

SAN DIEGO BUSINESS JOURNAL

FASTEST

GROWING
PRIVATE
COMPANIES

2013

TITLE SPONSORS



GOLD SPONSORS



Proven. Trusted.



IN PARTNERSHIP WITH



LETTER FROM THE PUBLISHER

Fastest-Growing Companies 2013

Continuing our popular tradition, we are pleased to present the 10th annual rankings of the 100 Fastest-Growing Private Companies in San Diego County for 2013. The cadre of companies singled out as the top producers are a cross section of San Diego's diverse economic community. San Diego's growth businesses run the gamut of industries including software application and design, defense contracting, and home services.

San Diego itself is the catalyst for a number of these organizations. From a Wall Street refugee to a former Navy SEAL to a Canadian ex-pat, many of these companies were begun by individuals looking for a life more fulfilling, in an environment that was welcoming from a personal, as well as a business perspective. Though finding highly skilled talent and financial backing can be more challenging here, these C level executives voiced the importance of the lure of San Diego and its quality of life as an overwhelming reason for establishing themselves and their businesses at this destination. Community commitment also is a fundamental element of the success of these organizations. These companies and their dedicated employees bring their expertise and financial support to nonprofits throughout the region, giving back to the city that has provided the basis for their growth and success.

To be considered for this prestigious listing, organizations were required to have generated revenues in excess of \$200,000 in 2010, the starting point for our comparison. We reviewed the financial details of each organization's business operations in 2010, 2011 and 2012. The information was extensively analyzed and verified by independent CPA certification. Additionally, businesses were required to be San Diego-based, independent and privately held; but, not a division or subsidiary of another organization, public or private.

The San Diego Business Journal would like to acknowledge our dedicated sponsors. Our great thanks go to Title Sponsors California Bank & Trust and Cox Business; along with Gold Sponsors Barney & Barney LLC, CohnReznick, ESET North America, SDA Security, and Paradise Point Resort & Spa who have joined with us to salute these individuals, their organizations and their great success.



Armon Mills

Armon Mills
President & Publisher

cohnreznick.com/think

— *The Wall Street Journal*
© 2013 Dow Jones & Company. All Rights Reserved. 3/14/2013.




What does CohnReznick think?

To survive and thrive in today's challenging business world, you need more than technical accounting expertise. You need industry insight and transformative advice that guides your business forward. Find out what CohnReznick thinks at CohnReznick.com/think or call Wade McKnight, CPA, Office Managing Partner, at 858.535.2000.

CohnReznick. Where forward thinking creates results.

COHNREZNICK
ACCOUNTING • TAX • ADVISORY

 CohnReznick is an independent member of Nexia International

BUSINESS STRONG

THIS IS CALIFORNIA BANKING™

As a Title Sponsor of San Diego's Fastest 100 Growing Private Companies, we congratulate the nominees and celebrate the entrepreneurship and spirit of their outstanding achievement.

To show our continued dedication to San Diego businesses, we've expanded our business banking resources especially for you. Visit calbanktrust.com/sandiego for fresh business tips, exclusive articles and information to help maintain and grow your business.

After all, this is California and this is California banking.

Call **1-800-CALIFORNIA** (1-800-225-4367) to reach your local CB&T banker.



calbanktrust.com/sandiego



Member FDIC
SBA Preferred Lender.
© 2013 California Bank & Trust



FASTEST
100

No. 1

Nuera Contracting & Consulting

President/CEO | Walter Fritz**Location** | 12975 Brookprinter Place, #160, San Diego**2012 revenue** | \$7.6 million**2010 – 2012 growth** | 1,544.25 percent**No. of local full-time employees** | 28**Website** | www.nueraplatinum.com

Construction Snowbird Finds Ideal Nesting Ground in Southern California

Walter Fritz has spent his life in the construction business. Beginning in the 1980s, Fritz perfected his trade in the dicey weather of Canada, building his construction business by working with different developers. At the end of 2009, Fritz started to see a lot of opportunity in Southern California and decided to establish what would become the headquarters of Nuera Contracting & Consulting in San Diego. The growing company has taken roots and thrived here, marking its success with the No. 1 ranking on our Fastest-Growing Private Companies list for 2013.

Fritz's migration from Canada to San Diego was a partly personal and partly business decision. "I love riding horses, that part was personal, and from a business perspective I had good relationships with other contractors," he said. The geographic position of San Diego between Mexico and the ocean provided what Fritz saw as long-term growth, and he speculates that "Southern California's biggest niche is senior care." Nuera has just completed the Wesley Palms' "Summer House," a \$2.5 million memory care facility. It was a labor of love for Fritz whose father has Alzheimer's. According to Fritz, these types of senior living projects "take common sense. The biggest trick is understanding how residents live when they are there." Using door handles instead of knobs, building cabinets that open and close easily, and creating doorways with appropriate widths for walkers and wheelchairs are key factors. Fritz states, "You must be careful not to create a hospital environment. Home is a powerful word."

Fritz also sees an untapped market here for snowbird baby boomers who will trade colder climates for San Diego's moderate weather on a permanent basis.

**President/CEO Walter Fritz**

Though Nuera also has a Canadian component, they are two separate entities and the majority of the growth is in the U.S. Fritz said that the biggest challenge is keeping the construction process simple with a logic and flow of sequences. "You don't make profit on

change orders. You make profit with recurring customers."

Nuera also is LEED certified. Looking to new, greener ways of construction, Fritz surmises that their building practices are as green as they can be, but that is often dictated by the

Bob Hoffman Video and Photography

budget of the client. Building green can make a 2 to 5 percent differential in a construction project budget.

With Nuera's expanding client base, both in Canada and California, Fritz is hopeful the company will continue to grow without the need for lines of credit.



At Cox Business, we give you all the tools to make your vision a reality. Explore our advanced suite of voice, Internet and TV services.

BUSINESS REQUIRES VISION

You want a provider whose business solutions can grow with your success. Our dedicated local team offers 24/7 response. It's never been a better time to switch to Cox Business.

www.cox.com | (877) 274-0304



FASTEST
100**ITAV Solutions Inc.****President** | Joe Divona**Location** | 5945 Pacific Center Blvd., San Diego**2012 revenue** | \$3.1 million**2010 – 2012 growth** | 477.22 percent**No. of local full-time employees** | 11**Website** | www.itavsolutions.com

No.

2

From Garage Space to High-Tech Headquarters, AV Company Establishes Itself on a Global Stage

Joe Divona had the drive, determination, vision and commitment it took to launch a business from the ground up, but he credits one overpowering factor that allowed him to follow his dream – the support of his wife. Divona took a chance at a time when most people would have taken the safest path. While expecting their second child, Divona began ITAV Solutions, diligently working out of his garage for two years, offering audio visual support to local companies looking for better ways to utilize emerging technologies in sound and video equipment. Divona's client base grew from local to national to international corporations along the increasing scope of his services. ITAV Solutions' impressive expansion has garnered it the No. 2 slot on this year's Fastest-Growing Private Companies list.

ITAV's range of offerings includes an extensive line of products and support services that incorporate the newest technologies. Massive stadium video walls, commercial grade security systems, paging and nurse calling systems, all manner of digital projectors, sound systems, conferencing systems, even digital signage are part of the vast inventory of available products.

Divona watched ITAV's sales grow year over year. He found that his biggest asset was the partnerships he established. With clients such as Sharp Healthcare the relationship has grown and ITAV now does 100 percent of the organization's AV integration. Rancho Bernardo Inn is also on the client roster, as hospitality venues require sophisticated conferencing equipment, state-of-the-art signage and high end televisions for guest and public rooms. "You have to be careful and don't accept any new technology as standard," Divona said. "We pride ourselves on keeping up

**President Joe Divona**

with technology. Everyone on our staff is certified."

Assistive listening devices (ALDs) are continuing to be a growing sector for ITAV as these systems are becoming mandatory requirements for projects such as new construction for courthouses and other public works buildings. Clients also include the San Diego Airport where the company contributed to an emergency responder's room, installing

monitors that each can feed different channels with each station still clearly hearing the audio from its source.

Audio/video conferencing has become more popular over the last five years as corporate travel has become more and more expensive. "Teleconferencing can be expensive as well with set ups for two rooms reaching \$500,000," Divona said. "New technology can provide the same interactive experience on laptops for a

few hundred dollars."

With an international reach and clients in far flung locales such as Dubai, Shanghai, and Taiwan, the company recently expanded, leasing more than 4000 square feet, doubling the size of its existing office space. It's a given that ITAV Solutions is designing and installing its own AV systems within its new space to showcase its capabilities.

Bob Hoffman Video and Photography



**We understand Growth Companies.
We're one too.**

From tuna fleets to microchips, Barney & Barney has been serving the evolving insurance needs of San Diego's dynamic business community since 1909.

Congratulations to San Diego's Fastest Growing Private Companies! Your innovation and drive has made San Diego a thriving business community.

Join our team:
barneyandbarney.com/careers

- EMPLOYEE BENEFITS
- COMMERCIAL INSURANCE
- EXECUTIVE RISK
- WORKERS COMPENSATION
- RETIREMENT & WEALTH MANAGEMENT
- COMPENSATION CONSULTING



FASTEST
100

Internet Marketing Inc.

Co-Founder/CMO | Brent Gleeson**Co-Founder/CEO** | Brandon Fishman**Location** | 10620 Trenea St., #250, San Diego**2012 revenue** | \$13.7 million**2010 – 2012 growth** | 365.08 percent**No. of local full-time employees** | 65**Website** | www.internetmarketinginc.com

No.

3

Former Navy SEAL Leads Team of Marketing Warriors

Internet Marketing Inc. grew from a small agency to what is now the fastest growing digital marketing firm in the country. Starting small, Co-Founder Brent Gleeson kept focus on building a winning culture, recruiting the best talent and “spent a lot of time in strategic planning.” Now the agency is beating out big legacy firms for lucrative contracts with health care giants and credit card companies and re-opening a New York office to keep pace with major industry players. The firm’s aggressive growth ranks it as No. 3 on our Fastest-Growing Private Companies list for 2013.

The company’s aggressive strategy comes second nature to Gleeson, a Navy SEAL with three deployments who grew up in Dallas and worked in finance, but landed here for degrees at the University of San Diego. While in graduate school, Gleeson met Brandon Fishman and they started NewCondosOnline.com in 2005, riding the wave of the housing boom. The company grew to a \$4 million organization until the economy began its historic shift downward. Gleeson and Fishman wisely decided to diversify and by that point had learned a lot about driving traffic to websites. Customers began asking for help with SEO. Borrowing \$100,000 from the the online company and giving shareholders equal shares in the new organization, Internet Marketing Inc. launched with a small real estate development company as its first client.

Since 2007 new business has doubled. Growth came so quickly that the firm moved to a 20,000-square-foot office space in Scripps Ranch in November of 2011 and immediately expanded, taking over the entire second floor. The organization now has a full HR department that helps recruit and keep a talented team as the company’s philosophy predicates client retention



Co-Founder/CMO Brent Gleeson, Co-Founder/Ceo Brandon Fishman, President Ben Norton

Bob Hoffman Video and Photography

on motivated employees. Health, wellness and fitness are encouraged and prioritized. Now offering Web design, analytics, social media and SEO, Gleeson “sees ourselves transitioning to a full service agency with public relations, media buying, and trying to stay ahead of the curve.” Gleeson feels the essence of their success is that they “first listen to what the client needs.”

Internet Marketing’s expanding cli-

ent roster includes companies in diverse industries from residential developers to biopharma, and range from mega online retailer Road Runner Sports to internationally-renowned Deepak Chopra and The Chopra Center.

Social responsibility also is a major tenet of the firm’s core values. The San Diego Food Bank and Rady Children’s Hospital are two of the organizations the company supports locally.

Gleeson sees their biggest challenge to growth as getting the best possible people in the business – and keeping them. He sees a generation in which some lack corporate loyalty, and with San Diego a relatively small city, companies often easily poach from each other. Future plans look to a global focus over the next five years with acquisition of small shops to bring additional expertise to the organization.



proven past. secure future.

Established 1930



Cool Security for Hot Companies

SDA Security delivers the highest level of proven safety and security expertise, guidance and support for leading edge companies.



Smart Security-On-The-Go Intrusion Package

\$ 99 System Installation

\$ 49 Monthly Monitoring

The ultimate in business protection

- » "One Stop Shop" Single Source Security Partner
- » DiamondSite Video Verification and Video Guard Tour Capabilities
- » Locally-based 24/7/365 Central Station
- » In-house NFPA Certified Fire Inspectors
- » Real-time Access Control Management
- » eSmart Solutions that Save Money and Energy



Contact us and ask for the RockIT promotion (866) 261-2574 | sdasecurity.com/rockit

Join the conversation: [Facebook] [Twitter] [YouTube] [LinkedIn]

4-Year Term Required. Additional terms and conditions apply. Please call for details. CA License #245668 | ACO #046

FASTEST
100

Reliant Services Group LLC

CEO | Adam Stettner**Location** | 10505 Sorrento Valley Road, San Diego**2012 revenue** | \$2.1 million**2010 – 2012 growth** | 362.63 percent**No. of local full-time employees** | 23**Website** | www.callreliant.comNo.
4

Financier Helps Fund Future for Boutique Business Ventures

Years in the pressure cooker of Wall Street forced Adam Stettner to re-evaluate his life and priorities in 2004. Then San Diego beckoned as a new opportunity to focus on work/life balance and a career course alteration. Stettner already had developed a solid sales background, but learned the ropes of the student loan industry and began his own business in 2007. As the economic tsunami began to take its toll on businesses everywhere, Stettner saw his struggles mirrored in other small businesses in every industry. He began seeing that the necessary capital was increasingly difficult to get for a small startup or even a medium-sized organization wishing to expand, with banks conservatively approving only 20 percent of small business loan applications. In establishing Reliant Services Group, Stettner began providing financing in nontraditional means. Small business loans are established with flexible fixed daily payments; merchant cash advances are structured with repayment as a fixed percentage of daily credit card sales. Reliant also offers funding for equipment leasing and a premium program for highly qualified businesses.

This formula has paid off for Stettner as Reliant has garnered the No. 4 spot on our list of Fastest-Growing Private Companies. According to Stettner, "If what I do doesn't work for clients, they won't come back." His approach is working, as 74 percent of Stettner's business today is returning customers looking to expand their product lines, buy additional franchises, and hire more staff. More than 80 percent of his applications are approved and Reliant's default rate is in the single digits. Beginning in 2008 with establishing a line of credit for

**CEO Adam Stettner**

a pizzeria looking to replace a broken pizza oven, Reliant now has a national client list with California, Texas and New York, all large states in terms of commerce, ranking as their top territories. Clients range from doctors, chiropractors and home health care agencies to plumbers and specialty contractors with an average size of four to 20 employees. Growing the business took a lot of cold calling initially. "I

finally hired a guy to dial with me," remembers Stettner. Reliant's staff has grown as well and Stettner credits his growth to his team. "The way we approach business is different. Most people in this space have a very defined box. We take a more consultative approach."

Franchise expansion is a strong component of Reliant's business and Stettner sees more flexible financial

Bob Hoffman Video and Photography

products being offered in the future. Reliant's success stories range from a physician nervously opening a new clinic, only to see his practice grow so strong that he paid back the investment early, to an Illinois carpet cleaner who was loaned funds for his first van. He has returned nine times and now has a fleet of 11 service vehicles. Stettner adds, "To be part of so many people's lives feels great."

THE SEARCH IS OVER...

YOUR **BBB** HAS THE ANSWERS



FIND A BETTER BUSINESS AT BBB.ORG

DISCOVER THE DIFFERENCE TRUST MAKES!

FREE
Company Reviews

FREE
Complaint Assistance

FREE
Purchasing Information

858.496.2131 | www.bbb.org



FASTEST
100

Golden Shine Cleaning Agency

Founder | Jeremy Yamaguchi**President** | Matt Rall**Location** | 402 W. Broadway, #4017, San Diego**2012 revenue** | \$0.9 million**2010 – 2012 growth** | 358.54 percent**No. of local full-time employees** | 44**Website** | www.goldenshine.com

No.

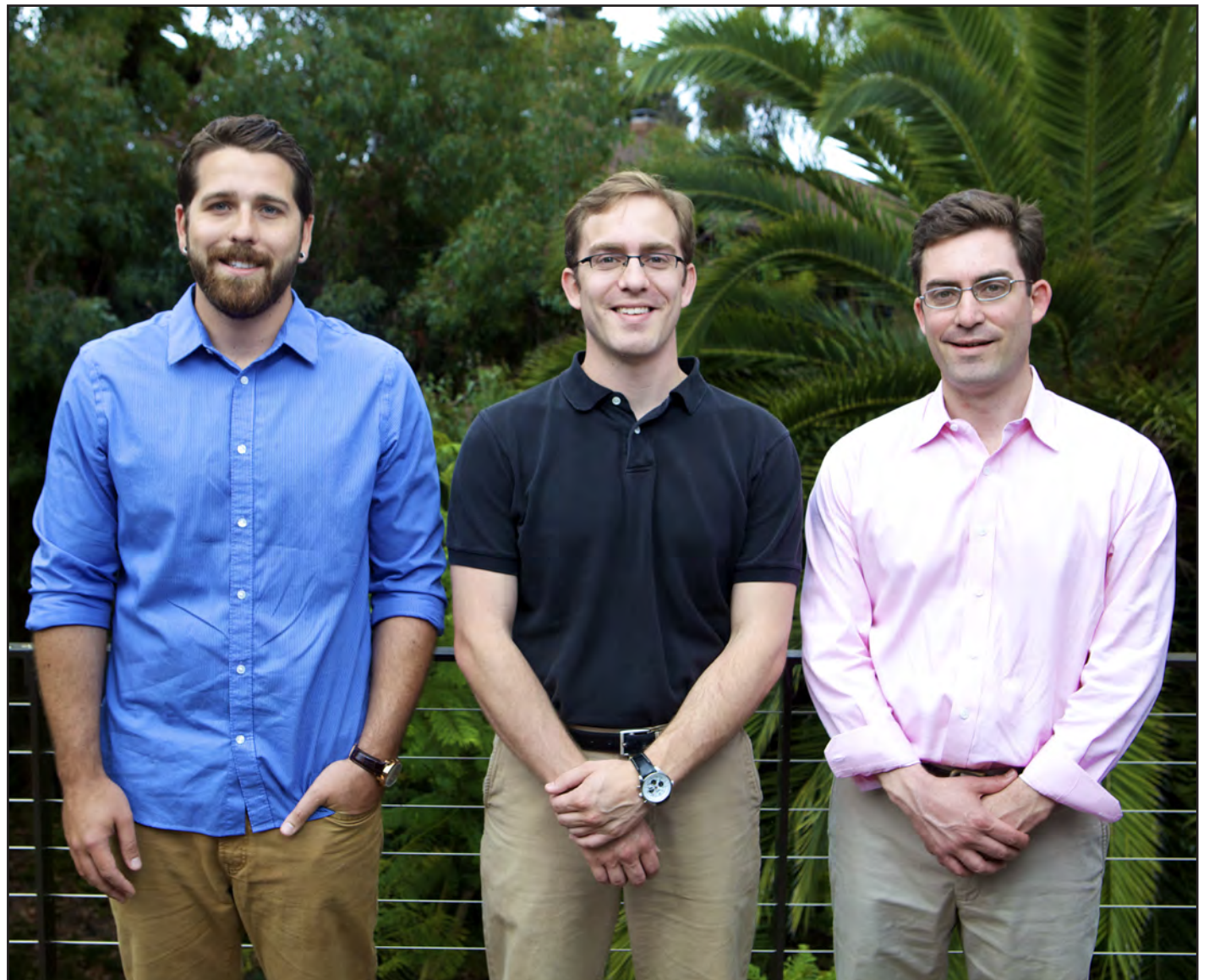
5

High Touch Meets High-Tech and Modernizes an Age-Old Service

Take one website designer with a passionate idea and overlay it onto an everyday responsibility; then blend in committed personnel and you have a recipe for success. Jeremy Yamaguchi, founder of Golden Shine Cleaning Agency, entered an industry that offered a service in great demand, but had many practitioners and consumers who connected via word of mouth and interacted personally for every transaction. Yamaguchi took this antiquated approach, layered on a sophisticated, but easy to use software system to manage both service providers and clients, and found a niche that has brought a steady stream of business growth and has ranked Golden Shine Cleaning Agency No. 5 on our Fastest-Growing Private Companies list for 2013.

“Housekeeping has been around since dirt itself,” Yamaguchi quips, “but there has been very little integration between the household services sector and technology.” Golden Shine’s system maintains a database of housekeepers who log in with information on what days they are available. Other factors are evaluated including the personalities of the provider and clients. College students may prefer someone who is extremely fast and takes care of just the basics, while other clients may want windows washed and carpets cleaned. An algorithm then extrapolates all the variables and recommends the most ideal placement. And, as handymen are becoming a thing of the past, the agency also can offer services such as gutter upkeep.

The core business of the agency is residential. Located in Mission Hills, they target a higher end of the market, but also reach into all areas of San Diego and Orange County. A native San Diegan, Yamaguchi finds there is a large



Founder Jeremy Yamaguchi, Partner Chris Rall, President Matt Rall

Bob Hoffman Video and Photography

pool of excellent providers to access in the region and the company prides itself on paying above market wages to its providers, instilling loyalty and longevity. Golden Shine also offers green cleaning products, vacancy and vacation rental cleaning services and “deep cleaning” targeting areas that traditionally get ignored from ovens and refrigerators to baseboards, blinds and shutters.

“The customer experience is essential and a lot of trust needs to go into that,” Yamaguchi said. The company also follows its heart and is a proud supporter of the Cleaning For A Reason Foundation, a unique nonprofit organization that provides free house cleaning services to women battling cancer.

Yamaguchi is looking at expansion not only in new locations in Southern

California, but developing adjacent services. The agency’s website, a tribute to Yamaguchi’s Web design background, not only markets the agency’s full range of services, but is full of helpful blogs and posts that feature solutions to everyday dilemmas such as organizing and cleaning a home office or the daunting task of folding a fitted sheet.

25 YEARS
INNOVATIVE
TOP-RATED
ANTIVIRUS
PROTECTION

ESET® ENDPOINT SOLUTIONS, TRUSTED BY IT PROS

"ESET develops high-performing security solutions that have a small impact on system performance."

—Andreas Clementi, AV-Comparatives

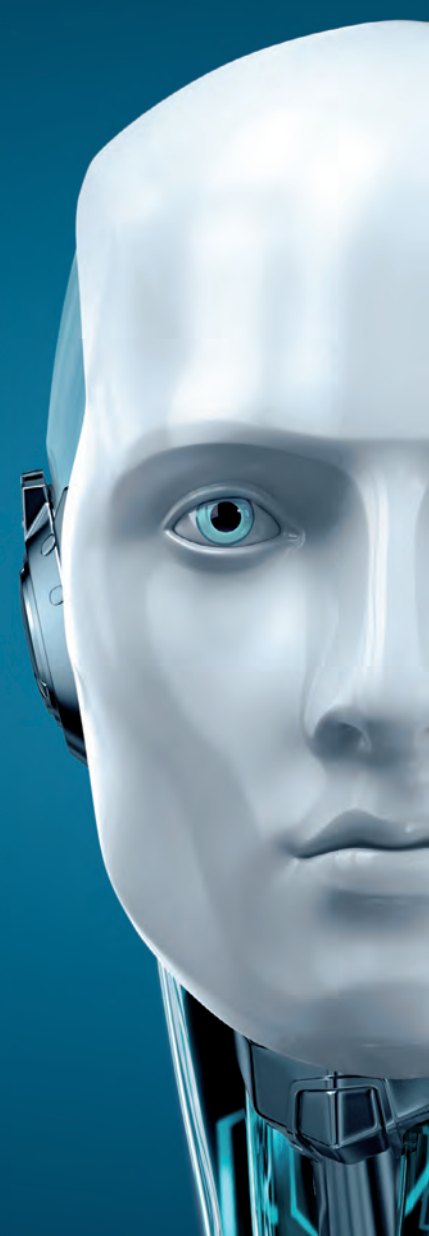
- ✓ Proactive malware detection
- ✓ Single management console
- ✓ Cross-platform protection
- ✓ Light and efficient scanning



Proven. Trusted.

Request your free business trial www.eset.com/us/business

© 1999-2013 ESET. All rights reserved. Trademarks used herein are trademarks or registered trademarks of ESET. All other names and brands are registered trademarks of their respective companies.



Distinctive Destinations. Endless Possibilities. | DESTINATIONHOTELS.COM



Make waves with a memorable meeting at Paradise Point, recently named among PCMA's "Best Hotel Spaces" for its 65,000 square feet of flexible waterfront space, 44 acres of lush tropical gardens & more than a mile of white sand beach.

COMPLIMENTARY RECEPTION + 15% OFF FOOD & BEVERAGE
Select August, September & December 2013 dates

Valid for new business only. Must book 10 rooms or more by 6/30/13.

Paradise Point

San Diego's Conference Destination
A DESTINATION® HOTEL

ParadisePointMeetings.com | 800.542.6275

FASTEST
100

Seamgen

President | Marc Alringer**Location** | 919 Fourth Ave., #200, San Diego**2012 revenue** | \$3.7 million**2010 – 2012 growth** | 314.59 percent**No. of local full-time employees** | 15**Website** | www.seamgen.com

No.

6

From Mobile Health Care to Mattel, Software Firm Designs Success for the New Age

With electronic health care as its original focus, a local San Diego firm now has expanded into a vast array of mobile and custom Web applications. With high powered international partners including Mattel and Cisco, Seamgen is seeing significant expansion and is listed as No. 6 on our 2013 Fastest-Growing Private Companies list.

“When the iPhone came out, we saw a huge opportunity for mobile in the health care space,” said Marc Alringer, Seamgen’s president. The health care industry is increasing its demand for mobile health applications in hospitals, physicians’ offices, and operating rooms, along with the quantum shift to electronic medical records; Seamgen has continued its involvement in the field while expanding into other areas. There are more than 200 electronic medical record systems in the market, but most hospitals are standardized on one or two platforms according to Alringer. Seamgen was able to build a system on top of the existing system at UC San Diego’s cardiology department which has helped increase the efficiency of the physician’s time. Partnering with locally-based Digital Healthcare Systems, Seamgen also developed MyAfterCare, a system that helps monitor in-home care, keeping patients safe after surgeries.

Seamgen sets itself apart from other agencies with their client relationships and a strong focus on design. According to Alringer, often they will propose a design, then the organization realizes it’s what they want, but they can’t build it. So Seamgen does. “70 to 80 percent of the people we get in front of, we sell to,” Alringer said. The company’s philosophy stresses the user experience with designs that account for different individual’s

**President Marc Alringer**

Bob Hoffman Video and Photography

habits and the types of platforms they are using from smartphones to tablets to desktops. And the client connection does not end at product launch. Seamgen continues to evaluate products long after they have left the prototype stage.

“A big trend is companies wanting to mobilize their sales teams and get all their information on tablets and phones. We pride ourselves on streamlining work flow,” Alringer said. With their

Salesforce.com system, all the tools a sales team needs in the field are available on a mobile device.

Seamgen also plays in the gaming field, developing entertainment concepts for big name clients such as Mattel. Seamgen helped build the Android and iOS versions of “Skip Bo,” a classic sequencing card game and also created a three-dimensional mobile version of the classic Rockem Sockem Robots game.

Games are a nice side for the company, but according to Alringer, “that industry is very tough. People don’t know what they want.”

Keeping a motivated, engaged, highly-skilled staff is one of the company’s major initiatives. Finding and retaining skilled designers is an ongoing recruitment effort. “We spend a lot of time looking for talent. It’s very hard to come by,” Alringer said.

MRC is experienced in partnering with organizations to be more productive & work more efficiently. We've expanded our product portfolio to now include Konica Minolta! Call us today or visit our website in making that step in helping YOUR office work smarter, not harder.

**bizhub
C554/C454**

**HIGH-SPEED
COLOR
SOLUTIONS**

POWER YOUR PRODUCTIVITY



A **xerox**  Company

MRC CORPORATE OFFICE
5657 COPLEY DRIVE
SAN DIEGO, CA 92111
(877) 541-5234 www.mrc360.com

FASTEST
100**I.E.-Pacific Inc.****Owner** | Diane Koester-Dion**Location** | 1663 Pacific Rim Court, San Diego**2012 revenue** | \$35.3 million**2010 – 2012 growth** | 307.94 percent**No. of local full-time employees** | 24**Website** | www.iepacific.comNo. **7**

Tenacity and Family Tradition Keep Defense Contractor in the Game

With a degree in civil engineering and a father in the construction business, Diane Koester-Dion may have had her career path laid out for her. But the diversity, growth and scope of the company Koester-Dion leads is anything but predictable. I.E.-Pacific Inc. has become a major player in the defense contracting business, with complex projects from armory expansion at Camp Pendleton to emergency room facilities at San Diego's Naval Medical Center and ranks as No. 7 on our 2013 Fastest-Growing Private Companies list.

The award-winning firm takes on projects that would challenge construction companies of mammoth size and completes them in record time and on budget. I.E.-Pacific has established itself in the defense realm with projects that range from \$7.5 million to \$15 million in the West Coast region. Additionally, located in a HUBZone (the U.S. Small Business Administration program for small companies that operate and employ

people in Historically Underutilized Business Zones), I.E.-Pacific also qualifies to vie for \$3.5 million to \$7.5 million projects.

Koester-Dion notes some of her biggest – and most challenging – successes as including a large project at Twentynine Palms and a logistically-fraught build out at San Clemente Island. The Twentynine Palms project (one of the company's largest) involved recruiting workers who would withstand the searing heat of the high Mojave Desert. San Clemente's unique isolation required renting a \$65,000 private barge (Cleopatra never had this problem) to transport extensive materiel and equipment. The project included the construction of eight buildings for military operations. The many projects demanding specialized customization include an air traffic control facility at Fallon Nevada; a military working dog facility at Travis Air Force Base; and landscape, irrigation and planting of the historical facility for Camp Pendleton's base commander.



Owner Diane Koester-Dion

Koester-Dion began her company in a recession, but found that her dedication

paid off. At the same time, she raised four children. Koester-Dion recalls challenges, but for the most part, unlike a staff job at a corporation, she could make her own schedule, which was positive. "When my daughter was born, I'd put her to bed, and then work on proposals until midnight," Koester-Dion said.

As "sequestration" (the government's mandated expense trimming) plays out, it is still unclear how that will affect I.E.-Pacific and other companies in their realm. Koester-Dion is philosophical. "We are continuing the same path, but looking for other opportunities if past experiences dry up." As one of the few women who took up a STEM oriented career at the time, Koester-Dion says "there is still a shortage of women and minorities in math and engineering. When I went to engineering school, there were only a handful of women. When I started in business I was the only female in the room. I don't notice it anymore. I have proven myself and proven I can do the job."

SUPPLEMENT FACTS

Senior Editor

Stephanie R. Glidden

Research Editor

Emily Pippin

SAN DIEGO BUSINESS JOURNAL

Vice President, Associated Publisher

Bob Baranski

Supplements Editor

Patti Anderson

Director of Art & Production

Michael S. Domine

FASTEST
100**Visual Communications Co. LLC****CEO** | Andrew Zanelli**Location** | 12780 Danielson Court, Poway**2012 revenue** | \$10.4 million**2010 – 2012 growth** | 255.86 percent**No. of local full-time employees** | 26**Website** | www.vcclite.comNo.
8

All That Glitters is Gold for Light Manufacturing Firm

If you think about the countless times you see an indicator light, you are seeing an expanding technology that has changed from gaslight to incandescent and neon to today's LED displays. The applications are endless. Anywhere a machine interfaces with another machine there is a need for lighted indicators. There is no part of modern business, industry or today's home that does not incorporate an array of indicator lights of every conceivable shape and size. From industrial equipment, tractors, aviation electronics, medical devices, cars, computers and appliances – lighting aids the interface at some level. The founder of Visual Communications Co. LLC (VCC), a 40-year-old San Diego-based firm, was a visionary, seeing early on the advent of LED lighting and knew it was the wave of the future. VCC made its mark in the evolution of the technology and has not lost its momentum since. The company has continued its growth arc and is our No. 8 Fastest-Growing Private Company for 2013.

Today the company, based in Poway, is guided by CEO Andrew Zanelli who has continued the expansion. VCC is recognized as a leading global manufacturer of LED indicators, LED light pipes, neon and incandescent indicators, and retrofit LED applications. VCC's products are available through more than 250 distributors throughout the world. A major addition last year also boosted the company's name recognition. "We acquired Chicago Miniature Lamp; the best known brand in the field for more than 100 years," Zanelli said. "Now VCC is rebuilding that brand." In 2012 VCC also acquired the Leecraft and Littelites product lines, as well as their related patents and intellectual property. The acquisitions, along with larger

**CEO Andrew Zanelli**

Bob Hoffman Video and Photography

headquarters and manufacturing space, established VCC as the most dominant player in the field.

Aviation is a major industry that is stepping up its need for VCC's products growing from less than \$100,000 in revenue a year ago to \$1.5 million now. VCC's San Diego location aids efficiencies

of manufacturing that has contributed to the organization's bottom line. A 20-year relationship with a Tijuana maquiladora has streamlined and economized operations. "We still do a great amount in San Diego as well, but we are up against competitive manufacturing in China," Zanelli said.

For the future, VCC continues to work on corporate strategies. "We see countless opportunities in custom solutions and off-the-shelf products," Zanelli said. "We believe in today's world, improved aesthetics is huge." New materials, new looks, new feels – will all lead to new and better experiences.

FASTEST
100

TakeLessons.com

Founder/CEO | Steven Cox**Location** | 350 10th Ave., #600, San Diego**2012 revenue** | \$8.6 million**2010 – 2012 growth** | 249.89 percent**No. of local full-time employees** | 72**Website** | www.takelessons.com

No.

9

TakeLessons Takes Off

“Keep Enrique out of Chili’s” became the battle cry of Steven Cox and his fellow band mates and the eventual inspiration for a unique service that has become a model for the music industry and online educational instruction. As the tale goes, the very talented drummer in Cox’s band had resigned himself to getting a “day job” and giving up drumming as music gigs and tutoring were not paying the bills – the age old challenge of many musicians. Cox saw an opportunity and as he recalls, “there was no 800 pound gorilla in the room to knock off.” The online world was morphing from product sales to the next generation – offering services over the Internet. However, it’s one thing to buy a shirt online and quite another to have a stranger come into your house. But with the advent of Craigslist, Angie’s List and Yelp!, consumers felt safer making those kinds of purchases. In that emerging environment, Cox introduced TakeLessons.com and the organization has grown to national prominence as the largest online service marketplace for music lessons in the U.S. and is slotted as No. 9 on our 2013 Fastest-Growing Private Companies list.

TakeLessons.com brings together pre-screened music instructors with customers. Through a seven-step recruitment process, teachers apply on the site and, if accepted, become part of TakeLessons’ database that matches parents and individuals looking for music instructions in all types of instruments with qualified, experienced pros. The site gets more than 1,000 applications regularly. Locations are matched so instructors can work as close or as far from home as they desire. TakeLessons aids with scheduling, and transaction support, communication with clients, along with marketing and promotion, while instructors do what they do best, their music. Clients are asked for

**Founder/CEO Steven Cox**

Bob Hoffman Video and Photography

feedback so TakeLessons keeps track of metrics for constant evaluation.

Last year proved a turning point for the site. Expanding from personal one-on-one instruction, TakeLessons began offering online instruction and the floodgates opened. Today, a 67-year-old client in Paducah, Kentucky takes Ukulele lessons from a teacher on Hawaii’s Big Island. Sitar and harp lessons are available online along with the popular standards – singing, guitar, keyboard, violins and drums. Cox self-funded the company initially, but revenues now

generate from a percentage of the lessons and providing the tools and platform itself, including a billing system. “I have to give credit to the team internally who built our own ... hardware,” Cox said.

An influx of venture capital at the beginning of 2013 will support even more expansion. Students are now served in more than 3,000 cities and tutorials for other instructional areas are coming online. Expansion internationally has already begun and is being looked at for major growth in the next few years. Cox sees San Diego as a tougher place

to raise needed funds in comparison to the Bay area where much of the region’s investment capital resides. “I would love to see San Diego support more startup activity,” Cox said. “The cost of working here for employees makes it tougher to do. Santa Monica and Silicon Valley have made a concerted effort to attract young software startups.”

And Enrique. He never made it to Chili’s. He kept on drumming, touring internationally with prominent bands – and today he still teaches for TakeLessons.com.

FASTEST
100

Suna Solutions

President | Michael Larkins

Location | 4275 Executive Square, #1030, San Diego

2012 revenue | \$31.1 million

2010 – 2012 growth | 241.76 percent

No. of local full-time employees | 16

Website | www.suna.com

No.

10

Staffing Firm Offers Companies Top Talent and Committed Service

A case of mistaken identity started Michael Larkins on his career destiny. Shortly after college the 22-year-old recent grad was contacted by a recruiter for Labor World. Quickly accepting the position, Larkins assumed he was entering the exciting realm of magazines. He then discovered it was actually a job placement company. But he found he really enjoyed the work and, 24 years later, Larkins now leads his own successful company and Suna Solutions stands at No. 10 on this year's Fastest-Growing Private Companies list.

As Larkins puts it, "dumb luck and circumstance" started him in the business. But keen insight into the marketplace and the shifts in the economics of different industries has kept Larkins' company in sync with the needs of organizations as they grow, transition or even downsize. Larkins feels the core values that have been established for Suna keep the firm grounded and focused on priorities. Those values – transparency, empowerment, community involvement and enabling clients' goals – along with hiring excellent people, provide the formula that guides day-to-day decisions.

Unlike many businesses, economic slowdowns have not been a negative. "A soft economy helps this industry," Larkins said. "You can get great talent for a great price." He feels looking for the right personality is key. "Hire people with soft skills – cognitive and critical thinking – then teach them hard skills."

Larkins sees the health care initiative as impacting the bottom line for many companies who may turn to staffing organizations like Suna for contract employees as a cost saving measure. In order to stay below a certain threshold of full time equivalent employees, companies can elect to have Suna provide



President Michael Larkins

Bob Hoffman Video and Photography

the W2 services for designated staff. There are clearly defined criteria for 1099 (contract) staff or a W2 employee and Suna offers risk assessments to evaluate a company's employee status and recommends any needed changes for compliance. Suna also offers a variety of staffing services from direct hire (which is the biggest growth area today), hourly, and project support. Larkins notes one of the most challenging areas for staffing

is the demand for STEM (science, technology, engineering and math) educated job applicants. "It is becoming more and more difficult to find qualified candidates in those fields."

Larkins also is a committed supporter of community involvement and encourages the entire staff to join with him. "I feel we need to give back to the community," Larkins said. Suna's employees are actively engaged in volunteer and

financial support for numerous organizations including Freedom Station, Make-A-Wish Foundation, and Casa de Amparo. He strongly believes in keeping employees motivated and engaged on a number of levels. Recently, Suna began hosting yoga classes every Wednesday for staff and clients. And Larkins proudly recalls that "the first piece of equipment that arrived at our new offices was a foos ball table."

FASTEST-GROWING PRIVATE COMPANIES

Ranked by percent of verified revenue growth from 2010 to 2012

Rank	Company Address Website	Telephone Fax	Percent growth in revenue from 2010 - 2012	Revenue: \$ Millions • 2012 • 2011 • 2010	Local full-time employees as of March 1: • 2013 • 2012 • 2011	Business description	•CEO •CFO	Year established locally
1	Nuera Contracting & Consulting LP 12975 Brookprinter Place, #160, Poway 92064 www.nueraplatinum.com	858-668-1844 858-946-0524	1,544.25	\$7.6 \$1.7 \$0.5	28 7 4	General construction, owner representation	Walter J. Fritz Matthew D. Parker	2009
2	ITAV Solutions Inc. 5945 Pacific Center Blvd., San Diego 92121 www.itavsolutions.com	855-438-4828 866-669-4933	477.22	\$3.1 \$1.8 \$0.5	11 6 1	Audio visual design and integration	Joseph Divona Joseph Divona	2009
3	Internet Marketing Inc. 10620 Treena St., #250, San Diego 92131 www.internetmarketinginc.com	619-606-5155 866-780-5126	365.08	\$13.7 \$6.4 \$3.0	65 42 32	Digital marketing agency	Brent Gleeson Kathleen Redding	2007
4	Reliant Services Group LLC 10505 Sorrento Valley Road, San Diego 92121 www.callreliant.com	858-367-5882 877-999-1362	362.63	\$2.1 \$0.7 \$0.5	23 10 6	Financial services	Adam A. Stettner Adam A. Stettner	2008
5	Golden Shine Cleaning Agency 402 W. Broadway, #4017, San Diego 92101 www.goldenshine.com	858-705-4115	358.54	\$0.9 \$0.5 \$0.2	44 22 10	Household services	Jeremy Yamaguchi Akore Berliner	2009
6	Seamgen 919 Fourth Ave., #200, San Diego 92101 www.seamgen.com	619-819-7456	314.59	\$3.7 \$2.0 \$0.9	15 9 7	Custom software design and development	Marc Alringer Marc Alringer	2008
7	I.E.-Pacific Inc. 1663 Pacific Rim Court, San Diego 92154 www.iepacific.com	619-671-5870 619-671-5877	307.94	\$35.3 \$19.4 \$8.7	24 21 21	Defense contractor	Diane Koester-Dion LouAnn Hale Garcia	1993
8	Visual Communications Co. LLC 12780 Danielson Court, Poway 92064 www.vcclite.com	858-386-5666	255.86	\$10.4 \$7.5 \$2.9	26 9 9	Electronic component manufacturing	Andrew Zanelli Lee Wilcox	1980
9	TakeLessons.com 350 10th Ave., #600, San Diego 92101 www.takelessons.com	619-231-8505	249.89	\$8.6 \$5.7 \$2.5	72 44 21	Consumer Internet marketplace	Steven Cox Karen Baumbach	2008
10	Suna Solutions 4275 Executive Square, #1030, San Diego 92037 www.suna.com	858-795-0999 925-444-2194	241.76	\$31.1 \$24.0 \$9.1	16 11 5	Administrative, IT, engineering, biotech, health care	Michael Larkins Lisa Cvecko	2010
11	Atlas General Insurance Services Inc. 8954 Rio San Diego Drive, #600, San Diego 92108 www.atlas.us.com	619-768-6580 619-814-8914	232.76	\$19.3 \$14.5 \$5.8	53 40 34	Insurance	Bill Trzos Stephanie Zambrana	2009
12	Alpha Mechanical Inc. 4885 Greencraig Lane, San Diego 92123 www.alpha-mechanical.com	858-279-1300 858-751-0977	215.98	\$35.8 \$18.1 \$11.3	280 165 92	Service and construction contractor	Boris Barshak Renee Poulson	1991
13	NPS/Payroll Centric Payroll and HRIS Solutions 530 K St., #610, San Diego 92101 wnd	619-756-9224 619-546-4997	207.36	\$2.8 \$1.8 \$0.9	10 12 10	Payroll HRIS outsourcing solution	Brad Flipse Brad Flipse	2008
14	metajive 1412 Camino Del Mar, Del Mar 92014 www.metajive.com	858-259-5483	204.01	\$1.0 \$0.7 \$0.3	5 6 3	Custom website design, development, strategy	Dave Benton April Benton	2005
15	Integrated Practice Solutions Inc. 9265 Sky Park Court, #200, San Diego 92123 www.chirotouch.com	619-528-0040 619-528-0050	199.57	\$19.9 \$12.3 \$6.6	53 39 24	Software	Robert Moberg Robert Moberg	2004
16	Miva Merchant 5060 Shoreham Place, #130, San Diego 92122 www.mivamerchant.com	858-608-6482 858-731-4200	199.16	\$9.1 \$7.2 \$3.0	78 78 45	Software	Russ Carroll Tim Sullivan	1995
17	Digital Operative Inc. 3990 Old Town Ave., Suite A208, San Diego 92110 www.digitaloperative.com	619-795-0630	183.73	\$1.7 \$0.8 \$0.6	21 13 8	E-commerce, digital marketing, technology	BJ Cook Adam Levenson	2008
18	Sentek Global 2811 Nimitz Blvd., Suite G, San Diego 92106 www.sentekglobal.com	619-543-9550 619-543-9557	183.72	\$26.5 \$17.5 \$9.3	130 127 65	Information assurance services, certification training	Eric Basu Jeff Silva	2001
19	PayLease LLC 9330 Scranton Road, #450, San Diego 92121 www.paylease.com	858-657-9391 866-492-2883	181.38	\$12.1 \$7.7 \$4.3	59 34 17	Financial services	Dave Dutch Jim Kelly	2003
20	TGG Accounting 10188 Telesis Court, #130, San Diego 92121 www.tgg-accounting.com	760-697-1033 760-687-2811	180.62	\$4.8 \$3.4 \$1.7	59 56 58	Managerial accounting firm	Matt Garrett Andrew Ruff	2005
21	Ludus Tours 1446 Front St., #200, San Diego 92101 www.ludustours.com	866-343-6133 512-233-0891	177.95	\$6.8 \$3.3 \$2.5	14 23 10	Hospitality and sports tours	Adam G. Dailey Brian Melekian	2010
22	Underground Elephant 600 B St., #1300, San Diego 92101 www.undergroundelephant.com	800-466-4178 619-923-2607	164.88	\$24.4 \$23.1 \$9.2	54 64 42	Software, advertising	Jason Kulpa William Huff	2008
23	Xpera Group 153 N. Highway 101, #103, Solana Beach 92075 www.xperagroup.com	858-436-7770 858-436-7027	162.15	\$3.8 \$2.1 \$1.4	14 6 4	Construction consulting	Ted Bumgardner John McGinnis	2009
24	MCT Trading Inc. 406 Ninth Ave., #211, San Diego 92101 www.mct-trading.com	619-543-5111 619-543-5129	160.69	\$7.0 \$4.4 \$2.7	36 17 15	Financial services	Curtis M. Richins Phil A. Rasori	2003
25	BNoticed 3336 Boundary St., San Diego 92104 www.bnoticed.com	619-255-9300 866-519-7357	156.65	\$0.7 \$0.5 \$0.3	3 3 2	Promotional products	Gregg Taft Gregg Taft	2009
26	Global Strategic Management Institute 1501 India St., #103-60, San Diego 92101 www.gsmiweb.com	888-409-4418 619-923-3542	151.46	\$2.7 \$2.4 \$1.1	13 7 2	Accelerated learning for corporate executives	Byron Mignanelli Luke Vinci	2008
27	Proven Solutions Inc. 9444 Waples St., #440, San Diego 92121 www.proveninc.com	858-412-1111 858-412-1100	149.09	\$13.7 \$9.7 \$5.5	40 35 24	Technology, finance, accounting, life sciences	Louis J. Song Ingram B. Losner	2007
28	Web Shop Manager P.O. Box 161201, San Diego 92176 www.webshopmanager.com	619-278-0872 888-819-2968	148.15	\$1.6 \$1.1 \$0.7	20 12 5	E-commerce solution provider	Dana Nevins Victor Mosso	2003
29	J Public Relations 1620 Fifth Ave., #700, San Diego 92101 www.jppublicrelations.com	619-255-7069 619-255-1364	146.58	\$2.7 \$1.8 \$1.1	23 11 9	Public relations, social media	Jamie Lynn Sigler Lindsey Back	2003
30	Norima Consulting U.S. 11590 W. Bernardo Court, #245, San Diego 92127 www.norimaconsulting.com	888-737-4038 858-866-9887	144.28	\$4.5 \$3.0 \$1.8	25 11 7	Information technology and management consulting	David Kuik Jacek Hunek	2005
31	R3 Strategic Support Group Inc. 875 Orange Ave., #210, Coronado 92118 www.r3ssg.com	800-418-2040	137.99	\$4.3 \$2.9 \$1.8	26 19 13	Support to Department of Defense organizations	David Sadler Donna Peralta	2008

Due to rounding off, some growth percentages appear to be incorrect.
wnd Would not disclose

Notes: To be considered for the list, companies must be privately held, based in San Diego County and have earned at least \$200,000 in revenue in 2010. The Business Journal has chosen not to show rankings from last year's list because they misrepresent the company's growth. The purpose of this list is to highlight those companies that grow quickly each year, and while it is unlikely that a company will rank every year, this does not mean that it is not profitable and still growing. A number of companies returned surveys but did not rank in the top 100 for the list.

Sources: The companies, CPA attestation letters and San Diego Business Journal list files.

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 list, omissions and typographical errors sometimes occur. Please send corrections or additions to the Research Department at the San Diego Business Journal, 858-277-6359. This list may not be reprinted in whole or in part without written permission from the editor. Some companies have declined to participate or did not return a survey by press time. It is not the intent of this list to endorse the participants nor to imply a company's size or numerical rank indicates its quality.

Researched by Emily Pippin and Stephanie R. Glidden

◆ Continued on page S35

FASTEST-GROWING PRIVATE COMPANIES

Ranked by percent of verified revenue growth from 2010 to 2012

Continued from page S34

Rank	Company Address Website	Telephone Fax	Percent growth in revenue from 2010 - 2012	Revenue: \$ Millions • 2012 • 2011 • 2010	Local full-time employees as of March 1: • 2013 • 2012 • 2011	Business description	• CEO • CFO	Year established locally
32	YK Enterprises Inc. 726 W. 19th St., National City 91950 www.ykenterprises.com	619-474-6229 619-474-5216	130.38	\$18.2 \$7.9 \$7.9	211 160 205	Defense contractor	Steve Johnston Michelle Ralph	1981
33	Quality Tax and Financial Services Inc. 9829 Campo Road, Spring Valley 91977 www.qualitytaxfinancial.com	619-668-6830 619-668-0098	126.88	\$0.5 \$0.2 \$0.2	9 9 5	Tax preparation and representation, bookkeeping	Richard Smith Jr. Carolyn Smith	1983
34	Tridea Partners 380 Stevens Ave., #309, Solana Beach 92075 www.trideapartners.com	858-755-3700 858-755-3833	120.80	\$5.2 \$2.8 \$2.3	24 17 10	Software and consulting services	Andy Collins Matthew Boese	2004
35	Pure Financial Advisors Inc. 3131 Camino del Rio N., #1550, San Diego 92108 www.purefinancial.com	619-814-4100 619-814-4109	118.16	\$5.8 \$4.1 \$2.7	29 22 20	Financial planning, asset management	Michael Fenison Alan Clopine	2007
36	Infocore Inc. 2375 Camino Vida Roble, Carlsbad 92011 www.infocore.com	760-607-2500	113.18	\$10.3 \$6.4 \$4.8	5 6 7	Direct marketing	Scott Neuberger Scott Neuberger	1992
37	Oceanhouse Media Inc. 169 Saxony Road, #201, Encinitas 92024 www.oceanhousemedia.com	760-230-2067 760-230-2064	112.66	\$3.9 \$3.4 \$1.8	9 8 5	Software	Michel Kripalani Michael Lindmark	2009
38	Tobolski Watkins Engineering Inc. 9246 Lightwave Ave., #140, San Diego 92123 www.tobolskiwatkins.com	858-381-5843 858-764-5445	109.54	\$3.7 \$2.5 \$1.8	14 14 5	Structural engineering and blast consulting	Matthew Tobolski Derrick Watkins	2008
39	intelliSolutions Inc. 591 Camino de la Reina, #420, San Diego 92108 www.intellisolutions-inc.com	619-683-2139 619-683-2188	109.11	\$4.4 \$3.2 \$2.1	29 27 19	Defense contractor	Jamie Moraga Judy McLaughlin	2006
40	Simply Biotech 11858 Bernardo Plaza Court, #230, San Diego 92128 www.simplybiotech.com	858-487-0507 888-631-4111	107.23	\$2.0 \$1.6 \$1.0	30 6 15	Biotech recruiting and staffing	Travis Medley Travis Medley	2008
41	eMolecules Inc. 420 Stevens Ave., #120, Solana Beach 92075 www.emolecules.com	858-764-1941 858-764-1917	107.22	\$10.7 \$12.4 \$5.2	22 13 10	Life science chemical e-commerce	Niko Gobernator Martha Laundroche	2007
42	CPC Strategy 2820 Camino del Rio S., San Diego 92108 www.cpcstrategy.com	619-980-1425 866-885-0237	97.39	\$1.3 \$0.9 \$0.7	19 13 10	Digital media marketing	Rick Backus Nii Ahene	2007
43	The Cydio Group Inc. 591 Camino de la Reina, #1150, San Diego 92108 www.cydio.com	619-573-4848 888-253-6925	94.44	\$3.5 \$1.9 \$1.8	31 28 19	IT staffing	Curt Sterling Kimberly Sitz	2006
44	Sonic Boom Wellness 5963 La Place Court, #100, Carlsbad 92008 www.sonicboomwellness.com	760-438-1600	94.31	\$2.2 \$1.7 \$1.1	16 11 6	Health and wellness	Danna Korn Ryan Saathoff	2008
45	High Rank Websites Inc. 9810 Scripps Lake Drive, Suite A, San Diego 92131 www.highrankwebsites.com	858-935-9478 866-318-4164	92.93	\$3.6 \$2.5 \$1.8	20 13 5	Digital marketing	Michael Perez Michael Perez	2005
46	Managed Laboratory Services Inc. dba MLS Technology Group 16855 West Bernardo Drive, #320, San Diego 92127 www.managedlab.com/www.mlstg.com	858-605-7059 800-934-9310	92.49	\$1.0 \$0.9 \$0.5	11 9 6	Life science service provider	Payton Moyer Payton Moyer	2008
47	Mingle LLC 701 B St., #1255, San Diego 92101 www.minglellc.com	619-618-4201	91.67	\$3.5 \$2.5 \$1.8	40 30 20	Internet holding company	Mike C. O'Brien Mike C. O'Brien	2005
48	Republic Moving and Storage 2311 Boswell Road, #5, Chula Vista 91914 www.republicmoving.com	619-591-0070 619-993-0080	88.72	\$9.4 \$6.8 \$5.0	120 90 45	Moving, storage, transportation	Bill Lovejoy Linda McElroy	2008
49	Samuel Scott Financial Group 12275 El Camino Real, San Diego 92130 www.samuelsscottfg.com	858-259-6070 858-259-6075	88.23	\$5.9 \$3.5 \$3.2	31 26 21	Mortgage company	Todd Pianin Cliff Thomsen	2006
50	Dataskill Inc. 5675 Ruffin Road, #100, San Diego 92123 www.dataskill.com	858-755-3800 858-755-3282	86.02	\$16.3 \$14.1 \$8.7	43 43 41	Technology	Nigel Hook Denise Strait	1984
51	D&K Engineering Inc. 15890 Bernardo Center Drive, San Diego 92127 www.dkengineering.com	858-376-2500 858-451-9989	82.38	\$63.7 \$37.0 \$34.9	255 175 110	R&D, engineering, contract manufacturing	Scott Dennis Jody Zevenbergen	1999
52	Lusardi Construction Co. 1570 Linda Vista Drive, San Marcos 92078 www.lusardi.com	760-744-3133 760-744-9064	81.86	\$160.1 \$113.6 \$88.0	225 185 110	General contractor	Scott Free Stan Prigmore	1958
53	858 Graphics 9705 Carroll Centre, #101, San Diego 92126 www.858graphics.com	858-568-5133 858-435-1014	81.82	\$2.0 \$1.5 \$1.1	20 15 10	Printing	Brandon Stapper Trey Munday	2007
54	Curriculum Technology LLC 3520 Seagate Way, #115, Oceanside 92056 www.curriculumtechnology.com	760-295-0863 760-216-6148	79.59	\$1.4 \$1.6 \$0.8	10 10 6	Education technology	Daniel Byram Vicki Corcoran	2006
55	Real Capital Markets.com LLC 5780 Fleet St., #130, Carlsbad 92008 www.rcm1.com	760-602-5080 760-602-5081	78.79	\$6.9 \$5.5 \$3.9	17 17 18	Online marketing platform	Stephen J. Alter Tina M. Lichens	1999
56	Tuscany Pavers Inc. 335 W. Ninth Ave., Escondido 92025 www.tuscanypavers.com	866-596-4092 760-973-4420	77.04	\$2.5 \$1.8 \$1.4	15 13 12	Construction, paving stone, turf installation	Jason Erdos Mary Ann Erdos	2008
57	Cask LLC 5151 Shoreham Place, #140, San Diego 92122 www.caskllc.com	858-200-2192	75.58	\$15.1 \$12.2 \$8.6	76 51 39	IT services consulting	Liz Guezzale Mark Larsen	2004
58	Mindgruve 1018 Eighth Ave., San Diego 92101 www.mindgruve.com	619-757-1325 619-757-1324	72.68	\$5.2 \$4.2 \$3.0	33 20 15	Digital media marketing	Chad Robley Deion Stromenger	2001
59	Pacific Building Group 9752 Aspen Creek Court, #150, San Diego 92126 www.pacificbuildinggroup.com	858-552-0600 858-552-0604	71.74	\$79.0 \$52.8 \$46.0	174 142 105	General contractor	Greg Rogers Lisa Hitt	1984
60	Bekker's Catering 7455 Mission Gorge Road, San Diego 92120 www.bekkerscatering.com	619-287-9027 619-287-9045	71.30	\$1.9 \$1.6 \$1.1	14 10 6	Catering, event planning	Olga M. Worm Jennifer Worm	1958
61	Transition Staffing Group Inc. 10509 Vista Sorrento Parkway, #300, San Diego 92121 www.calltsg.com	858-404-9900	70.17	\$3.9 \$3.0 \$2.3	6 9 8	Staffing	Shaun Enders Steve Boegly Gina Bellaconis	2005

Due to rounding off, some growth percentages appear to be incorrect.

wnd Would not disclose

Notes: To be considered for the list, companies must be privately held, based in San Diego County and have earned at least \$200,000 in revenue in 2010. The Business Journal has chosen not to show rankings from last year's list because they misrepresent the company's growth. The purpose of this list is to highlight those companies that grow quickly each year, and while it is unlikely that a company will rank every year, this does not mean that it is not profitable and still growing. A number of companies returned surveys but did not rank in the top 100 for the list.

Sources: The companies, CPA attestation letters and San Diego Business Journal list files.

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 list, omissions and typographical errors sometimes occur. Please send corrections or additions to the Research Department at the San Diego Business Journal, 858-277-6359. This list may not be reprinted in whole or in part without written permission from the editor. Some companies have declined to participate or did not return a survey by press time. It is not the intent of this list to endorse the participants nor to imply a company's size or numerical rank indicates its quality.

Researched by Emily Pippin and Stephanie R. Glidden

Continued on page S36

FASTEST-GROWING PRIVATE COMPANIES

Ranked by percent of verified revenue growth from 2010 to 2012

Continued from page S35

Rank	Company Address Website	Telephone Fax	Percent growth in revenue from 2010 - 2012	Revenue: \$ Millions • 2012 • 2011 • 2010	Local full-time employees as of March 1: • 2013 • 2012 • 2011	Business description	•CEO •CFO	Year established locally
62	MG Properties Group 10505 Sorrento Valley Road, #300, San Diego 92121 www.mgproperties.com	858-366-6500 858-526-0800	69.06	\$7.9 \$6.8 \$4.7	111 105 87	Real estate investment, property management	Mark Gleiberman Chuck Godlesky	1989
63	Innovative Commercial Environments LLC 12250 El Camino Real, #200, San Diego 92130 www.icesd.com	858-947-7272	69.02	\$3.4 \$2.7 \$2.0	7 5 3	Commercial furniture dealer, space planning	DeLinda Forsythe Jeff Klein	2006
64	Vavi Inc. 1940 Garnet Ave., #110, San Diego 92109 www.govavi.com	858-349-6251	68.07	\$3.6 \$3.0 \$2.1	13 10 9	Sports and recreation	Steve Stoloff Latane Meade	2002
65	Independent Financial Group LLC 12671 High Bluff Drive, #200, San Diego 92130 www.ifgsd.com	858-436-3180 858-481-9033	66.99	\$76.0 \$62.5 \$45.5	48 44 35	Independent broker/dealer	Joe Miller Scott Heising	2003
66	Intercare Insurance Solutions, a HUB International Co. 5375 Mira Sorrento Place, #400, San Diego 92121 www.intercaresolutions.com	858-373-6900 858-373-6896	65.89	\$21.4 \$17.3 \$12.9	94 81 60	Health insurance brokerage	Mike Barone Julie Plaa	2003
67	Dobi & Associates Inc. 2835 Camino del Rio S., #200, San Diego 92108	619-299-0490 619-342-7736	65.88	\$11.4 \$5.4 \$6.9	6 5 5	Wholesaler	Glen C. Dobi Penny S. VanBaale	2004
68	Stone Brewing Co. 1999 Citracado Parkway, Escondido 92029 www.stonebrewing.com	760-471-4999 760-294-7898	65.57	\$103.4 \$83.9 \$62.4	329 266 221	Craft brewery, restaurant	Greg Koch Craig Spitz	1996
69	XIFIN Inc. 12225 El Camino Real, San Diego 92130 www.xifin.com	858-793-5700 858-793-5701	65.03	\$29.2 \$23.7 \$17.7	163 140 124	Health care revenue cycle management	LÅjle White Craig Kussman	1997
70	Gunnar Optiks 705 Palomar Airport Road, #100, Carlsbad 92011 www.gunnars.com	858-769-2536 858-755-5100	65.03	\$7.6 \$6.8 \$4.6	15 21 15	Consumer products, technology eyewear	Joe Croft Michael Brower	2006
71	Airsupply Tools Inc. 7544 Trade St., San Diego 92121 www.airsupplytools.com	800-936-2053	63.84	\$3.2 \$4.0 \$1.9	11 11 5	Industrial distribution	Sean Hutchens Sean Hutchens	2003
72	bkm OfficeWorks 9201 Spectrum Center Blvd., #100, San Diego 92123 www.bkmofficeworks.com	858-569-4700 858-569-4741	62.99	\$73.2 \$60.0 \$44.9	117 110 106	Office furniture, related services	William Kuhnert James Skidmore	1989
73	Thunder SEO 2920 North Park Way, San Diego 92104 www.thunderseo.com	619-618-2396 619-923-3020	62.64	\$0.6 \$0.5 \$0.4	7 8 4	Inbound marketing	Maxwell Thomas Philip Wright	2007
74	Bird Rock Systems 9605 Scranton Road, #402, San Diego 92121 www.birdrockusa.com	858-777-1617 858-777-1623	62.49	\$7.2 \$6.2 \$4.4	9 8 6	Technology reseller	Jim Matteo Jim Matteo	2004
75	BuyAutoParts.com 6740 Cobra Way, San Diego 92121 www.buyautoparts.com	858-200-0516 858-587-8778	60.74	\$33.8 \$27.0 \$21.0	108 71 50	Auto parts	Dara Greaney Lorin Port	1989
76	Jackson Design & Remodeling Inc. 4797 Mercury St., San Diego 92111 www.jacksondesignandremodeling.com	619-442-6125 858-292-6250	60.08	\$8.7 \$7.4 \$5.4	33 36 32	Design-build remodeling firm	Todd Raymond Jackson Todd Raymond Jackson	1989
77	On-site Tech Support 616 Stevens Ave., Suite B, Solana Beach 92075 www.on-sitetechsupport.com	619-717-8070 619-717-8071	59.59	\$0.4 \$0.3 \$0.3	3 1 1	IT consulting	Scott Smeltzer Sharon Smeltzer	2004
78	Feast on This Catering & Memorable Events 8395 Camino Santa Fe, Suite D, San Diego 92121 www.feastonthis.com	858-597-0740 858-597-0774	59.16	\$0.7 \$0.5 \$0.4	9 15 5	Full service catering, event planning	Matthew Baker Matthew Baker	2000
79	gap intelligence 2448 Historic Decatur Road, #105, San Diego 92123 www.gapintelligence.com	619-574-1100 619-574-6600	58.33	\$3.8 \$3.2 \$2.4	37 25 25	Market research	Gary Peterson Dawn Diskin	2003
80	centrexIT 3934 Murphy Canyon Road, #102, San Diego 92123 www.centrexit.com	619-651-8700 619-651-8701	57.53	\$2.5 \$1.5 \$1.6	20 16 13	IT services	Dylan Natter Eric Rockwell	2002
81	SkillStorm Commercial Services LLC 9530 Padgett St., #110, San Diego 92126 www.skillstorm.com	858-768-6868 858-430-5506	56.30	\$18.6 \$14.6 \$11.9	17 10 7	Professional services	Vince Virga Paul Moura	2002
82	Payment Logistics 6265 Greenwich Drive, #110, San Diego 92122 www.paymentlogistics.com	888-572-9564 888-772-9564	56.07	\$19.6 \$16.1 \$12.6	26 20 24	Payment processing technology, services	Dustin Niglio Britton Niglio	2003
83	Coast Flight Training and Management Inc. 3753 John J. Montgomery Drive, San Diego 92123 www.iflycoast.com	858-279-4359 858-408-2618	55.25	\$1.7 \$1.4 \$1.1	15 15 15	Flight training and management	William Handy Dryden William Handy Dryden	2008
84	Sullivan Solar Power 8949 Kenamar Drive, #101, San Diego 92121 www.sullivansolarpower.com	858-271-7758 858-271-7759	54.57	\$17.9 \$16.7 \$11.6	75 66 39	Solar energy design and installation	Daniel Joseph Sullivan Daniel Joseph Sullivan	2004
85	Total Rebalance Expert 8889 Rio San Diego Drive, #202, San Diego 92108 www.trxpert.com	619-294-4879 619-294-2879	54.09	\$0.5 \$0.5 \$0.3	6 5 4	Software	Sheryl Rowling Sheryl Rowling	2008
86	Airsis Inc. 9845 Via Pasar, San Diego 92126 www.airsis.com	858-586-0933 858-586-1237	53.87	\$5.8 \$4.4 \$3.8	28 24 24	Software, custom solutions	Dean Rosenberg Michael Lindmark	2005
87	Southland Technology Inc. 8053 Vickers St., San Diego 92111 www.southlandtechnology.com	858-694-0932 858-694-0938	53.53	\$33.7 \$44.2 \$21.9	38 41 39	Information technology, audio visual systems	Robert W. Pedigo Grace Pedigo	2001
88	SKLZ 2081 Faraday Ave., Carlsbad 92008 www.sklz.com	760-707-5600	52.61	\$70.2 \$61.3 \$46.0	70 58 54	Sporting goods manufacturer	John Sarkisian Stefan Karnavas	2002
89	National Funding Inc. 9820 Towne Centre Drive, #200, San Diego 92121 www.nationalfunding.com	888-733-2383	52.00	\$19.4 \$15.3 \$12.8	68 39 52	Financial services	David Gilbert Robert Sweeney	1999
90	La Vita Compounding Pharmacy LLC 3978 Sorrento Valley Blvd., #300, San Diego 92121 www.lavitax.com	858-453-2500 858-453-2501	51.74	\$1.6 \$1.2 \$1.0	10 8 7	Compounding pharmacy	Debra K. Hubers Christine A. Givant Andrew Ruff	2007
91	LaCantina Doors 3817 Ocean Ranch Blvd., #114, Oceanside 92056 www.lacantinadoors.com	760-734-1590 760-734-1591	49.78	\$11.1 \$8.6 \$7.4	50 42 40	Manufacturing	Matthew Power Alex Garthwaite	2003
92	Productivity Associates Inc. 5625 Ruffin Road, #220, San Diego 92123 www.gotopai.com	619-822-3487	49.33	\$5.1 \$4.4 \$3.4	116 92 67	Technical outsourcing	Kenneth McLoughlin Kenneth McLoughlin	1991

Due to rounding off, some growth percentages appear to be incorrect.

wnd Would not disclose

Notes: To be considered for the list, companies must be privately held, based in San Diego County and have earned at least \$200,000 in revenue in 2010. The Business Journal has chosen not to show rankings from last year's list because they misrepresent the company's growth. The purpose of this list is to highlight those companies that grow quickly each year, and while it is unlikely that a company will rank every year, this does not mean that it is not profitable and still growing. A number of companies returned surveys but did not rank in the top 100 for the list.

Sources: The companies, CPA attestation letters and San Diego Business Journal list files.

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 list, omissions and typographical errors sometimes occur. Please send corrections or additions to the Research Department at the San Diego Business Journal, 858-277-6359. This list may not be reprinted in whole or in part without written permission from the editor. Some companies have declined to participate or did not return a survey by press time. It is not the intent of this list to endorse the participants nor to imply a company's size or numerical rank indicates its quality.

Researched by Emily Pippin and Stephanie R. Glidden

Continued on page S37

FASTEST-GROWING PRIVATE COMPANIES

Ranked by percent of verified revenue growth from 2010 to 2012

Continued from page S36

Rank	Company Address Website	Telephone Fax	Percent growth in revenue from 2010 - 2012	Revenue: \$ Millions • 2012 • 2011 • 2010	Local full-time employees as of March 1: • 2013 • 2012 • 2011	Business description	•CEO •CFO	Year established locally
93	Ingenium Corp. 2255 Barham Drive, Suite A, Escondido 92029 www.pureingenium.com	760-745-8780 760-745-8786	48.72	\$5.7 \$5.1 \$3.8	18 14 13	Environmental services	Heather Dody-Litt Gary Lundstedt	2006
94	Bald Eagle Security Services Inc. 3626 Main St., San Diego 92113 www.baldeaglesecurity.com	619-230-0022 619-230-6610	46.60	\$3.3 \$2.5 \$2.3	95 102 73	Security services	Dmitriy Todorov Andrea Robinson	2005
95	Reilly Financial Advisors 7777 Alvarado Road, #116, La Mesa 91942 www.rfadvisors.com	619-698-0794 619-698-7260	46.45	\$4.1 \$3.5 \$2.8	17 17 15	Financial services	Don Reilly Frank Reilly	1999
96	Managed Solution LLC 9655 Granite Ridge Drive, #550, San Diego 92123 www.managedsolution.com	858-429-3000 858-429-3099	46.19	\$5.7 \$5.8 \$3.9	39 36 39	IT consulting	Sean Ferrel Laura Shafer	2002
97	Titan SEO Inc. 16855 W. Bernardo Drive, #125, San Diego 92127 www.titanseo.com	800-658-7511 760-233-8858	46.07	\$4.1 \$3.3 \$2.8	19 18 18	Digital media marketing	Danny Sheperd Danny Sheperd	2004
98	Chassis Plans LLC 10123 Carroll Canyon Road, San Diego 92131 www.chassisplans.com	858-571-4330 858-571-6146	45.04	\$11.3 \$10.8 \$7.8	40 34 33	Computer manufacturing	Marc DeMatteo Todd Mason	2001
99	Andrew Arroyo Real Estate Inc. 1020 Prospect St., #350, La Jolla 92037 www.andrewarroyorealestate.com	858-342-9292 858-720-1166	44.91	\$0.5 \$0.4 \$0.4	23 11 10	Residential real estate sales agency	Andrew Arroyo Andrew Arroyo	2003
100	Red Door Interactive Inc. 350 10th Ave., #1100, San Diego 92101 www.reddoor.biz	619-398-2670 619-398-2671	43.21	\$17.4 \$15.9 \$12.1	54 59 56	Advertising agency	Reid Carr Amy Carr	2002

Due to rounding off, some growth percentages appear to be incorrect.

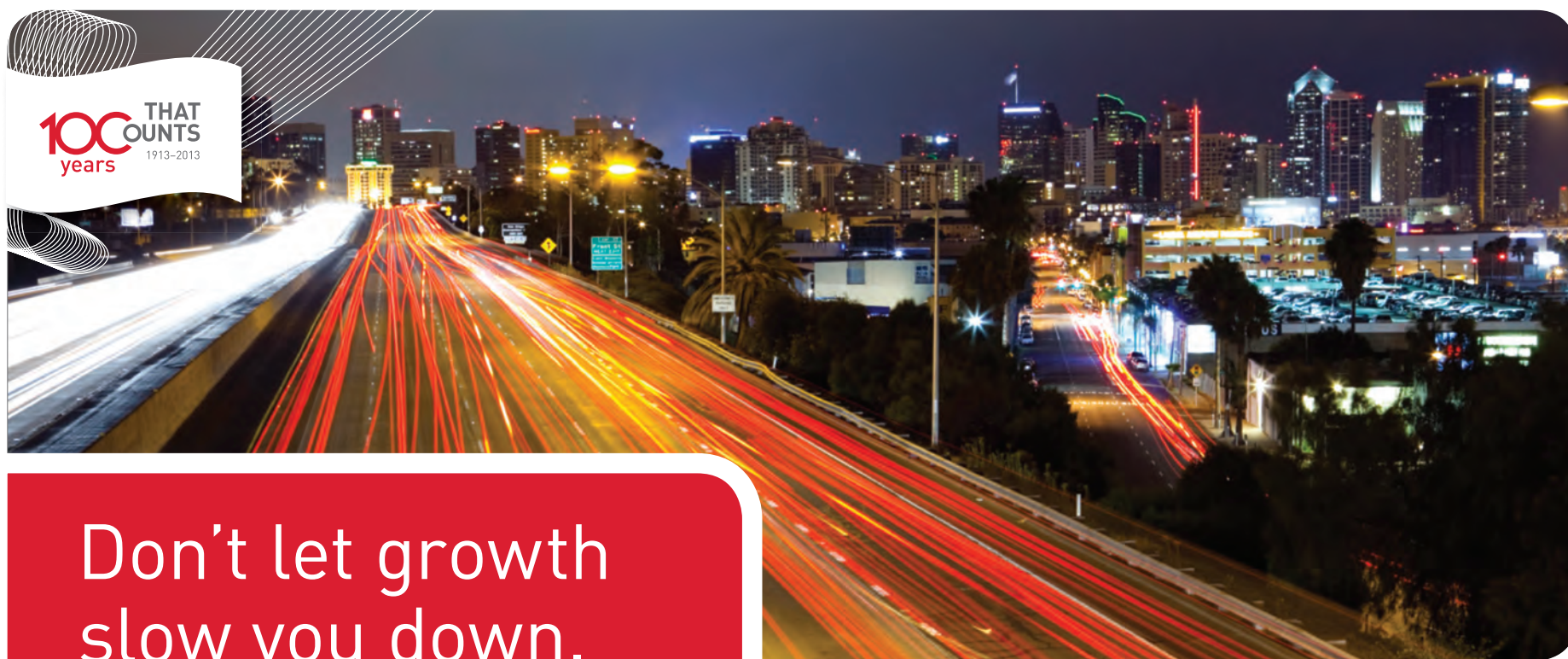
wnd Would not disclose

Notes: To be considered for the list, companies must be privately held, based in San Diego County and have earned at least \$200,000 in revenue in 2010. The Business Journal has chosen not to show rankings from last year's list because they misrepresent the company's growth. The purpose of this list is to highlight those companies that grow quickly each year, and while it is unlikely that a company will rank every year, this does not mean that it is not profitable and still growing. A number of companies returned surveys but did not rank in the top 100 for the list.

Sources: The companies, CPA attestation letters and San Diego Business Journal list files.

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 list, omissions and typographical errors sometimes occur. Please send corrections or additions to the Research Department at the San Diego Business Journal, 858-277-6359. This list may not be reprinted in whole or in part without written permission from the editor. Some companies have declined to participate or did not return a survey by press time. It is not the intent of this list to endorse the participants nor to imply a company's size or numerical rank indicates its quality.

Researched by Emily Pippin and Stephanie R. Glidden



Don't let growth slow you down.

Expanding companies require more than just new customers. To stay successful, they need a trusted advisor to help them reduce risk, structure transactions, and plan for the future.

We've helped many of San Diego's fastest growing companies do this and more. Discover how we make a difference.

9665 Granite Ridge Drive, Suite 600 | San Diego, CA 92123
(858) 627-1400 WWW.MOSSADAMS.COM

MOSS ADAMS LLP

Certified Public Accountants | Business Consultants

Acumen. Agility. Answers.

SDCCU[®] FREE Auto Buying Service

Locate. Negotiate. Deliver.

**90 Days
NO Payments¹**

Low Rates

**Up to 100%
Financing**



It's not big bank banking. It's better.™

Auto sale and brokerage services provided by SD Auto Sales/Leasing.
¹90 days no payments is for qualified buyers and interest will accrue from date of purchase.



sdccu.com[®]

(877) 732-2848

Federally insured by NCUA.



**San Diego County
Credit Union[®]**