


BEST PLACES TO WORK: LARGE COMPANIES

Rank Prev. Rank	Company •Address	Headquarters •Website •Email	OC employees	Companywide employees	Voluntary turnover	Average salary, exempt	Average salary, non- exempt	Benefits							Company description	Unique perks	Top local official(s) •Title •Phone/fax
								Profit sharing	Retirement match	Onsite fitness/gym membership	Cafeteria/meal benefit	Domestic partner benefits	Tuition reimbursement	Telecommuting			
1	Bryan Cave LLP 3161 Michelson Drive, Ste. 1500 Irvine 92612-4414	St. Louis bryancave.com	67	2,016	1%	\$165,625	\$67,088	Y	N	Y	N	Y	N	Y	Law firm	Staff appreciation week, ping pong table and tournaments, organized fitness classes, wellness programs, potlucks, bake-offs, holiday gatherings	Stuart Price/Steven H. Sunshine office managing partner, Irvine/ management committee, partner (949) 223-7000/(949) 223-7100
2	Staffmark 701 W. Kimberly Ave., Ste. 110 Placentia 92670-6342	Cincinnati staffmark.com stacey.lane@staffmark.com	15	1,009	17%	\$37,591	\$60,939	N	Y	N	N	Y	Y	Y	Staffing company	Weekly Fitbit challenge, special contests	Stacey Lane senior VP, West business unit (714) 854-0403/(714) 854-7863
3	PrimeLending, A PlainsCapital Company 4 Ventura, Ste. 100 Irvine 92618-7370	Dallas primelending.com	49	2,563	33%	\$86,619	\$33,645	N	Y	Y	Y	Y	Y	Y	Residential home loans provider	Holiday parties, potlucks, board game night, team building events	Dan Rawitch regional manager (949) 517-0450
4	Swinerton Builders 17731 Mitchell N., Ste. 200 Irvine 92614-6028	San Francisco swinerton.com rgoldberg@swinerton.com	203	2,024	7%	\$114,140	\$53,118	Y	Y	N	Y	Y	Y	Y	General contractor	Company-sponsored events, ski trip for employees and families, celebration barbeques, holiday parties	Gary Rafferty/Dave Callis president, COO/VP, division manager (949) 622-7000/(949) 477-3085
5	Moss Adams LLP 2040 Main St., Ste. 900 Irvine 92614-8213	Seattle mossadams.com carly.miller@mossadams.com	165	2,300	5%	wnd	wnd	Y	N	Y	Y	Y	Y	Y	Accounting firm	Holiday celebrations, life event celebrations, wellness programs, chair massages, provides healthy lunches	Roger Weninger regional managing partner (949) 221-4000/(949) 221-4001
																	
6	Northwestern Mutual 18191 Von Karman Ave., Ste. 100 Irvine 92612-7103	Milwaukee irvine.nm.com	45	10,000	40%	\$150,000	wnd	Y	N	N	N	Y	Y	Y	Provides financial products and services	Happy hour events, ongoing incentive programs and honors for various achievements	Shawn Mackey managing director (949) 622-7200
7	Zillow Group 2600 Michelson Drive, 12th floor Irvine 92612-1550	Seattle zillowgroup.com	203	2,169	8%	\$113,197	\$44,830	N	Y	Y	Y	Y	Y	Y	Real estate data company	Holiday parties, culture events, flexible schedules, various sports clubs, onsite massages and yoga classes	Justin LaJoie VP, industry solutions (949) 398-1820
8	JLL 4 Park Plaza, Ste. 900 Irvine 92614-2551	Chicago jll.com	180	59,947	11%	\$87,291	\$54,862	N	Y	Y	Y	Y	Y	Y	Commercial real estate investment management firm	Holiday parties, Angels games, dodgeball, Employee Discount Program, birthday celebrations	Jeffrey Ingham senior managing director (949) 885-2900/(949) 885-2901
9	BDO USA LLP 3200 Bristol St., fourth floor Costa Mesa 92626-1808	Chicago bdo.com	141	5,679	16%	\$92,150	\$56,000	Y	Y	Y	Y	Y	Y	Y	Accounting firm	Firmwide holiday closure, wellness programs, "busy season perks," March Madness tournament, volunteer programs	Joe Johnson/David Yasukochi assurance managing partner/tax managing partner (714) 957-3200/(714) 957-1080
10	Benefits Resource, A Digital Benefit Advisor Company 20 Enterprise, Ste. 330 Aliso Viejo 92656-7117	Atlanta digitalbenefitadvisors.com cthurin@digitalbenefitadvisors.com	36	558	2%	\$85,000	\$50,000	N	Y	N	Y	Y	Y	Y	Employee benefits brokerage, consulting services	Every other Friday off in Q3, onsite crossfit, poker lunches, employee competitions	Christopher Thurin managing principal (949) 494-1643

Source: Best Companies Group
Abbreviations: NA: not applicable; wnd: would not disclose; Y: yes; N: no

Researched by Dana Truong & Alyssa Matsuhara

Highlight provided for fee

Continued on page 32

BEST PLACES TO WORK: LARGE COMPANIES

► From page 30

Rank Prev. Rank	Company •Address	Headquarters •Website •Email	OC employees	Companywide employees	Voluntary turnover	Average salary, exempt	Average salary, non- exempt	Benefits							Company description	Unique perks	Top local official(s) •Title •Phone/fax
								Profit sharing	Retirement match	Onsite fitness/gym membership	Cafeteria/meal benefit	Domestic partner benefits	Tuition reimbursement	Telecommuting			
11	Telogis Inc. 20 Enterprise, Ste. 100 Aliso Viejo 92656-7104	Aliso Viejo telogis.com info@telogis.com	135	635	14%	\$116,000	\$49,500	Y	Y	N	Y	Y	Y	Y	Enterprise cloud software	Holiday parties, team building picnics, evening mixers, children's holiday parties	David Cozzens/Kyle A. Messman/ Ted Serentelos CEO/CFO/COO (949) 389-5500/(866) 422-4096
12	Kaiser Permanente 3460 E. La Palma Ave. Anaheim 92806-2020	Oakland kp.org/orangeounty	5,751	160,000	3%	wnd	wnd	Y	Y	Y	N	Y	Y	Y	Integrated managed care consortium	Exercise incentives, paid time off to provide assistance to charitable programs	Mark Costa executive director (714) 644-4100/(714) 644-4114
13	Roth Staffing Cos. 450 N. State College Blvd. Orange 92868-1708	Orange rothstaffing.com	121	502	10%	\$73,000	\$45,000	Y	Y	Y	Y	Y	Y	Y	Staffing company	Random acts of giving program, rest and decompress days, holiday celebrations	Ben Roth founder/CEO (714) 939-8600/(714) 939-8014
14	Nick's Restaurants 16721 Millikan Ave. Irvine 92606-5009	Irvine nicksrestaurants.com hello@nicksrestaurants.com	141	400	20%	\$110,000	\$52,000	N	N	Y	Y	Y	Y	Y	Upscale casual dining restaurant	Holiday celebrations, anniversary gifts	Nicholas Nickoloff managing member (949) 333-2711/(949) 333-2710
15	HFF LP 18300 Von Karman Ave., Ste. 900 Irvine 92612-1054	Dallas hfflp.com	40	742	16%	\$65,000	\$45,000	N	Y	N	Y	N	Y	N	Mortgage banking firm	Team outings, birthday celebrations, wellness programs	Kevin MacKenzie/Ryan Gallagher/ Sean Deasy senior managing directors (949) 253-8800/(949) 253-8810
<div data-bbox="94 1494 1929 1724" data-label="Complex-Block"> <p>Does your CPA firm employ people who love what they do?</p> <p>Haskell & White is honored to be named one of Orange County's Best Places to Work for the 4th consecutive year.</p>  <p>THE VALUE OF EXPERIENCE</p> <p>HASKELL & WHITE LLP</p> <p>CERTIFIED PUBLIC ACCOUNTANTS AND BUSINESS ADVISORS</p> <p>949.450.6200 www.hwcpa.com</p> <p>ORANGE COUNTY BUSINESS JOURNAL BEST PLACES TO WORK 2015</p> </div>																	
16	People's Bank 3535 Hyland Ave., Ste. 100 Costa Mesa 92626-1456	Lawrence, Kan. bankingunusual.com info@bankingunusual.com	62	625	5%	\$80,400	\$90,200	N	N	Y	Y	Y	N	N	Financial services including banking, investments, and mortgage	Free coffee, drinks, and snacks; contests, prize wheels, company outings	Jason Friend branch manager (866) 962-1635
17	Troutman Sanders LLP 5 Park Plaza, Ste. 1400 Irvine 92614-2545	Atlanta troutmansanders.com larry.cerutti@troutmansanders.com	63	1,341	16%	wnd	wnd	Y	N	Y	Y	Y	Y	N	Law firm	Friday Jeans Day, holiday parties, themed staff appreciation lunches, firm retreats, potlucks, happy hours	Larry Cerutti managing partner (949) 622-2700/(949) 622-2739
18	Optima Tax Relief LLC 3100 S. Harbor Blvd., Ste. 250 Santa Ana 92704-6874	Santa Ana optimataxrelief.com cbui@optimataxrelief.com	274	276	7%	\$51,143	\$15	N	Y	N	Y	Y	Y	N	Full-service tax resolution firm	Company catered lunches, team bonding activities, sports tickets giveaways, holiday celebrations, ping pong table	David King/Harry Langenberg/ Jesse Stockwell CEO/managing partner/managing partner (800) 536-0734
19	Ogletree, Deakins, Nash, Smoak & Stewart PC 695 Town Center Drive, Ste. 1500 Costa Mesa 92626-7106	Greenville, S.C. ogletreedeakins.com	43	1,595	9%	\$187,382	\$60,816	Y	Y	N	Y	Y	Y	Y	Law firm	Holiday parties, summer barbecues, ice cream socials, Pizza Fridays, wine and cheese get-togethers	Keith Watts managing shareholder (714) 800-7900
20	Vaco Orange County LLC 19800 MacArthur Blvd., Ste. 450 Irvine 92612-2472	Brentwood, Tenn. vaco.com jmccasland@vaco.com	15	505	12%	\$60,000	\$26,291	N	N	Y	Y	N	N	N	Staffing agency	Holiday parties, game room	Jennifer McCasland managing partner (949) 752-9900/(949) 748-7220

Source: Best Companies Group
Abbreviations: NA: not applicable; wnd: would not disclose; Y: yes; N: no

Researched by Dana Truong & Alyssa Matsuhara

► Continued on page 34


BEST PLACES TO WORK: LARGE COMPANIES

► From page 32

Rank Prev. Rank	Company •Address	Headquarters •Website •Email	OC employees	Companywide employees	Voluntary turnover	Average salary, exempt	Average salary, non- exempt	Benefits							Company description	Unique perks	Top local official(s) •Title •Phone/fax
								Profit sharing	Retirement match	Onsite fitness/gym membership	Cafeteria/meal benefit	Domestic partner benefits	Tuition reimbursement	Telecommuting			
21	Randstad Technologies 18500 Von Karman Ave., Ste. 250 Irvine 92612-0545	Woburn, Mass. randstadusa.com	27	1,131	wnd	wnd	wnd	Y	N	N	N	Y	N	N	Staffing firm	Company driven contests, volunteer opportunities	Dan Cordero regional managing director (949) 253-3050
22	Pinnacle Capital Mortgage Corp. 16520 SW Upper Boones Ferry Road, Ste. 250 Portland, Ore. 97224-7686	Roseville pcmloan.com	120	1,846	4%	\$70,160	\$38,880	N	N	Y	N	Y	N	N	Mortgage lender	Paid volunteer time off	Whitney Dahlin branch manager (503) 718-9800
23	Burns & McDonnell Engineering Co. 1 Pointe Drive, Ste. 540 Brea 92821-7634	Kansas City, Mo. burnsmcd.com efhall@burnsmcd.com	86	4,913	4%	\$89,440	\$44,985	N	Y	Y	N	Y	Y	N	Engineering, construction firm	Employee-owner celebrations, matching gifts, wellness programs, company picnics, company-sponsored intramural teams	Renita Mollman VP (714) 256-1595/(714) 256-1764
24	Network Capital Funding Corp. 5 Park Plaza, Ste. 800 Irvine 92614-8501	Irvine networkcapital.net customerservice@networkcapital.net	270	310	1%	\$180,000	\$60,000	Y	N	Y	Y	N	Y	N	Residential financing solutions	Games including Spin the Wheel, Bag Toss; music in office, pep up morning meetings	Tri Nguyen CEO (888) 563-8227/(800) 707-0061
25	Jeffer Mangels Butler & Mitchell LLP 3 Park Plaza, Ste. 1100 Irvine 92614-2592	Los Angeles jmbm.com	22	253	5%	wnd	wnd	Y	N	Y	Y	Y	Y	Y	Law firm	Bowling nights, holiday themed competitions, pastries on Fridays, cupcake competition, Texas dinner cooking class	Gordon Schaller office managing partner (949) 623-7200/(949) 623-7202
26	McGladrey LLP 18401 Von Karman Ave., fifth floor Irvine 92612-8531	Chicago mcgladrey.com communications@mcgladrey.com	163	7,731	17%	wnd	wnd	N	Y	N	Y	Y	Y	Y	Accounting firm	Annual volunteer day, paid meals and snacks	Don Natenstedt regional managing partner (949) 255-6600/(949) 255-5091

Source: Best Companies Group
Abbreviations: NA: not applicable; wnd: would not disclose; Y: yes; N: no

Researched by Dana Truong & Alyssa Matsuhara

 Highlight provided for fee

BEST PLACES TO WORK: MEDIUM COMPANIES

Rank	Company •Address	Headquarters •Website •Email	OC employees	Companywide employees	Voluntary turnover	Average salary, exempt	Average salary, non-exempt	Benefits							Company description	Unique perks	Top local official(s) •Title •Phone/fax
								Profit sharing	Retirement match	Onsite fitness/gym membership	Cafeteria/meal benefit	Domestic partner benefits	Tuition reimbursement	Telecommuting			
1	The New Home Co. 85 Enterprise, Ste. 450 Aliso Viejo 92656-2680	Aliso Viejo nw hm.com press@nw hm.com	132	241	2%	\$114,520	\$53,625	N	Y	N	Y	Y	Y	Y	Homebuilder	Flex Fridays, Day at the Races/ Del Mar Racetrack, chair massages, rejuvenation room, onsite massage services	Larry Webb/Tom Redwitz CEO/COO (949) 382-7800/(949) 382-7801
2	First Direct Lending LLC 15261 Laguna Canyon Road, Ste. 200 Irvine 92618-7717	Irvine firstdirectlending.com	92	92	1%	\$115,000	\$85,000	Y	N	Y	Y	Y	Y	N	Consumer direct mortgage lender	Lakers tickets giveaways, Mud Runs, Tough Mudders, casual dress code, Food Truck Tuesdays, holiday parties, daily performance-based contests with prizes and raffles	Dave Brown CEO (855) 510-3279
3	MBK Homes LLC 4 Park Plaza, Ste. 1000 Irvine 92614-2552	Tokyo mbkhomes.com barbarakburgess@mbk.com	52	52	wnd	wnd	wnd	N	Y	Y	Y	Y	Y	N	Homebuilder	Holiday parties, annual beach barbeque, paid family day at Disneyland, bocce ball events, happy hours, life event celebrations, department lunches	Timothy Kane CEO (949) 789-8300/(949) 789-9300
4	Haskell & White LLP 300 Spectrum Center Drive, Ste. 300 Irvine 92618-4987	Irvine hwcpa.com inquiries@hwcpa.com	61	66	13%	\$102,000	\$57,000	Y	Y	N	Y	Y	Y	N	Accounting firm	Casual Friday, Casual Busy Season (four months of casual dress), employee mixers, Halloween party, annual trip to Del Mar Racetrack	Wayne Pinnell managing partner (949) 450-6200/(949) 450-6201
5	Cylance Inc. 46 Discovery, Ste. 200 Irvine 92618-3123	Irvine cylance.com	102	102	3%	\$121,000	NA	N	N	Y	Y	Y	Y	Y	Cybersecurity products and services company	Catered lunches, Smoothie Wednesdays, Bagel Thursdays, Theatre Thursdays, company picnics, indoor basketball, video arcade games, Nerf gun wars	Stuart McClure CEO/president (914) 295-2623
6	Burnham Benefits Insurance Services 2211 Michelson Drive, Ste. 1200 Irvine 92612-0304	Irvine burnhambenefits.com inquiries@burnhambenefits.com	51	75	6%	\$124,340	\$57,851	N	Y	Y	Y	Y	Y	Y	Employee benefits brokerage and consulting firm	Holiday parties, monthly lunches, birthday celebrations, fitness and wellness challenges, ability to work from home, company-sponsored events	Kristen Allison CEO/president (949) 833-2983/(949) 833-9549
7	Zumasys Inc. 9245 Research Drive Irvine 92618-4286	Irvine zumasys.com yvetttec@zumasys.com	45	68	1%	\$111,000	\$41,600	N	Y	Y	Y	Y	Y	N	Cloud computing and technology services	Yoga classes in-office, monthly happiness lunches, weekly breakfast	Paul Giobbi co-founder/president (949) 334-0287/(949) 334-0288
8	Passco Cos. 2050 Main St., Ste. 650 Irvine 92614-8265	Irvine passco.com info@passco.com	47	56	5%	\$109,666	\$52,126	Y	Y	N	Y	Y	Y	Y	Real estate investment firm	Holiday parties, birthday celebrations, Disneyland's Club 33, Angels tickets, lunch and learns	William Passco founder/CEO (949) 442-1000/(949) 442-2465

Source: Best Companies Group
Abbreviations: NA: not applicable; wnd: would not disclose; Y: yes; N: no

Researched by Dana Truong & Alyssa Matsuhara

Highlight provided for fee

► Continued on page 38

BEST PLACES TO WORK: MEDIUM COMPANIES

► From page 36

Rank Prev. Rank	Company •Address	Headquarters •Website •Email	OC employees	Companywide employees	Voluntary turnover	Average salary, exempt	Average salary, non- exempt	Benefits							Company description	Unique perks	Top local official(s) •Title •Phone/fax	
								Profit sharing	Retirement match	Onsite fitness/gym membership	Cafeteria/meal benefit	Domestic partner benefits	Tuition reimbursement	Telecommuting				
9	Trafalgar 801 E. Katella Ave. Anaheim 92805-6614	Anaheim trafalgar.com	77	717	wnd	wnd	wnd	N	Y	N	Y	Y	Y	Y	Y	Guided travel company	Quiet reading room, team building activities	Paul Wiseman president, Trafalgar USA (714) 937-4900
10	tk1sc 15231 Laguna Canyon Road, Ste. 100 Irvine 92618-7714	Irvine tk1sc.com marketing@tk1sc.com	108	127	3%	\$97,700	\$57,800	Y	N	Y	N	Y	Y	Y	Y	Engineering/consulting services	Life event celebrations, staff luncheons, bowling team, annual golf tournament	Roger Carter CEO (949) 751-5800/(949) 751-5811
11	Payoff Inc. 3200 Park Center Drive, Ste. 800 Costa Mesa 92626-1973	Costa Mesa payoff.com hello@payoff.com	73	73	1%	\$103,000	wnd	N	N	N	Y	Y	N	Y	Y	Financial services company	Mini putt golf, ping pong table, craft beer Thursday happy hour	Scott Saunders CEO (949) 430-0630
12	RGT Capital Management Ltd. 1 Park Plaza, Ste. 950 Irvine 92614-2599	Dallas rgtnet.com	15	62	13%	\$99,238	\$41,033	N	Y	Y	Y	Y	Y	N	Y	Financial planning and investment management services	Team building, family outings, company-sponsored events	Ash Narayan managing director (949) 955-5525/(949) 955-5526
13	SecureAuth 8965 Research Drive Irvine 92618-4246	Irvine secureauth.com	93	104	18%	\$114,524	NA	N	N	N	Y	Y	N	Y	Y	Identity and information security solutions	Summer barbecues, Superbowl parties, World Cup parties, Xbox console in main conference room	Craig Lund CEO (949) 777-6959
14	Green Street Advisors LLC 660 Newport Center Drive, Ste. 800 Newport Beach 92660-6409	Newport Beach greenstreetadvisors.com	72	104	8%	\$156,570	\$57,500	Y	Y	Y	Y	Y	Y	N	Y	Real estate investment trust, real estate research firm	Half-day Fridays during summer, stocked kitchen, two company-sponsored parties each year, adult co-ed basketball league	Mike Kirby chairman/director of research (949) 640-8780
15	Wright Ford Young & Co. 16140 Sand Canyon Ave., Ste. 200 Irvine 92618-3715	Irvine cpa-wfy.com susanh@cpa-wfy.com	75	75	5%	\$132,800	\$57,540	Y	N	N	Y	Y	Y	Y	Y	Accounting firm	Holiday parties, half-day Fridays, provided meals and treats	Robert Wright managing director (949) 910-2727/(949) 910-2728
16	New Horizons Computer Learning Centers of Southern California 1900 S. State College Blvd., Ste. 100 Anaheim 92806-6136	Anaheim nhsocal.com info@nhsocal.com	52	118	15%	\$50,000	\$30,000	Y	Y	N	Y	Y	Y	Y	Y	Learning solutions provider	Free fruit program, company-sponsored events, weight loss challenge, holiday party	Kevin Landry CEO (714) 221-3100

Source: Best Companies Group
Abbreviations: NA: not applicable; wnd: would not disclose; Y: yes; N: no

Researched by Dana Truong & Alyssa Matsuhara

Highlight provided for fee

► Continued on page 40

BEST PLACES TO WORK: MEDIUM COMPANIES

► From page 38

Rank Prev. Rank	Company •Address	Headquarters •Website •Email	OC employees	Companywide employees	Voluntary turnover	Average salary, exempt	Average salary, non- exempt	Benefits							Company description	Unique perks	Top local official(s) •Title •Phone/fax
								Profit sharing	Retirement match	Onsite fitness/gym membership	Cafeteria/meal benefit	Domestic partner benefits	Tuition reimbursement	Telecommuting			
17	Wood Gutmann & Bogart Insurance Brokers 15901 Red Hill Ave., Ste. 100 Tustin 92780-7318	Tustin wgibib.com kathleen@wgibib.com	87	125	1%	\$60,000	\$40,000	Y	N	N	N	Y	Y	Y	Insurance brokerage firm	Holiday party, stress buster events, firm softball team	Kevin Bogart CEO (714) 505-7000/(714) 573-1770
18	Momentum Group 17811 Fitch Irvine 92614-6001	Irvine themomgroup.com customerservice@momtex.com	53	148	6%	wnd	wnd	Y	Y	Y	N	Y	Y	N	Creates and supplies contract textiles	Wellness contests, Superbowl, March Madness, and MLB Opening Day celebrations, holiday celebrations	Roger Arciniega CEO/president (949) 833-8886/(949) 833-9233
19	Newmeyer & Dillon LLP 895 Dove St., fifth floor Newport Beach 92660-2941	Newport Beach ndlf.com marketing@ndlf.com	114	147	14%	wnd	wnd	Y	N	N	Y	Y	Y	Y	Law firm	Social mixers, game rooms, Administrative Professionals week celebrations, holiday celebrations, internal fundraising competitions	Jeffrey Dennis managing partner (949) 854-7000/(949) 854-7099
20	MobilityWare 310 Commerce, Ste. 250 Irvine 92602-1399	Irvine mobilityware.com	60	61	6%	\$109,884	\$50,359	Y	N	Y	Y	Y	Y	Y	Mobile game developer for iPhones, iPads, and Android devices	Company anniversary trip, free lunch Fridays, Game Jam competition, video game room, pool and ping pong tables, yoga classes	Dave Yonamine CEO (949) 788-9900/(949) 453-2001
21	Villa Real Estate LLC 660 Newport Center Drive, Ste. 200 Newport Beach 92660-6403	Newport Beach villarealestate.com	137	137	15%	wnd	wnd	N	Y	N	Y	Y	Y	N	Real estate brokerage firm	Holiday parties, birthday celebrations, team building activities, catered meals	Gary Jabara/Steve High owner, CEO/president (949) 717-6000
22	Kimco Staffing Services Inc. 17872 Cowan Ave. Irvine 92614-6010	Irvine kimco.com	94	191	1%	\$75,000	\$45,000	N	Y	Y	N	Y	Y	N	Staffing company	Holiday celebrations, life event celebrations, Honda Center giveaway tickets	Kim Megonigal/Lisa Pierson chairman, CEO/president (949) 752-6996/(949) 752-7298
23	Mavenlink 6501 Irvine Center Drive, Ste. 250 Irvine 92618-2137	Irvine mavenlink.com info@mavenlink.com	58	87	4%	\$90,478	\$23,679	N	N	Y	Y	N	Y	Y	Cloud-based software and services	Themed summer barbeques, shuffleboard and ping pong tables, family day, holiday competitions, movie nights, happy hours, weekend company retreat	Raymond Grainger founder/CEO (949) 336-7610
24	Alphaeon Corp. 18191 Von Karman Ave., Ste. 500 Irvine 92612-7108	Irvine alphaeon.com	49	92	4%	\$162,000	\$58,000	N	N	Y	Y	Y	Y	N	Lifestyle healthcare company	Flexible/unlimited vacation, wellness programs, onsite game room, on- and off-site retreats, holiday parties, flexible hours	Robert Grant CEO (949) 284-4555
25	Phoenix Energy Technologies 165 Technology Drive, Ste. 150 Irvine 92618-2469	Irvine phoenixet.com aruloda@phoenixet.com	38	65	0%	\$97,044	\$46,590	N	N	N	Y	Y	Y	Y	Provider of Enterprise Energy Management software and services	Air hockey tournaments, holiday parties, birthday celebrations, fitness challenges	Lisa Varga CEO (877) 340-8855/(877) 786-2486
26	Aviana Global Technologies Inc. 915 W. Imperial Highway, Ste. 100 Brea 92821-3840	Brea avianaglobal.com	56	56	12%	\$75,000	\$90,000	Y	N	Y	N	Y	Y	N	IT services	Holiday weight challenges, 10K events to sponsor childhood diseases, team building activities, onsite yoga	Ananta Mukerj/Avijit Datta/Mark Ishikawa CEO/president/managing partner (714) 674-0260/(714) 674-0279
27	Blytheco LLC 23161 Mill Creek Drive, Ste. 200 Laguna Hills 92653-1649	Laguna Hills blytheco.com solutions@blytheco.com	39	96	14%	\$83,066	\$41,405	Y	Y	N	N	Y	Y	Y	Business systems solutions provider	Holiday parties, Relay for Life events, Halloween costume parties and competition, casual Fridays	Stephen Blythe CEO (949) 583-9500/(949) 583-0649
28	DLJ Financial 19500 Jamboree Road, Ste. 200 Irvine 92612-2401	Irvine dljfinancial.com info@dljfinancial.com	59	65	6%	wnd	wnd	Y	N	Y	Y	Y	Y	Y	Mortgage broker/lender	Christmas Adopt-A-Family Program, Susan G. Komen Breast Cancer Walk, team-based paid time off goals, fitness club membership discount	Lorne Lahodny president (800) 869-4490
29	RiverRock Real Estate Group Inc. 100 Bayview Circle, Ste. 2600 Newport Beach 92660-8924	Newport Beach riverrockreg.com kkruis@riverrockreg.com	58	119	4%	\$95,053	\$44,859	N	Y	N	N	Y	Y	N	Commercial property manager	Paid birthdays off, Friday breakfast treats, holiday parties, life event celebrations	John Combs principal (714) 689-1440/(714) 556-2358
30	Carrington Home Solutions LP 25 Enterprise, fifth floor Aliso Viejo 92656-2708	Santa Ana carringtonhomesolutions.com info@carringtonhs.com	38	51	17%	\$96,947	\$40,432	N	N	N	Y	Y	Y	N	Property preservation, maintenance, repair services	Associate Appreciation Days, company-sponsored celebrations, lunches and snacks, themed dress up days, potlucks, contests between departments	Kevin Cloyd president (866) 847-3880
31	The GDR Group 6430 Oak Canyon, Ste. 200 Irvine 92618-5234	Irvine gdrgroup.com info@gdrgroup.com	44	193	13%	\$99,508	\$61,281	Y	N	N	Y	Y	Y	Y	IT services	Holiday themed parties, breakfast Fridays, life event celebrations, bocce ball, bowling tournament	Ellen Dorse CEO/president (949) 453-8818/(949) 381-7900
32	Systems Source Inc. 3161 Michelson Drive, Ste. 110 Irvine 92612-4400	Irvine systemsorce.com rsmith@systemsorce.com	65	130	0%	\$75,000	\$55,000	Y	N	N	N	Y	Y	N	Office furniture, modular systems, demountable walls, office design, related services	Holiday party	Rosemarie Smith CEO/president (949) 852-0920/(949) 852-0929
33	Aspen Medical Products 6481 Oak Canyon Irvine 92618-5202	Irvine aspenmp.com service@aspenmp.com	89	124	3%	\$88,295	\$33,321	N	Y	Y	N	Y	Y	N	Medical device maker	Company trips, employee activities, company breakfasts and lunches, wellness programs	Daniel Williamson CEO/president (949) 681-0200/(949) 681-0300
34	Gray Construction 421 E. Cerritos Ave. Anaheim 92805-6320	Lexington, Ky. gray.com eberg@gray.com	121	121	30%	\$93,000	\$47,000	N	N	Y	Y	Y	Y	Y	Architecture, engineering and construction firm providing design-build services to clients	Community involvement, monthly Ring-the-Bell luncheon, holiday parties, off-site staff luncheons	Robert Moore president, West Region (714) 491-1317/(714) 333-9700
35	Gold Acceptance 500 City Parkway W., Ste. 400 Orange 92868-2941	Orange goldacceptance.com feedback@goldacceptance.com	93	93	19%	\$64,975	\$29,218	N	Y	Y	N	N	Y	N	Financial services company	Monthly lunches, weekend trips to Knott's Berry Farm and Palm Springs for employees and families, holiday parties, company swag gifts, themed dress up days, food trucks	Glen Schnablegger president/CEO (714) 828-5330
36	Portfolio Inc. 25541 Commercentre Drive, Ste. 260 Lake Forest 92630-8897	Lake Forest portfolioco.com info@portfolioco.com	63	99	2%	\$90,000	\$60,000	N	N	N	Y	Y	Y	N	Manages reinsurance and risk-transfer programs for automobile dealers	Flexible hours, Early Fridays, company-sponsored events, Cigna Health Care sponsored events	Brent Griggs president (949) 789-6200/(949) 727-0393
37	Windes Inc. 18201 Von Karman Ave., Ste. 1060 Irvine 92612-0110	Long Beach windes.com eharris@windes.com	29	129	10%	\$153,679	\$63,910	Y	N	Y	Y	Y	Y	Y	Accounting firm	Holiday celebrations, costume bowling, firm picnic, movie day, day at the races, Angels outing, beach clean-up	J. Lyle Scheppele partner (949) 271-2600/(949) 660-5681

Source: Best Companies Group
Abbreviations: NA: not applicable; wnd: would not disclose; Y: yes; N: no

Researched by Dana Truong & Alyssa Matsuhara

Highlight provided for fee

BEST PLACES TO WORK: SMALL COMPANIES

Rank Prev. Rank	Company •Address	Headquarters •Website •Email	OC employees	Companywide employees	Voluntary turnover	Average salary, exempt	Average salary, non- exempt	Benefits							Company description	Unique perks	Top local official(s) •Title •Phone/fax
								Profit sharing	Retirement match	Onsite fitness/gym membership	Catereria/meal benefit	Domestic partner benefits	Tuition reimbursement	Telecommuting			
1	Bisnar Chase, Personal Injury Attorneys LLP 1301 Dove St., Ste. 120 Newport Beach 92660-2491	Newport Beach bestattorney.com	28	28	7%	\$153,000	\$49,140	N	Y	N	Y	Y	Y	N	Law firm	Holiday parties, birthday celebrations, annual family pool party, games during staff meetings, Gold Star Program, office breakfasts	Brian Chase managing partner (949) 203-3814
2	Ronald Blue & Co. 1551 N. Tustin Ave., Ste. 1000 Santa Ana 92705-8634	Atlanta ronblue.com info@ronblue.com	22	44	4%	\$106,000	\$60,000	N	Y	N	Y	N	Y	Y	Accounting firm	Parties and games, food and snacks in break room/kitchen, Rock-Paper-Scissors Tournament, in-office golf challenge	Mike Peters managing director (714) 543-0500/(714) 543-1567
3	Hughes Marino Inc. 2 Park Plaza, Ste. 750 Irvine 92614-2520	San Diego hughesmarino.com/orange-county info@hughesmarino.com	16	41	0%	wnd	wnd	N	Y	Y	Y	N	N	Y	Commercial real estate company	Holiday parties, birthday celebrations, family barbeques, baseball game outings, pool tournaments, basketball games, guitars onsite for the musicians	Tucker Hughes director (949) 333-3111
4	LoanNow LLC 3100 S. Harbor Blvd., Ste. 280 Santa Ana 92704-6823	Santa Ana loannow.com customercare@loannow.com	20	20	0%	\$92,700	\$38,189	N	Y	N	Y	Y	Y	Y	Direct lender	Theme park trips, bowling, softball games, holiday parties, ping pong and pool tables, boat race scavenger hunt, marathon runs	Harry Langenberg CEO (800) 437-1875
5	Mattson Resources LLC 959 South Coast Drive, Ste. 300 Costa Mesa 92626-7855	Costa Mesa mattsonresources.com gspencer@mattsonresources.com	45	45	15%	\$54,000	\$54,000	N	N	N	Y	Y	Y	N	Staffing agency, payroll services	Early off Fridays from May-September, production contests, life event celebrations	Linda Spencer president (714) 881-1850/(714) 557-1349
6	Total Apps Inc. 30 Enterprise, Ste. 100 Aliso Viejo 92656-7110	Aliso Viejo total-apps.com rey@total-apps.com	18	18	11%	\$95,000	\$50,000	Y	Y	Y	Y	Y	Y	Y	E-commerce credit card processing	Holiday celebrations, dog friendly, sponsors a charity each month on behalf of each employee, potlucks, boot camp and nutrition coaching	Rey Pasinli/Linda Pasinli/Jason Taylor executive directors (949) 274-8975/(949) 266-8260
7	Optimal Outsource 7 Rancho Circle Lake Forest 92630-8324	Lake Forest optimaloutsource.com info@optimaloutsource.com	21	32	0%	\$65,000	\$45,000	N	N	N	Y	Y	Y	Y	Transactional printing/mailing	Holiday parties, paid fitness/athletic memberships and events (i.e. Mud Runs, Spartan Runs), cable TV in break room, monthly car wash drawing, golf outings, paintball	Tom McMurray president (949) 916-3700/(949) 916-3737
8	The Wooditch Co. 1 Park Plaza, Ste. 400 Irvine 92614-8512	Irvine wooditch.com info@wooditch.com	36	36	3%	wnd	wnd	Y	Y	Y	Y	Y	Y	N	Corporate insurance and risk management services firm	Half-day Fridays, holiday parties/potlucks, pizza lunches	William Wooditch CEO/president (888) 553-9800/(877) 553-0670

Source: Best Companies Group
Abbreviations: NA: not applicable; wnd: would not disclose; Y: yes; N: no


Researched by Dana Truong & Alyssa Matsuhara

BEST PLACES TO WORK: SMALL COMPANIES

Rank Prev. Rank	Company •Address	Headquarters •Website •Email	OC employees	Companywide employees	Voluntary turnover	Average salary, exempt	Average salary, non- exempt	Benefits							Company description	Unique perks	Top local official(s) •Title •Phone/fax
								Profit sharing	Retirement match	Onsite fitness/gym membership	Cafeteria/meal benefit	Domestic partner benefits	Tuition reimbursement	Telecommuting			
9	Technossus LLC 17885 Von Karman Ave., Ste. 410 Irvine 92614-5261	Irvine technossus.com info@technossus.com	20	20	4%	\$107,000	\$65,250	N	N	N	Y	Y	Y	N	Technology consulting and software services company	Beachathon, holiday parties, beer pong tournaments, movie nights, happy hours	Ravnish Bhalla/Giri Kalluri/Kevin Castle CEO/COO/CTO (949) 769-3500/(866) 878-3918
10	GigaSavvy 14988 Sand Canyon Ave., Studio 4 Irvine 92618-2103	Irvine gigasavvy.com connect@gigasavvy.com	31	31	10%	\$84,178	NA	Y	N	Y	Y	Y	Y	Y	Digital marketing and advertising agency	Fully stocked kitchen, holiday celebrations, food trucks and barbeques, breakfast potlucks, lunch and learns, team bowling, ping pong table	Joel Tanner/Corey Mangold/Adam Horowitz principals (877) 728-8901/(877) 728-8902
11	MBK Real Estate LLC 4 Park Plaza, Ste. 850 Irvine 92614-8559	Tokyo mbk.com info@mbk.com	24	24	wnd	wnd	wnd	N	Y	Y	Y	Y	Y	N	Real estate development company	Disneyland picnic for employees and families, holiday parties, birthday and anniversary celebrations, Angels games, casual Fridays, company-sponsored basketball team	Kent Crandall CFO (949) 789-8300/(949) 789-9300
12	Alternative Technology Solutions Inc. 65 Enterprise, Ste. 320 Aliso Viejo 92656-2705	Aliso Viejo altechsolutions.com info@altechsolutions.com	20	60	23%	\$92,000	NA	N	Y	Y	Y	Y	N	Y	Technology consulting services and software	Potlucks, Halloween and Christmas competitions, hosts quarterly meetings to give updates on company performance	Vivian Keena/Donna Barnett/Aaron Korsen CEO/CTO/executive VP (877) 258-8411/(858) 777-9876
13	Aitken Aitken Cohn 3 MacArthur Place, Ste. 800 Santa Ana 92707-6076	Santa Ana aitkenlaw.com mailbox@aitkenlaw.com	24	24	25%	wnd	wnd	N	Y	N	Y	Y	N	N	Law firm	Holiday parties, flowers or wine delivered for employee birthdays, potlucks, firmwide outings to Angels games, flexible hours, Heads up Fridays	Wylie Aitken founding partner (714) 434-1424/(714) 434-3600
14	The Bascom Group LLC 26 Corporate Park Drive, Ste. 200 Irvine 92606-3115	Irvine bascomgroup.com vcampbell@bascomgroup.com	25	25	0%	\$85,000	NA	N	N	N	Y	Y	Y	Y	Real estate private equity firm	Company-sponsored competitions and team building events, cable TV and Xbox, foosball and ping pong tables, free drinks and other refreshments	Jerome Fink/David Kim managing partners (949) 955-0888/(949) 955-0188
15	U Brands LLC 27121 Calle Arroyo, Ste. 2220 San Juan Capistrano 92675-2759	San Juan Capistrano ubrand.com	15	15	0%	\$74,667	NA	Y	N	N	Y	N	N	N	Stationery, office, and home goods products	Electronic stand up desks, cornhole court, holiday party	Michael Cerillo CEO (949) 209-1609
16	Numa Networks 2100 W. Orangewood Ave., Ste. 220 Orange 92868-1963	Orange numanetworks.com	19	19	11%	wnd	wnd	N	N	N	Y	N	Y	N	Managed IT services provider and computer consulting firm	Training and reimbursement for industry certifications, company-sponsored outings and events	Warren Hino president (714) 455-3900

Source: Best Companies Group
Abbreviations: NA: not applicable; wnd: would not disclose; Y: yes; N: no

Researched by Dana Truong & Alyssa Matsuhara

 Highlight provided for fee

► Continued on page 44

BEST PLACES TO WORK: SMALL COMPANIES

► From page 43

Rank	Company	Headquarters	OC employees	Companywide employees	Voluntary turnover	Average salary, exempt	Average salary, non-exempt	Benefits							Company description	Unique perks	Top local official(s)
								Profit sharing	Retirement match	Onsite fitness/gym membership	Catereria/meal benefit	Domestic partner benefits	Tuition reimbursement	Telecommuting			
17	Irvine Technology Corp. 17900 Von Karman Ave., Ste. 100 Irvine 92614-6249	Irvine irvinetechcorp.com info@itccorp.com	25	25	20%	\$83,500	\$52,000	N	N	N	Y	Y	N	Y	IT solutions and staffing provider	Company-sponsored events, lunch and learns, holiday parties, Friday Fundays, monthly birthday cupcakes, breakfast burritos on Fridays, Race for the Cure, casual dress code	John Thornby/Nicole McMackin chairman, CEO/president (866) 322-4482/(714) 434-8869
18	Restoration Media Inc. 17666 Fitch Irvine 92614-6022	Irvine restorationmedia.com info@restorationmedia.com	35	35	28%	\$64,894	\$24,960	Y	Y	N	Y	Y	Y	N	Internet marketing and behavioral data analysis	Wii U and Playstation 4, weekly spin class, chair massages, quarterly social events	Sammy Sayago CEO (949) 335-7700
19	Canterbury Consulting Inc. 660 Newport Center Drive, Ste. 300 Newport Beach 92660-6499	Newport Beach canterburyconsulting.com	43	45	15%	\$123,194	\$47,000	Y	Y	N	Y	Y	Y	N	Investment advisor for institutional and individual investors	Holiday parties, themed potlucks with prizes, chili cook-off, pizza and lunches delivered, ugly sweater contests, Bagel Tuesdays, dartboard contests	Michael Laven CEO (949) 721-9580/(949) 721-9973
20	H. Hendy Associates 4770 Campus Drive, Ste. 100 Newport Beach 92660-1833	Newport Beach hhendy.com	35	35	3%	\$100,000	\$50,000	Y	N	Y	Y	Y	Y	Y	Commercial interior design firm, architectural services	Fitness competitions, Busy Day paid lunches, Employee of the Year Program, employee parties (i.e. bowling, beach parties, etc.), Fitbit competitions, monthly chair massages, kayak outings, bocce ball tournaments	Heidi Hendy managing principal (949) 851-3080/(949) 851-0807
21	Fish & Tsang LLP 2603 Main St., Ste. 1000 Irvine 92614-4271	Irvine fishiplaw.com info@fishiplaw.com	25	32	0%	\$194,950	\$71,920	N	N	N	Y	Y	N	Y	Law firm	Monthly car washes, holiday parties, bowling, Dave & Busters outings, weekly lunches provided on Thursdays	Robert Fish/Mei Tsang founding partner/partner (949) 943-8300/(949) 943-8358
22	Lojistic 3200 Park Center Drive, Ste. 500 Costa Mesa 92626-1986	Costa Mesa lojistic.com info@lojistic.com	18	19	0%	\$141,600	\$57,850	N	Y	N	Y	Y	N	N	Supply chain consultancy and solution provider	Monthly First Friday Social (out of the office) Events, stocked break room	Luke Kupersmith president/CEO (949) 398-6454/(714) 333-9356
23	Teco Diagnostics 1268 N. Lakeview Ave. Anaheim 92807-1831	Anaheim tecodiagnostics.com	37	37	7%	\$50,000	\$32,000	Y	Y	Y	Y	Y	Y	N	Manufactures in-vitro clinical diagnostic tests and instruments	Holiday parties, raffles, ping pong table, space to play soccer, monthly lunches with employee of the month	KC Chen president (714) 463-1111/(714) 463-1169
24	Fenix Consulting Group 265 S. Anita Drive, Ste. 130 Orange 92868-3355	Orange fenixconsultinggroup.com	45	45	16%	\$41,250	\$26,000	Y	N	N	N	Y	Y	N	Consulting firm	Holiday yacht party, Suit Challenge, beach days, competition based bonuses, Monday team nights, paid yoga sessions, annual leadership team retreat	John Enges president (714) 385-9779
25	PeopleG2 135 S. State College Blvd., Ste. 200 Brea 92821-5819	Brea peopleg2.com customerservice@peopleg2.com	18	18	0%	\$55,500	\$15,000	N	Y	N	N	Y	Y	Y	Security and investigations	Holiday celebrations, mid-year company picnic, end-of-the-year party, happy hour gatherings	Chris Dyer CEO (800) 630-2880/(800) 630-2808
26	Orange Label Art + Advertising 4000 MacArthur Blvd., Ste. 520 Newport Beach 92660-2517	Newport Beach orangelabeladvertising.com rreiter@orangelabeladvertising.com	15	15	6%	\$107,311	\$52,111	Y	Y	N	Y	Y	Y	Y	Advertising agency	Quarterly culture events, cheese tasting parties, holiday celebrations, celebration of baby showers and weddings	Wes Phillips/Rochelle Reiter/ Debbie Nagel CEO, principal/president, principal/COO, principal (949) 631-9900/(949) 631-8800
27	VeracityColab 20342 SW Acacia, Ste. 100 Newport Beach 92660-1705	Newport Beach veracitycolab.com	21	21	5%	\$54,943	NA	Y	N	N	Y	N	N	N	Video agency	Flexible hours, unlimited sick time, ping pong tournaments, annual "chop down the office Christmas tree" outing	Charlie Matz CEO (949) 383-5500
28	Glenn M. Gelman & Associates 1940 E. 17th St. Santa Ana 92705-8606	Santa Ana gmgcpa.com info@gmgcpa.com	35	35	3%	wnd	wnd	Y	Y	N	Y	Y	Y	N	Accounting and consulting firm	Weekly massages during tax season, mobile nail salon, half-day Fridays during non-tax season, Treat of the Week (Wednesday), holiday goodie bags, office games	Warren Hennagin managing director (714) 667-2600/(714) 667-2636
29	Chamberlain Group 2301 Dupont Drive, Ste. 460 Irvine 92612-7502	Irvine cgwealth.com mscherrei@cgwealth.com	16	16	31%	\$98,760	\$68,750	Y	N	N	Y	Y	Y	N	Financial services firm	Casual days, Angels games, in-office competitions, staff parties, team building retreat, High Holy Day (staff members are invited to CEO's home to watch first day of college football)	Mike Kiley owner/CEO (949) 553-0313/(949) 975-1955
30	Westgroup Designs 19520 Jamboree Road, Ste. 100 Irvine 92612-2429	Irvine westgroupdesigns.com sandlir@westgroupdesigns.com	25	34	100%	wnd	wnd	Y	Y	N	Y	Y	Y	N	Architecture, interior design, and planning firm	Holiday parties, birthday celebrations, wellness competitions, ice cream socials, team building activities	Sima Hassani/Sandi Rockwood managing principal/director of business development (949) 250-0880/(949) 250-0882
31	T.N.G. Real Estate Inc. 4332 Cerritos Ave., Ste. 208 Los Alamitos 90720-2557	Brea tngrealestate.com	15	15	100%	wnd	wnd	N	N	N	Y	N	N	Y	Real estate brokerage firm	Flexible hours, holiday parties, massage days, Poker Party fundraiser, ice cream days, impromptu Ditch Days	Craig Martin owner/broker (714) 243-0034
32	Alzheimer's Association, Orange County Chapter 2515 McCabe Way, Ste. 200 Irvine 92614-6243	Irvine alz.org/oc helpoc@alz.org	36	36	21%	\$60,000	\$30,000	N	N	N	N	Y	N	Y	Nonprofit health and human services	Flexible hours, wellness programs, paid sabbatical	Jim McAleer CEO (949) 955-9000/(949) 757-3700
33	Centercode 23332 Mill Creek Drive, Ste. 260 Laguna Hills 92653-7938	Laguna Hills centercode.com info@centercode.com	22	31	wnd	wnd	wnd	N	N	N	Y	N	N	N	Beta test management software and services	Gaming Fridays, in-office Nerf gun wars and pranks, sumo wrestling at annual holiday party, lunchtime movie screenings, donuts for employee birthdays	Luke Freiler CEO (949) 460-9117/(949) 954-7841
34	KTimeHR (formerly KimstaffHR) 17872 Cowan Ave. Irvine 92614-6010	Irvine ktimehr.com info@ktimehr.com	22	22	5%	\$75,000	\$45,000	N	Y	Y	N	Y	Y	Y	HR outsourcing agency	Celebrations include National Pizza Day and National Pancake Day, annual barbeque, bimonthly book club, Friday Jeans Day, wellness programs	Kim Megoigal chairman/founder (800) 601-4800/(949) 752-9006
35	Saywitz Co. 4740 Von Karman Ave., Ste. 100 Newport Beach 92660-2172	Newport Beach saywitz.com bsaywitz@saywitz.com	30	35	3%	\$70,000	\$40,000	N	N	N	Y	Y	N	N	Commercial real estate brokerage firm	Catalina boat trips, flexible schedule, casual Fridays, sales contests, holiday parties, birthday celebrations, massages in the office	Barry Saywitz president (949) 930-7500/(949) 930-7555
36	Crummack Huseby Property Management Inc. 25531 Commercentre Drive, Ste. 100 Lake Forest 92630-8874	Lake Forest ch-pm.com info@ch-pm.com	23	23	19%	\$55,000	\$42,500	N	N	N	N	Y	N	N	Property management services	Holiday celebrations, potlucks, birthday and company anniversary celebrations, employee game nights, lunch and learns, company outings	Margo Crummack CEO (949) 367-9430/(949) 367-9433
37	Slater Builders Inc. 3100-B Pullman St. Costa Mesa 92626-4500	Costa Mesa slaterbuilders.com	31	31	6%	\$105,000	\$50,000	Y	Y	Y	Y	Y	Y	N	General contractor	Summertime Fridays, paid birthdays off, wellness programs, ping pong table, beach days	Lizabeth S. Slater CEO (714) 434-4887/(714) 434-6173

Source: Best Companies Group
Abbreviations: NA: not applicable; wnd: would not disclose; Y: yes; N: no

Researched by Dana Truong & Alyssa Matsuhara

Highlight provided for fee