEY DO: Staffing

SEVEN VALUES DRIVE CULTURE AT ALPHACORE FINANCIAL SERVICES:



EMPLOYEES ASKED TO CHECK EGOS, KEEP EYE ON SOLUTIONS

AlphaCore is a wealth advisory firm with a national presence dedicated to helping its clients build and preserve wealth.

Team members create the company's unique culture. The team is asked to adhere to a set of core values. Every team member has a plaque in their office or work space with the AlphaCore values listed.

Those values are:

- Do what is best for the client.
- Work from assumption that people are good, fair and honest.
- Maintain a solution orientation rather than a problem orientation.
- Check ego at the door.
- Seek to create win/win solutions.
- Practice blameless problem solving.
- Keep things fun.

AlphaCore's values act as the foundation for all the company does, from servicing clients and hiring personnel to evaluating partnerships and integrations. "We treat each other with respect by checking our egos at the door and creating win/win solutions," said a company representative. "When you approach problems with a solution

orientation versus a problem orientation, it is likely you can survive almost anything. Throughout the pandemic, these skills were put to the test and we succeeded in not only surviving but growing our team and client base. It is this outward and inward facing mentality."

"Team culture at AlphaCore has been highly important since we launched," said **Richard Pfister**, CAIA, the company's CEO and founder. "As we continue to grow, it has been critical to find like-minded people who not only put our clients first but treat each other with respect and have a lot of fun along the journey. We are honored to be selected as one of the winners of the SDBJ Best Places to Work." ■

AlphaCore Wealth Advisory



TOP LOCAL EXECUTIVE: Richard Pfister, CAIA

ADDRESS: 875 Prospect St., Suite 315, La Jolla, CA 92037

U.S. EMPLOYEES: 23

WHAT THEY DO: Wealth advisory firm

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2022 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 service	fitness facilities	Wellness programs	Business description	Top local executive Year est. locally
1	CIRE Equity 530 B St., Suite 2050, San Diego 92101 www.cireequity.com 619-727-2074		34 15	75	Y	Y	Y	Y	Y	Real Estate	Joshua Volen Trevor Smith 2010
2	Boutique Recruiting 591 Camino De La Reina, Suite 740, San Diego 92108 www.boutiquerecruiting.com 858-800-4935		32 32	100	Y	Y	Y	Y	Y	Staffing	Innesa Burrola 2014
3	AlphaCore Wealth Advisory 875 Prospect St., Suite 315, La Jolla 92037 www.alphacorewealth.com 858-875-4100		23 20	100	Y	Y	N	N	N	Financial Services - Other	Richard Pfister
4	NextLevel Internet Inc. 10967 Via Frontera, San Diego 92127 www.nextlevelinternet.com 858-432-2966		38 38	100	Y	Y	Y	N	N	Telecommunications	Art Smith
5	Lohman & Associates 533 Second St., Suite M, Encinitas 92024 www.lohmanassociates.com 949-322-7111		20 15	75	Y	N	Y	Y	Y	Accounting	Regan Lohman
6	Bop Design 610 W. Ash St., Suite 706, San Diego 92101 www.bopdesign.com 619-330-0730		15 15	80	N	Y	Y	Y	Y	Advertising/PR/Marketing	Kara Jensen
7	Sayva Solutions 3636 Nobel Drive, Suite 400, San Diego 92122 www.sayvasolutions.com 858-242-5676		41 41	100	Y	Y	Y	Y	Y	Consulting	Ryan Buell 2013
8	Vaco LLC 4250 Executive Square, Suite 750, La Jolla 92037 www.vaco.com 858-642-0000		15 15	100	Y	Y	N	Y	Y	Staffing	Chelsea Sanger 2005
9	LevitZacks, Certified Public Accountants 451 A St., Suite 500, San Diego 92101 www.lz-cpa.com 619-238-1077		44 44	100	Y	Y	Y	Y	Y	Accounting	Victor Ramsauer 1964
10	Analytica Consulting LLC 4660 La Jolla Village Drive, Suite 100 3345, San Diego 92122 www.analyticaconsulting.com 858-272-8260		23 23	99	Y	Y	N	N	N	Consulting	Steve Rimar 2014
11	Weatherly Asset Management LP 832 Camino Del Mar, Suite 4, Del Mar 92014 www.weatherlyassetmgt.com 858-259-4507		15 15	100	Y	N	Y	N	N	Financial Services - Other	Carolyn Taylor
12	Cymbiotika 5825 Oberlin Drive, Suite 5, San Diego 92121 www.cymbiotika.com 949-257-6938		30 30	100	N	N	Y	Y	Y	Retail	Shahab Elmi
13	ID Studios Inc. 236 S. Sierra Ave., Suite 110, Solana Beach 92075 www.idstudiosinc.com 858-523-9836		22 22	80	Y	N	N	Y	Y	Architecture	Deborah Elliott
14	White Construction Inc. 2524 Gateway Road , Carlsbad 92009 www.whiteconstructioninc.com 858-442-8478		32 32	100	Y	N	Y	N	N	Construction	Travis Shain
15	Studio E Architects 2258 First Ave., San Diego 92101 www.studioearchitects 619-391-1805		20 20	100	Y	N	Y	N	N	Architecture	Eric Naslund
16	Angels Foster Family Network 9295 Farnham St., Suite 200, San Diego 92123 www.angelsfoster.org 619-283-8100		17 17	34	N	Y	N	N	N	Nonprofit - Health & Human Services	Jeff Weimann 1998
17	Crowe PR 2869 Historic Decatur Road, San Diego 92106 www.crowepr.com 619-794-0114		24 na	50	Y	Y	N	Y	Y	Advertising/PR/Marketing	Anna Crowe 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.



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2022 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 service	fitness facilities	Wellness programs	Business description	Top local executive Year est. locally
18	San Diego Human Resources Consulting Inc. 7040 Avenida Encinas, Carlsbad 92011 www.sdhrconsulting.com 888-220-9286		24 15	50	Y	N	Y	Y	Y	Consulting	Julie Wootton
19	Fidelitas Development 1455 Frazee Road, Suite 500, San Diego 92108 www.fidelitasdevelopment.com 425-445-5606		17 17	100	Y	Y	Y	Y	Y	Advertising/PR/ Marketing	Tyler Sickmeyer
20	Mission Edge San Diego 2820 Roosevelt Road, Suite 104, San Diego 92106 www.missionedge.org 619-269-9267		31 31	75	Y	Y	Y	Y	Y	Nonprofit – Health & Human Services	Ken Davenport 2012
21	Objective, Investment Banking & Valuation 3636 Nobel Drive, Suite 160, San Diego 92122 www.objectivecp.com 800-849-7010		19 19	100	Y	Y	Y	Y	Y	Financial Services – Other	Trever Acers 2006
22	Wonderist Agency 3015 St. Charles St., Suite B, San Diego 92110 www.wonderistagency.com 619-291-7073		46 46	50	Y	N	Y	Y	Y	Advertising/PR/ Marketing	Laura Maly 2011
23	InnoVision Marketing Group 5961 Kearny Villa Road, San Diego 92123 www.innovisionnow.com 619-356-3020		25 25	80	Y	N	N	Y	Y	Advertising/PR/ Marketing	Ric Militi 2012
24	VSSL Agency 4918 N. Harbor Drive, Unit 203, San Diego 92130 www.vsslagency.com 760-207-1641		18 18	50	Y	N	Y	N	N	Advertising/PR/ Marketing	David Tillson
25	Voit Real Estate Services 4180 La Jolla Village Drive, Suite 100, La Jolla 92037 www.voitco.com 858-453-0505		17 17	75	Y	Y	Y	Y	Y	Real Estate	Eric Northbrook 1971
26	gap intelligence 701 Island Ave., Suite 300, San Diego 92101 www.gapintelligence.com 619-547-1100		45 45	na	Y	N	Y	Y	Y	Services - Other	Gary Peterson 2003
27	Sevens Legal APC 3555 Fourth Ave., San Diego 92103 www.sevenslegal.com 619-297-2800		15 15	100	Y	Y	Y	N	N	Legal	Samantha A. Greene
28	Plant With Purpose 4747 Morena Blvd., Suite 100, San Diego 92117 www.plantwithpurpose.org 858-585-3243		31 26	100	Y	Y	Y	Y	Y	Non-Profit - Other	Scott Sabin
29	CS Illumination 1210 Keystone Way, Suite A, Vista 92081 www.csillumination.com 760-477-1244		30 30	50	Y	Y	N	Y	Y	Distribution	Scott King 2007
30	BJA Partners 990 Highland Drive, Suite 103, Solana Beach 92075 www.bjapartners.com 858-376-1800		15 15	100	Y	Y	Y	N	N	Health Care - Insurance/Services	Myron Jucha 1983
31	Leaf & Cole LLP 2810 Camino Del Rio S., Suite 200, San Diego 92108-3820 www.leaf-cole.com 619-294-7200		39 39	95	Y	Y	Y	Y	Y	Financial Services - Other	Michael Zizzi
32	Solutions for Change 722 W. California Ave., Vista 92083 www.solutionsforchange.org 760-941-6545		40 39	50	Y	N	N	Y	Y	Nonprofit – Health & Human Services	Chris Megison
33	Schmidt Design Group 1310 Rosecrans St., Suite G, San Diego 92106 www.schmidtsgroup.com 619-236-1462		37 37	100	Y	N	Y	N	N		Glen Schmidt
34	Skout's Honor Pet Supply Co. 3927 Oceanic Drive, Oceanside 92056 www.skoutshonor.com 815-531-7695		23 23	75	Y	N	N	N	N	Retail	Pete Stirling

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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We're honored to receive recognition for this award and would not have achieved this without everyone who has been part of the CIRE journey. This nomination reflects the amazing employees and leaders at CIRE; who actively put energy and effort into creating a great company backed by an authentic, caring, and fun culture.



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BEST PLACES TO WORK



2022 MEDIUM BUSINESS WINNERS

TRUST, HONESTY, INTEGRITY: BBB SETS THE STANDARD

NONPROFITS: EMPLOYEES ENJOY GREAT BENEFITS; WORKPLACE ENCOURAGES FUN, PROMOTES FAMILY

■ BY BRAD GRAVES

Meeting lofty standards while operating in a competitive marketplace is one of the central ideals behind the **Better Business Bureau Serving the Pacific Southwest**.

It begins with trust — both in the marketplace and within the walls of BBB's local office on Kearny Mesa.

"We hold ourselves and our employees to the same standards that we hold our BBB-accredited businesses accountable to: most importantly, to start with trust," said one BBB representative. "We trust our employees to do



Noelle Rooke
Vice President of People and Culture
BBB Pacific Southwest



Tim Rongley (left), Shelley Bradley and JP Sander of BBB's San Diego campus accept their organization's Best Places to Work Award for 2022. Photo courtesy of BBB

the right thing, work hard and try their best."

BBB responds with good pay, good benefits, a workplace that encourages fun and promotes family. Plus other benefits, tangible and intangible.

One employee observed that people stick around because "we hire awesome, nice people that believe in doing good."

Employees enjoy a 37.5-hour workweek and great flexibility with a hybrid work schedule. "This allows our employees to

perform their best work in an environment that is comfortable for them and time to spend with their families and doing the things they love," said one employee. "We believe in caring for the 'whole' employee. That's why we have a robust benefits program with an emphasis on mental health support for employees."

"It is an honor to be awarded for the second consecutive year as a Best Place to Work in San Diego," said Noelle Rooke,

vice president of people and culture at BBB Pacific Southwest.

"Inclusive, diverse, caring, honest and fun are words that our employees have used to describe the workplace culture at BBB. We understand that now more than ever, employers need to be flexible to the changing needs of employees. We are committed to being open to new ideas and ways of getting things done while serving our mission."

"We have the best employees around," she continued. "This award is for them and the important work they do by increasing trust in the communities that we serve. It's great to be a top workplace!"

BBB's mission is to build trust between businesses and consumers in the local community. The nonprofit does this by providing businesses with resources and tools that allow them to build their business and relationships with customers. ■



Better Business Bureau Serving the Pacific Southwest



TOP LOCAL EXECUTIVE: Michael Sedio

ADDRESS: 4747 Viewridge Ave., Suite 200, San Diego, CA 92123

U.S. EMPLOYEES: 137

WHAT THEY DO: Nonprofit organization dedicated to advancing trust in the marketplace

SAFETY IS KEY PART OF BIOTECH'S PACT WITH EMPLOYEES



LIFE SCIENCES: RNA-TARGETED GENE THERAPIES OCCUPY LOCANABIO

Based in the research hotbed of Torrey Pines Mesa, **Locanabio** offers its 75 local employees a lot: a competitive benefits package that includes stock options, a flexible work environment, a spirit of collaboration and candor, and a major scientific challenge to occupy the mind.

The business is pioneering a new class of RNA-targeted gene therapies that specifically correct disease-causing RNA, the root cause of many devastating genetic diseases. By combining the specificity of RNA-binding proteins with the durable effect of one-time gene therapy, company officials say they can address the underlying RNA defects in patients suffering from rare neuromuscular, neurodegenerative, and retinal diseases.

Culture and business strategy make for an exceptional working environment. "We are so committed to the well-being of our employees and our culture that we have included psychological safety as one of four established leadership principles," said one employee. The Locanabio leadership team consistently seeks out ways that it can better its contributions to each one of those pillars while providing a fun, diverse and employee-centric workplace.

Locanabio's leaders say that employees stay at the business because it is a collaborative, agile and intelligent company dedicated to helping better the lives of patients and their families. It offers an open, inviting, inclusive environment.

The business celebrates its individual and team successes and is in constant dialogue with its employees (using pulse surveys, weekly companywide meetings, quarterly town halls and one-to-one meetings) to understand where there may be gaps and what tools it can implement to improve any potential gaps.

In addition to the outstanding culture internally, Locanabio and its employees support many philanthropic opportunities in the wider community. ■

Locanabio



TOP LOCAL EXECUTIVE: James Burns, Ph.D.

ADDRESS: 3545 John Hopkins Court, Suite 200, San Diego, CA 92121

U.S. EMPLOYEES: 75

WHAT THEY DO: Biotechnology company focused on RNA-targeted gene therapies

TRUST & WILL FOCUSES ON ESTATES, INVESTS IN EMPLOYEES



FINANCE: ESTATE PLANNING STARTUP MAKES 'PLEDGE TO PARENTS'

Trust & Will, the San Diego business that puts technology to work in drawing up important personal legal documents, took third place in the Medium Employers category in the 2022 Best Places to Work Awards.

"It's truly an honor to be making this list for the third year in a row, especially moving up to the No. 3 spot for medium-sized businesses," said **Cody Barbo**, CEO of Trust & Will. "Going from a team of 16 pre-pandemic and in-office, to a remote team of 80+ has been tremendous. Watching our culture evolve over that time has been an all-hands effort. I love that we still manage to get the entire company together in person a few times per year as well. I'm reminded every day of how special our team is, and this is a celebration of each and every one of us for all that we do."

Trust & Will is deeply invested in its employees. Beyond the standard package of benefits, the business offers a mentorship program (after 90 days of employment, it matches employees to one external mentor), a remote-first policy (it offers every employee a \$500 work-from-home stipend) and a Pledge

to Parents (it has an inclusive approach to parental leave to include multiple family types, offering 12 weeks 100% pay for primary and six weeks 100% pay for secondary caregivers).

Also offered is unlimited time off. Trust & Will provides a flexible vacation and sick time policy, encouraging employees to take as much time as they need.

Trust & Will is the leading online estate planning platform in the U.S., with more than 300,000 members. It is the most well-funded estate planning startup in history, with more than \$33 million in capital to date. ■

Trust & Will



TOP LOCAL EXECUTIVE: Cody Barbo

ADDRESS: While its San Diego operations are centered on Laurel Street downtown, the business' mailing address is 8605 Santa Monica Blvd., No. 40156, West Hollywood, CA 90069

U.S. EMPLOYEES: 82

WHAT THEY DO: Estate planning

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2022 BEST PLACES TO WORK WINNERS

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

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2	Locanabio Inc. 3545 John Hopkins Court, Suite 200, San Diego 92121 www.locanabio.com 858-285-4000		75 75	95	Y	Y	N	Y	Y	Life Science/ Biotechnology	James Burns
3	Trust & Will 961 W. Laurel St., San Diego 92101 www.trustandwill.com 619-900-2039		82 42	99	Y	Y	Y	N	N	Other	Cody Barbo 2017
4	Dempsey Construction 1835 Aston Ave., Carlsbad 92008-7310 www.dempseyconstruction.com 760-918-6900		66 64	90	Y	Y	N	Y	Y	Construction	John Dempsey 2010
5	Gomez Trial Attorneys 655 W. Broadway, Suite 1700, San Diego 92101 www.thegomezfirm.com 619-237-3490		61 61	na	N	Y	Y	N	N	Legal	John Gomez 2005
6	Red Door Interactive 2436 Market St., San Diego 92101 www.reddoor.biz 619-398-2670		83 66	100	Y	N	N	Y	Y	Advertising/PR/ Marketing	Reid Carr 2002
7	Mortgage Capital Trading Inc. 350 10th Ave., Suite 850, San Diego 92101 www.mct-trading.com 858-523-6800		133 87	80	Y	Y	N	Y	Y	Financial Services - Other	Curtis Richins 2001
8	RG Alliance Group 140 W. Third Ave., Escondido 92025 www.rgalliance.com 858-361-8298		52 33	75	Y	N	N	N	N	Services - Other	Ryan Saathoff
9	Longfellow Real Estate Partners 11772 Sorrento Valley Road, Suite 200, San Diego 92121 www.lfrep.com 619-400-7990		164 32	na	Y	Y	Y	N	N	Real Estate	Adam Sichol
10	Goal Solutions 402 W. Broadway, Suite 2000, San Diego 92101 www.goalsolutions.com 605-376-0293		135 52	83	Y	Y	Y	Y	Y	Financial Services - Other	Matt Myers
11	Gatto Pope Walwick LLP 3131 Camino Del Rio N., Suite 1200, San Diego 92108 www.gpwcpcas.com 619-282-7366		55 55	100	Y	Y	Y	N	N	Accounting	Thomas McFadden
12	Morgan Business Consulting (MBC) 2488 Historic Decatur Road, Suite 210, San Diego 92106 www.morganbusinessconsulting.com 703-946-0751		56 56	50	Y	Y	Y	Y	Y	Consulting	Alfonso (Alex) Amenabar
13	Managed Solution 1775 Hancock St., Suite 110, San Diego 92110 www.managedsolution.com 858-429-3017		73 73	80	Y	Y	N	N	N	Technology	Sean Ferrel
14	Optima Office Inc. 5120 Shoreham Place, Suite 280, San Diego 92122 www.optimaoffice.com 858-283-1234		78 78	75	Y	Y	Y	N	N	Consulting	Jennifer Barnes
15	Innovative Employee Solutions 2307 Fenton Parkway, Suite 107-615, San Diego 92108 www.innovativeemployeesolutions.com 858-715-5100		52 47	100	Y	Y	Y	N	N	Staffing	Kara Hertzog 1974
16	Cadence Travel Inc. 7701 Herschel Ave., La Jolla 92037 www.cadencetravel.com 858-551-4000		57 57	60	Y	Y	Y	Y	Y	Hospitality/ Travel/Tourism	Wendy Burk 1995
17	Lagasse Branch Bell + Kinkead LLP⁽¹⁾ 4365 Executive Drive, Suite 950, San Diego 92121 www.lbbklaw.com 858-345-5080		55 28	100	Y	Y	N	Y	Y	Legal	Cary Kinkead 2007
18	Ascent Funding LLC 402 W. Broadway, San Diego 92101 www.ascentfunding.com 619-922-5218		97 69	85	Y	Y	Y	Y	Y	Financial Services - Other	Ken Ruggiero 2016
19	MyCase Inc. 9201 Spectrum Center Blvd., Suite 100, San Diego 92123 www.mycase.com 800-571-8062		207 84	70	Y	Y	Y	Y	Y	Technology	Jim McGinnis 2009
20	C.W. Driver Companies 7588 Metropolitan Drive, San Diego 92108 www.cwdriver.com 619-696-5100		97 97	100	Y	Y	Y	Y	Y	Construction	Dana Roberts
21	Monterey Financial Services 4095 Avenida De La Plata, Oceanside 92056 www.montereyfinancial.com 760-639-3574		119 119	96	Y	N	N	Y	Y	Financial Services - Other	Shaun Lucas

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



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2022 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 service	Fitness facilities	Wellness programs	Business description	Top local executive(s) Year est. locally
22	Pure Project LLC 9030 Kenamar Drive, Suite 308, San Diego 92121 www.purebrewing.org 619-823-2726		59 59	50	Y	Y	Y	Y	Y	Other	Jesse Pine 2015
23	Vistage Worldwide Inc. 4840 Eastgate Mall, San Diego 92121 www.vistage.com 858-523-6800		201 162	96	Y	Y	N	Y	Y	Other	Sam Reese 1968
24	PBO Advisory Group 3655 Nobel Drive, Suite 520, San Diego 92122 www.pboadvisory.com 858-622-1681		62 62	85	Y	Y	Y	Y	Y	Founder & Managing Director	Mike Ford 2011
25	EVOTEK Inc. 6150 Lusk Blvd., Suite B204, San Diego 92121 www.evotek.com 858-362-5083		161 161	100	Y	Y	Y	N	N	Technology	Cesar Enciso 2014
26	Forward Slope Inc. 2020 Camino Del Rio N., Suite 400 , San Diego 92108 www.forwardslope.com 619-780-0147		177 142	90	Y	Y	N	Y	Y	Technology	Carlos A. Persichetti
27	La Jolla Logic Inc. 2907 Shelter Island Drive, Suite 105-602, San Diego 92106 www.lajollalogic.com 619-535-1121		55 35	100	Y	N	N	N	N	Defense	Stacey Anfuso 2011
28	Biosero Inc. 9560 Waples St., San Diego 92027 www.biosero.com 619-838-3445		78 39	100	Y	N	Y	Y	Y	Life Science/ Biotechnology	Tom Gilman
29	Ezoic 6023 Innovation Way, Second Floor, Carlsbad 92009 www.ezoic.com 574-529-0869		187 178	95	Y	Y	Y	N	N	Technology	Dwayne Lafleur
30	OneTrust Home Loans 3131 Camino Del Rio N., Suite 1680, San Diego 92108 www.onetrusthomeloans.com 888-488-3807		227 44	na	Y	Y	Y	Y	Y	Financial services	Joshua Erskine 2013
31	Prometheus Biosciences Inc. 9410 Carroll Park Drive, San Diego 92121 www.onetrusthomeloans.com 858-429-4659		74 74	85	Y	Y	Y	Y	Y	Life Science/ Biotechnology	Mark McKenna
32	HoyleCohen LLC 9350 Waxie Way, Suite 500 , San Diego 92123 www.hoylecohen.com 858-576-7300		56 38	100	Y	Y	Y	N	N	Financial Services - Other	Mark Delfino
33	PeopleConnect People Search 600 B St., Suite 900, San Diego 92101 www.thecontrolgroup.com 858-750-2018		72 72	100	Y	Y	N	Y	Y	Technology	Steven Gray 2010
34	Thunder Funding 2433 Impala Drive, Suite A, Carlsbad 92010 www.thunderfunding.com 800-240-4140		75 64	75	N	Y	Y	N	N	Financial Services - Other	Jim Silva
35	Raindrop Agency 2311 Kettner Blvd., San Diego 92101 www.raindrop.agency 612-638-7853		77 77	80	N	Y	Y	Y	Y	Advertising/PR/ Marketing	Jacques Spitzer
36	Northwestern Mutual San Diego 600 W. Broadway, Suite 600, San Diego 92101 www.northwesternmutual.com 619-230-8084		90 90	80	Y	N	N	N	N	Financial Services - Other	Thomas Stewart
37	Signature Analytics 10120 Pacific Heights Blvd., Suite 110, San Diego 92121 www.signatureanalytics.com 619-630-7039		80 42	100	Y	Y	Y	N	N	Consulting	Peter Heald 2008
38	centrexIT 12232 Thatcher Court, Poway 92064 www.centrexit.com 619-651-8700		61 61	75	Y	N	N	N	N	Technology	Dylan Natter 2002
39	Coastal Payroll 9350 Waxie Way Road, Suite 110, San Diego 92123 www.coastalpayroll.com 858-565-2123		126 126	100	Y	N	N	Y	Y	Financial Services - Other	Jonathan Gallagher 2007
40	Chic Execs Retail Marketing Agency 820 Los Vallecitos Blvd., Suite A-C, San Marcos 92078 www.chicexecs.com 760-992-9113		75 68	50	Y	N	N	N	N	Advertising/PR/ Marketing	Nikki Carlson
41	Jon Renau Collections Inc. 2842 Whiptail Loop W., Carlsbad 92010 www.jonrenau.com 760-598-0067		58 58	100	Y	Y	N	Y	Y	Services - Other	John Reynolds
42	Health Center Partners of Southern California 3710 Ruffin Road, San Diego 92123 www.hcpsocal.org 619-542-4300		110 110	90	Y	Y	Y	N	N	Nonprofit – Health & Human Services	Henry Tuttle 1977

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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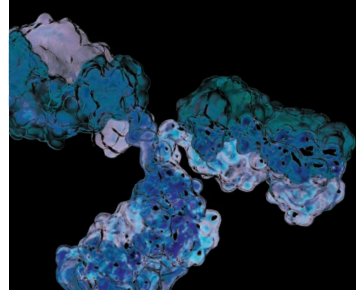
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BEST PLACES TO WORK



2022 LARGE BUSINESS WINNERS

C&S COMPANIES HAS THE RIGHT IDEA

CIVIL ENGINEERING: IDEA — NAMELY INCLUSION, DIVERSITY, EQUITY, AWARENESS — MAKES FOR A BETTER COMPANY

■ BY KAREN PEARLMAN

C&S Companies is a multidisciplinary construction and engineering firm with offices across the country. More than half its employees are millennials born between 1981 and 1997, with about 5% of its senior level positions currently held by women.

The company works with clients to achieve their infrastructure goals and improve communities by providing guidance and expertise in planning, design and construction of everything from airports to healthcare facilities to higher education campuses and more.



Cory Hazlewood
Area Vice President
C&S Companies



The San Diego team from C&S gather outside the office. Photo courtesy of C&S Companies

C&S officials say it is an employee-driven and culture-centric company, with leadership that makes sure every employee is treated equally, no matter what their position is.

The organization says it is “completely transparent when it comes to sharing information and financials with the entire company,” something it calls “unique and very beneficial.”

C&S offers its employees many opportunities for career advancement and training, awards and recognition, hybrid work schedule (60/40) to provide flexibility and allow work-from-home two days a week.

Recently C&S formed a “Fun at Work” group to facilitate brainstorming new

ideas for team building and employee events.

“On behalf of our great team at C&S Companies we are honored to receive this Best Places to Work Award for the seventh consecutive year,” said C&S area Vice President **Cory Hazlewood**. “Our company strives for creating an engaging employee culture that has offered us a strong, organically grown organization. Our San Diego team continues to support the community with volunteering and delivering on projects that improve San Diego County.”

C&S has team building events, regular happy hours, summer and winter outings with families included, and other corporate-sponsored gatherings.



Leaders say that C&S is committed to the relentless pursuit of diversity in its practice and established the Inclusion, Diversity, Equity, Awareness (IDEA) initiative as it looks to create a diverse and equitable space where all voices are heard.

The company also has a community service team, technical focus groups, a women’s leadership organization and the C&S Foundation which is an outlet to give back and support the communities in which it works.

C&S encourages its employees to advance in educational pursuits through formal coursework, and through participation in seminars, conferences, workshops and other activities. C&S supports employees’ memberships in organizations that promote professional development and also offer tuition assistance, professional membership reimbursement, training (both internal and external) and mentor programs. ■

C&S Companies



TOP LOCAL EXECUTIVE: Cory Hazlewood, area vice president

ADDRESS: 2355 Northside Drive, Suite 350, San Diego CA 92108

U.S. EMPLOYEES: 480

WHAT THEY DO: Civil engineering

W.E. O’NEIL IS EQUALLY ADEPT AT BUILDING TEAMS



CONSTRUCTION: STRONG FAMILY VIBES AND RESPECT BETWEEN EMPLOYEES KEEPS COMPANY BUILDING STRONG

Similar to how good government works best, **W.E. O’Neil Construction** is a company by the people, for the people.

The Solana Beach-based construction company is big on philanthropy and touching the lives of others in the community. Nearly half of its employees are millennials, born between 1981 and 1997.

Since 1994 the company has been 100 percent employee owned, and as “team members,” those working there feel like they are part of something bigger than themselves.

With each employee having a say in the company’s matters, the idea that teamwork and collaboration leading to success is ingrained throughout the company. Thoughtful leadership has been incorporated into its collective embrace of a “one-team” mindset, fostering great relationships throughout the organization. That filters into the day-to-day lives of its employee-owners, clients and trade partners.

“It is a great honor to be recognized as one of San Diego’s Best Places to Work, but it truly comes as no surprise — it is our people!” said **Bill Hearne**, senior vice president of W.E. O’Neil Construction. “With 100% employee ownership, our people care and support each

other towards mutual successes and customer satisfaction. As our vision suggests, WE value people, and WE build dreams.”

The company says it is about building — and building great relationships, both externally and internally. Its growth is directly linked to relationships, and company officials say it values being forthright as a way of doing business. Those in the company address conflict and difficult issues when they arise, seeking fairness in every way, at all times. Lifelong learning is prized within the company.

Team members are recognized for their achievements through in-house communication, social media posts and quarterly in-person events. ■

W.E. O’Neil Construction



TOP LOCAL EXECUTIVE: Bill Hearne, Senior Vice President

ADDRESS: 201 Lomas Santa Fe Drive, Suite 380, Solana Beach, CA 92075

U.S. EMPLOYEES: 338

WHAT THEY DO: Construction

HIRSCH PIPE & SUPPLY CO. INC. LIVES BY ‘HIRSCH VALUES’



CONSTRUCTION: COMPANY PROMOTES FUN, TEAM-BUILDING ENVIRONMENT

Hirsch Pipe & Supply Co. Inc. believes that in order to be successful, it must adhere to “Hirsch Values” — a sound set of beliefs on which to base all company policies and actions. The company believes that in a changing world, employees should be prepared to change everything about the organization, except the Hirsch Values.

Promoting Fun

Hirsch’s culture is based on high performance and high enjoyment and performance and team morale are equally important.

Hirsch believes fun at work increases productivity, employee engagement and customer satisfaction. It promotes fun activities for employees and customers alike that include holiday parties and contests, employee and family appreciation day at Knott’s Berry Farm and customer and employee trips and barbeques.

Cooperative Environment

The company strives for a cooperative work environment that supports individual contribution as well as team effort in working to accomplish company goals.

Hirsch shows respect and worth of each person in the organization and as a part of

that respect, promotes from within the company’s ranks. All employees share in the rewards of the company’s successes through individual and team-based incentives, generous benefits and a company sponsored profit sharing program.

Hirsch has made diversity and inclusion core values and hallmarks of its company culture.

Hirsch Pipe & Supply Co. Inc. makes it a mission to serve its customers. The company strives to meet client repair, remodel and commercial plumbing needs at the best possible value while offering a large selection and personal service from a knowledgeable team backed by the technology needed to make sure clients get what they need when they need it. ■

Hirsch Pipe & Supply Co. Inc.



TOP LOCAL EXECUTIVE: Roger Stauffer, Regional Manager

ADDRESS: 9199 Commercial St., La Mesa, CA 91942

U.S. EMPLOYEES: 361

WHAT THEY DO: Commercial and residential plumbing supply



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2022 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 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		480 35	100	Y	Y	Y	Y	Y	Construction	John Trimble 1999
2	W.E. O'Neil Construction Co. of San Diego 201 Lomas Santa Fe Drive, Suite 380, Solana Beach 92075 www.weoneil.com 310-906-6133		338 37	80	Y	Y	Y	Y	Y	Construction	Bill Hearne
3	Hirsch Pipe & Supply Co. Inc. 5680 Kearny Villa Road, San Diego 92123 www.hirsch.com 858-427-0881		361 36	74	Y	Y	N	Y	Y	NA	William D. Glockner Jr.
4	BNBuilders Inc. 5825 Oberlin Drive, Suite 1, San Diego 92121 www.bnbuilders.com 858-550-9433		680 149	95	Y	Y	Y	Y	Y	Construction	Brad Bastian 2010
5	Foundation Medicine Inc. 11010 Torreyana Road, San Diego 92121 www.foundationmedicine.com 617-794-0811		1,773 55	NA	Y	Y	N	Y	Y	Life Science/ Biotechnology	Dr. Brian Alexander
6	WestPac Wealth Partners 5280 Carroll Canyon Road, Suite 300, San Diego 92121 www.westpacwealth.com 619-684-6400		250 67	100	Y	Y	Y	Y	Y	Financial Services - Other	Nash Subotic 2012
7	Airspace 5909 Sea Otter Place, Suite 200, Carlsbad 92010 www.airspace.com 844-839-1559		269 269	95	Y	Y	Y	Y	Y	Technology	Nick Bulcao 2015
8	Kidder Mathews 12230 El Camino Real, Fourth Floor, San Diego 92130 www.kidder.com 858-509-1200		900 72	100	Y	Y	Y	N	N	Real Estate	Bill Frame 2015
9	Sundt Construction Inc. 1660 Hotel Circle N., Suite 400, San Diego 92108 www.sundt.com 619-321-4800		1,760 46	100	Y	N	Y	Y	Y	Construction	G. Michael Hoover Ryan Nessen 1947
10	Silvergate Bank 4250 Executive Square, Suite 100, La Jolla 92037 www.silvergatebank.com 858-362-6300		316 316	100	Y	Y	Y	Y	Y	Banking	Alan Lane 1988
11	INDUS Technology Inc. 2243 San Diego Ave., Suite 200, San Diego 92110 www.industechnology.com 619-299-2555		369 122	70	Y	Y	N	Y	Y	Defense	Eric MacGregor 1991
12	InnovaSystems International LLC 2385 Northside Drive, Suite 300, San Diego 92108 www.innovasi.com 619-630-2844		281 115	75	Y	Y	N	Y	Y	Technology	Chris Wollerman
13	Aldrich 5946 Priestly Drive, Suite 200, Carlsbad 92008 www.aldrichadvisors.com 760-431-8440		312 83	100	Y	Y	Y	N	N	Consulting	John Lauseng 1949
14	Coffman Engineers Inc. 1455 Frazee Road, Suite 600, San Diego 92108 www.coffman.com 619-232-4673		614 92	95	Y	Y	Y	Y	Y	Engineering	Dave Ruff
15	CannonDesign 797 J St., San Diego 92101 www.cannondesign.com 949-265-8924		1,085 26	82	Y	Y	N	Y	Y	Architecture	Brad Lukanic

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.



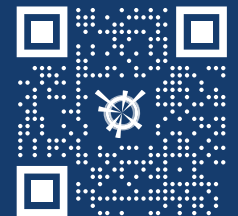
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BEST PLACES TO WORK



2022 MEGA BUSINESS WINNERS

RYAN LLC EMPLOYEES SHARE IN THEIR CLIENTS' SUCCESS

ACCOUNTING: TAX ISSUES OCCUPY CARLSBAD STAFF



■ BY KAREN PEARLMAN

Taxes are all **Ryan LLC** does, and its work as a corporate tax advisory firm encompasses a culture that is built around autonomy and accountability with a laser focus on pursuing excellence in everything it does. Leaders at the tax giant with offices in Carlsbad say that those at Ryan “are the neurosurgeons of tax.”

The company has women working in 22 percent of its senior level positions, with about 1/3 of its employees millennials, born between 1981 and 1997.



Marc Hartley
Principal and Regional Leader
Ryan LLC



Ryan employees gathered up unsightly trash during a company event dubbed 'Lagoon Kahuna.' Photo courtesy of Ryan LLC

Ryan has built a reputation in the tax services industry for its innovative approach to complex tax issues – the company researches client databases; learns local, state and federal tax laws; communicates with clients and state auditors; and then develops innovative interpretations to existing tax legislation for the benefit of the taxpayer.

The company says its purpose is “to liberate our clients from the burden of being overtaxed, freeing their capital to invest, grow and thrive.”

Ryan has a unique compensation plan that

ties its clients' success to its employees' success, ensuring that employees have a direct line of sight to Ryan's purpose.

The company's leadership demonstrates its commitment to creating, executing and promoting innovative policies to create a more engaged workforce and support its employees as they balance work and family responsibilities.

Its “myRyan” flexible workplace program empowers team members to achieve work-life success. Team members are free to work where and when they choose, focused on results, and

able to handle responsibilities tied to all aspects of their lives.

For the past five years, Ryan has been investing in the company's culture, creating a common language as it works toward common goals. A robust array of programs and benefits support Ryan team members as they work towards professional and personal success. In 2020, the company launched RyanMOSAIC, a diversity, equity and inclusion effort that holds it accountable for being a great place to work for ALL team members.

Ryan's claim to fame has been its flexible work arrangements, said **Marc Hartley**, principal and regional leader in Ryan's Carlsbad office. Management was concerned that with the pandemic, employees would feel lost. Happily, that wasn't the case. “We learned that remotely, employees still felt part of the team,” he said – so much so that Ryan took the No. 1 spot in the survey. ■

Ryan LLC



TOP LOCAL EXECUTIVE: Marc Hartley, principal, regional leader, property tax commercial

ADDRESS: 5780 Fleet St., Suite 300, Carlsbad CA 92008

U.S. EMPLOYEES: 39

WHAT THEY DO: Corporate tax advisory firm

MCCARTHY BUILDING COMPANIES VALUES TEAMWORK



CONSTRUCTION: CONTRACTOR BRINGS CORE VALUES TO THE OFFICE AND JOB SITE

Since 2002, **McCarthy Building Companies Inc.**, a general contractor and builder, has been 100% employee owned. The company was founded 158 years ago and has 17 offices across the United States.

About 13 percent of its senior level positions are held by women and more than half of its employees are millennials, born between 1981 and 1997.

The company builds projects of all sizes but specializes in the healthcare, life sciences, parking, renewables and education sectors. As an employee-owned company, each partner working for it has a personal and financial stake in the company's future.

As a result, McCarthy has developed an empowering environment that is entrepreneurial in nature and directed toward providing its clients with creative and value-oriented building solutions.

“McCarthy is very proud to be named a Best Place to Work in San Diego,” said **Robert Betz**, executive vice president of McCarthy, San Diego. “Our success in this market reflects the diverse talents of our employees and the depth of partnerships they've built within the community we call home.”

McCarthy says it has one goal: To be the best builder in America.

In the office or in the field, employees approach everything they do with values at their core:

- Genuine respect for the work we do and the people who do it.
- A “We, Not I” belief in the power of teamwork and a consistent habit of sharing credit.
- “All In” and fully committed to do whatever it takes to get the job done.

McCarthy offers benefits to keep its partners physically and financially healthy and happy, investing in employees with trainings and growth opportunities, taking time to enjoy and celebrate successes, and always seeking new ways to build up partners and clients so all thrive together. ■

McCarthy Building Companies Inc.



TOP LOCAL EXECUTIVE: Mike Myers, President, Southern Pacific Region

ADDRESS: 275 Sky Park Court #200, San Diego, CA 92123

U.S. EMPLOYEES: 6,212

WHAT THEY DO: Construction

SLALOM CONSULTING EMPOWERS WORKERS



CONSULTING: EMPLOYEE-OWNED COMPANY HELPS CLIENTS DREAM BIG

Slalom Consulting is a purpose-driven consulting firm that helps companies dream bigger by working to develop innovative strategies that stretch their thinking and help solve their most complex business problems.

Company officials say Slalom helps its clients move faster to enable those strategies “by bringing teams that help accelerate business outcomes.”

Slalom's organization and culture is driven by its employees — considered the company's No. 1 stakeholder.

Officials say that everything Slalom does as a company is centered on creating an employee experience that allows its workers to live out their professional and personal passions every day. All employees are empowered to make Slalom one that they are proud of, and one that makes a difference in the community in which they live.

Slalom officials say they continually measure the employees' experience based on factors that cover connection, equity, inclusion, safety, feedback, leadership, recognition, expertise and sharing.

“Slalom Consulting is honored to be named one of San Diego's Best Places to Work for the third straight year,” said **Jim Sikora**, general manager of the San Diego office. “This award is really a reflection of our people and their

passions. Each employee at Slalom is empowered to bring their best authentic selves and it is reflected in how they show up every day.”

Company officials say employees stay at Slalom because they get an opportunity to do what they love, they are continually challenged and they work with fellow employees — who are their biggest cheerleaders.

Employees are encouraged to do personal storytelling, allowing them to know each other on a very personal level, appreciating the diversity that each person brings to the team.

Thirty percent of Slalom's senior level positions are held by women.

Slalom surveys its employees to ask how it is doing “living our core values,” and reports that the metrics are off the chart, with more than 95% positive. ■

Slalom Consulting



TOP LOCAL EXECUTIVE: Jim Sikora, General Manager

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

U.S. EMPLOYEES: 11,435

WHAT THEY DO: Consulting

2022 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 service	Fitness facilities	Wellness programs	Business description	Top local executive Year est. locally
1	Ryan LLC 501 W. Broadway, Suite 1300, San Diego 92101 www.ryan.com 619-574-0929		2,154 39	90	Y	Y	Y	Y	Y	Corporate Tax Advisory Services	G. Brint Ryan 1991
2	McCarthy Building Companies Inc. 9275 Sky Park Court, Suite 200, San Diego 92123 www.mccarthy.com 949-851-8383		6,212 163	85	Y	Y	Y	Y	Y	Construction	Ray Sedey
3	Slalom Consulting 4370 La Jolla Village Drive, Suite 1000, San Diego 92122-1283 www.slalom.com 760-299-5231		11,435 61	na	Y	Y	Y	Y	Y	Consulting	Brad Jackson 2001
4	Swinerton 16798 W. Bernardo Drive, San Diego 92127 www.swinerton.com 858-622-4040		4,535 189	75	Y	Y	Y	Y	Y	Construction	Eric Foster Mike Berryhill 1993
5	RSM US LLP 3430 Carmel Mountain Road, Suite 200, San Diego 92121 www.rsmus.com 619-281-7764		13,554 122	99	Y	Y	Y	Y	Y	Accounting	Jerry Varga Joe Adams 1977
6	Marsh McLennan Agency 9171 Towne Centre Drive, Suite 100, San Diego 92122 www.marshmma.com 800-321-4696		9,691 474	75	Y	Y	Y	Y	Y	Insurance-Non- Healthcare	Chris Williams 1909
7	Aya Healthcare 5930 Cornerstone Court W., Suite 300, San Diego 92121 www.ayahealthcare.com 858-352-6020		4,072 2,638	100	Y	Y	Y	Y	Y	Staffing	Alan Braynin 2001
8	Vertex Pharmaceuticals Inc. 3215 Merryfield Row, San Diego 92121 www.vrtx.com 858-404-6600		3,276 236	83	Y	Y	Y	Y	Y	Life Science/ Biotechnology	Paul Negulescu Reshma Kewalramani 1989
9	Balfour Beatty Construction LLC 13520 Evening Creek Drive N., Suite 270, San Diego 92128 www.balfourbeattyus.com 858-880-5446		4,500 135	75	Y	Y	Y	Y	Y	Construction	Leon Blondin

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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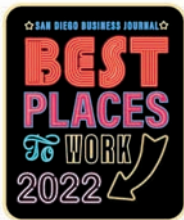
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Best Places to Work Named

The San Diego Business Journal honored the Best Places to Work in San Diego for 2022, counting down the winners during an Aug. 25 ceremony at the Hyatt Regency La Jolla at Aventine. Workforce Research Group reviews detailed applications for the honor and then weighs each company’s merits before determining the winners. Congratulations to the winners and finalists!



The crowd in the airy La Jolla Ballroom anticipates the next winner as Best Places to Work Awards for 2022 are announced.



Frank Whelan and Farrah Intindola (Health Center Partners of Southern California)



The group from Innovative Employee Solutions makes its presence known. IES employees who work from home are encouraged to give each other virtual high fives.



Gillian Boraiko, Tracy Hedges, Casey Blatt, Anna Crowe, Natalia Barkley and Laurel Tiedeman (Crowe PR)



Peter Burke, president and founder of Workforce Research Group, discussed the selection process and helped announce the winners.



Erin Oprian, Nori Ebersole and Lisa Klarin (Prometheus Biosciences)



Jack Landers, Christa Medeiros, Viva Mooney, Corine Blackmore, Emily Fauber and Chris Chen (Solutions for Change)



Georgia Kefala, Jeff Willy, Lizzy Stasiowski, Tamara Fox, Sabine Hadida, Robin Stocking, Christine Zwart and Britt Davis (Vertex Pharmaceuticals Inc.)



Moises Parada, Jon Merlin and Stephanie Meador (Fidelitas)



Sara Sutherland, Tyler Hustwick, Lisa Marino, Alana Manapat, Stephanie Ranson and Allie Franklin (Red Door Interactive)



Amanda Hawthorne, Joseph Martynowski, Jennell Mott, Alecia Wilson and Tina Rountree (Managed Solution)



Neil De Los Santos, Bambi Schulman, Britani Harris and Tasha Turner (Balfour Beatty Construction LLC)



Thom Finni, Bernadette Torralba, Kristen Hagan, Ken Davenport, Kristen Wall, Kacie Brennelli, Yahaira Hudson, Breanna O'Brien and Josh Burgner (Mission Edge San Diego)



Rachel Cunningham, Jess Borges and Katie Rios-Santos (Bop Design)



Shaivi Vasnadu, Andrew Davidson and Amber Esquivel (Aldrich Advisors)



Norma Casas, Susanah Zierden and Cristina Marinescu (Skout's Honor)



Julia Kleinhample, Tori Pistotti, Bridgette Clinton, Katie Olsen and Amber Brown (Vistage Worldwide Inc.)



Innesa Burrola, Leo Burrola and Sema Zavulunova (Boutique Recruiting)



Dana Hemingway, Nicole Freeman, Debbie Chelberg, Claudia Jenkins and Brittany Lahood-Kullberg (Marsh McLennan Agency)



Lisa D'Acquisto (Ascent Funding), Machel Zupko, Rachel Intfen, Danielle Dixon (Goal Solutions) and Ken Ruggiero (Ascent Funding)



Allison O'Neil, Jeff Parker, Alexis Teters, Ashlee Lewis, Natalie Gillhouse, Kayla Antonio, Kati Turner, Alyssa Lammers, Megan Russell, Sema Zavulunova, Jennie Gonzalez, Innesa Burrola, Nicole Kilar, Serena Greenwood, Leo Burrola, Pam Schuler and Madisyn Coonan (Boutique Recruiting)



Ken Ruggiero, Tayler Grieco, Lisa D'Acquisto, Tatum Drinnenberg, Lorenza Gil, Nithya Ishwarya, Susan Bussolari, Olaf Kunkel and Alicia Chavez (Ascent Funding)



Marsi Harris, Janice Vargas, Kelly Dingess, Katie Pierce, Emily Hunter, Suzy Robinson, Julie Wootton, Beth Noce, Brenda Olsen, Traci Hagan, Baylee Davies, Melissa Deaton and Pamela Frazier (San Diego Human Resources Consulting Inc.)