

THE LIST  
SACRAMENTO'S  
**FASTEST  
GROWING  
COMPANIES**

THE 50  
FASTESt GROWING  
COMPANIES  
pg. 16

SEE HOW  
THE COMPANIES  
COMPARE  
pg. 18

STORIES OF THE  
FASTESt GROWING  
COMPANIES  
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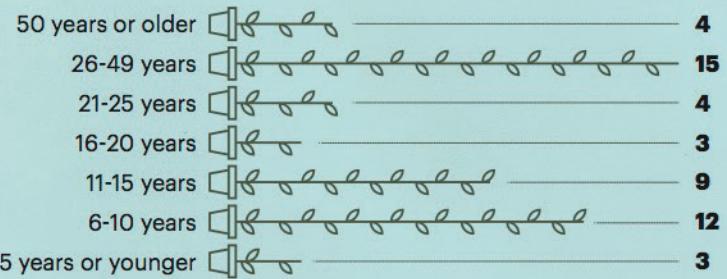
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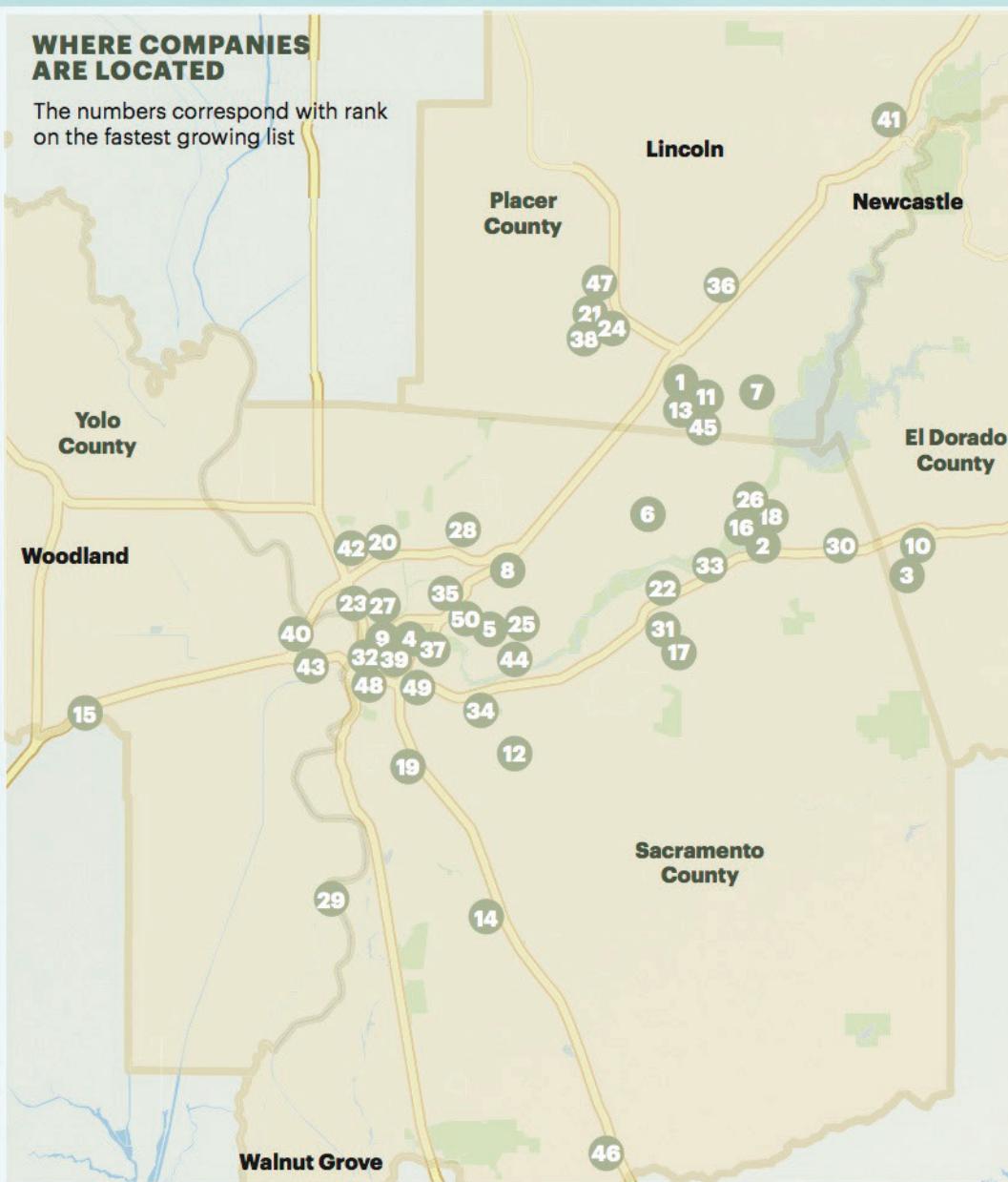
MOSSADAMS

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**HEADQUARTERS****AGE OF COMPANY****CORPORATE STRUCTURE****PROFIT MARGIN****MOST REVENUE**

Ranked by 2017 revenue  
One dollar is equal to \$100M

**OLDEST COMPANIES**

Ranked by year established

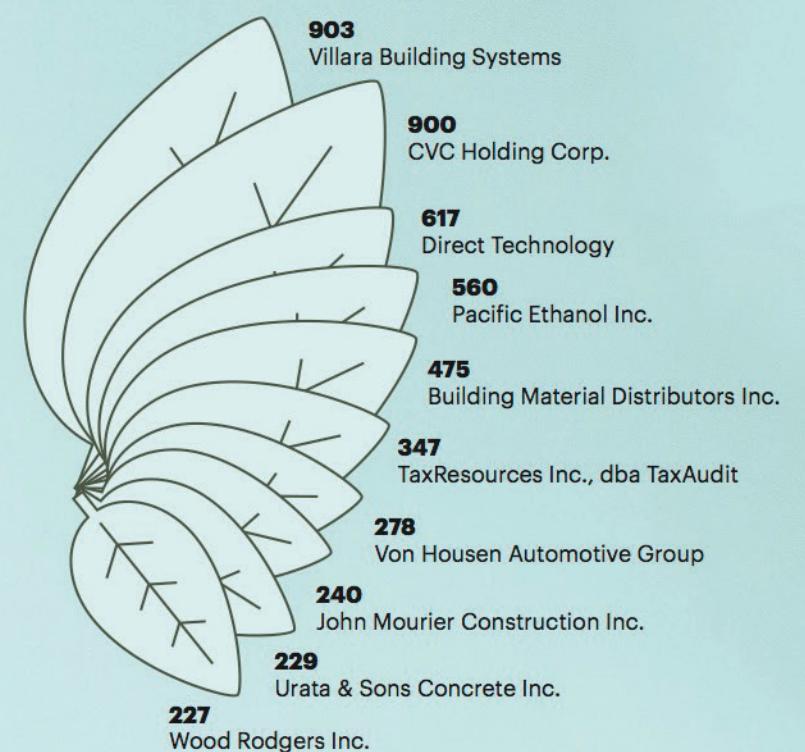
- 1988 | TaxResources Inc., dba TaxAudit
- 1986 | Dokke Engineering
- 1984 | Wallace-Kuhl & Associates
- 1978 | John Mourier Construction Inc.
- 1975 | Urata & Sons Concrete Inc.
- 1973 | River City Bank
- 1961 | Von Housen Automotive Group
- 1947 | Villara Building Systems
- 1946 | Busheler Building & Diesel Material Systems
- 1943 | Structural Engineers Inc.

**EMPLOYEE GROWTH**

Ranked by growth from 2015 to 2017

**MOST EMPLOYEES COMPANYWIDE**

Ranked by employees companywide

**TOP 10 REVENUE GROWTH**

Ranked by percent of revenue growth 2016-2017

- 152.31% | JD2 Inc., dba Innovative Steel Solutions
- 120% | Fortuna Business Management Consulting Inc.
- 98.97% | TNT Industrial Contractors Inc.
- 86.03% | 360 Risk Partners
- 85.93% | ClearCaptions LLC
- 83.39% | NCTS Corp
- 77.79% | Sierra Valley Painting, Inc
- 51.84% | Post Modern Marketing
- 50.11% | Seats and Stations
- 40.02% | Blossom Ridge Home Health and Hospice Agency

# FASTEST-GROWING SHOW DYNAMISM, CREATIVITY OF REGION'S ECONOMY

BY SAM BOYKIN | SBOYKIN@BIZJOURNALS.COM

The Business Journal's annual Fastest-Growing Companies list shows the dynamism and creativity in our local economy.

Even the slowest growing company of the 50 on this year's list, car dealership Von Housen Automotive Group, boosted its revenue a whopping 16 percent from 2015 to 2017 to \$296 million.

And the fastest growing, ClearCaptions LLC, grew its revenue more than fivefold to \$50.2 million, as it expands sales of its communication technology for the hard of hearing.

The companies highlighted in this issue also show the diversity of our region's economy, with represented industries including telecommunications, information technology, banking, construction, health care and energy.

All companies on our Fastest-Growing list are headquartered in the Sacramento region. To qualify for the list, they were required to complete an application and disclose financial data to the accounting firm Moss Adams LLP, which had to agree to the company's numbers. Growth rates for companies on the list are based on their revenue from 2015 to 2017, and to be eligible for the list, a company must have posted at least \$200,000 in revenue for 2015.

Here are a few of the fastest-growing companies' stories.

## STAYING NIMBLE IN A CONSTANTLY CHANGING INDUSTRY

<b>COMPREHENSIVE MEDICAL INC.</b>	34
List rank	34
Growth 2015-2017	34%
2017 Revenue	\$1.1M

As a business that provides employment drug testing and occupational medical care, Comprehensive Medical Inc. succeeds when area businesses are growing.

So when the Great Recession hit, demand for the company's services plummeted and it lost some clients entirely.

Comprehensive Medical was able to bounce back, however, and find its way onto the Business Journal's Fastest-Growing Companies list for the third time in the company's 26-year history, recording \$1.14 million in revenue last year—an increase of 34 percent from the previous year.

CEO Susan Ramsden credited the company's recovery to maintaining a diversified and evolving portfolio of clients and fostering a workplace of continual learning.

"When I set up my business 26 years ago, I made sure to not have any one industry represent more than 20 percent of our business," she said.

The company's clients are a variety of sizes and represent a diverse group of industries, according to Ramsden. They range from Rancho Cordova-based Pacific Coast Building Products to nonprofits like United Cerebral Palsy of Sacra-



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to. They also include public-sector entities, like the Sacramento County Probate Court and the California State Railroad Museum.

Among those clients, Comprehensive Medical has cultivated loyalty: over 40 percent have been with Comprehensive Medical for 20-plus

years, according to Ramsden. Dr. Dwight Bass (left) and Susan Ramsden of Comprehensive Medical Inc. Ramsden said over 40 percent of the company's customers have been with them for 20-plus years.

The company's ability to retain clients is based on its ability to individualize and evolve its services based on businesses' needs, Ramsden said. Some clients' needs are straightforward. The Probate Court, for example, is in steady need of drug testing

services—so much so that Comprehensive chose its current location based on its proximity to the court.

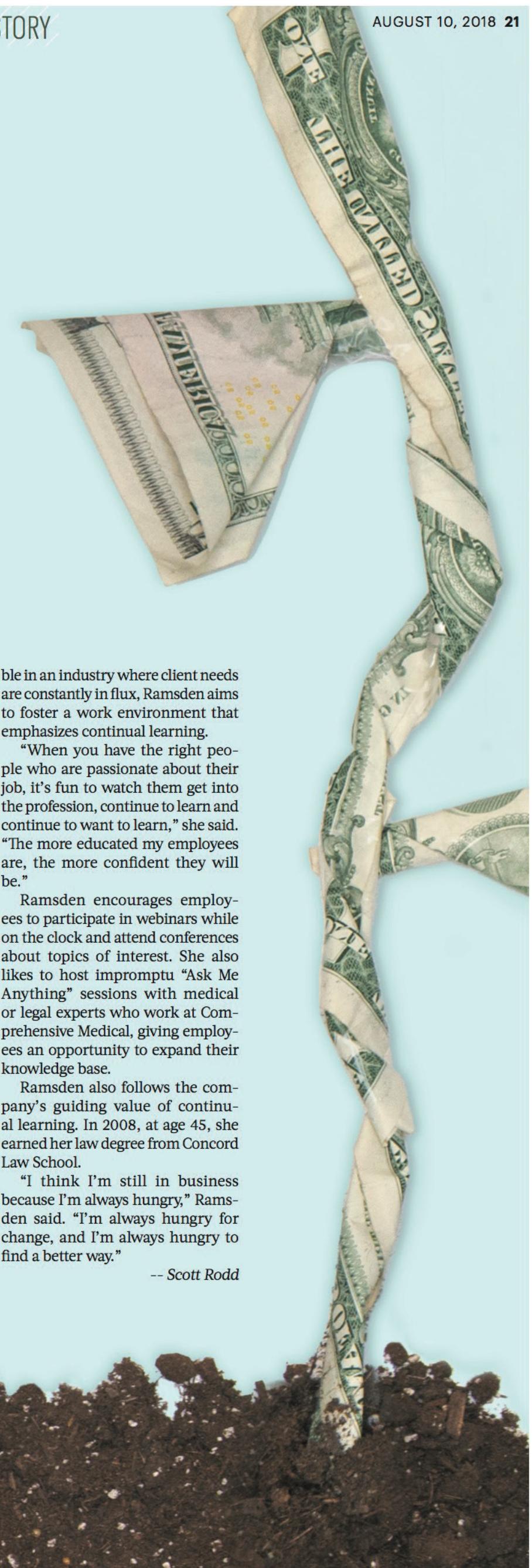
Laurie Gwinn, director of human resources for United Cerebral Palsy of Sacramento, said the nonprofit has relied on Comprehensive Medical to conduct drug screenings, physicals and medical screenings for the last 10 years.

"They're a great resource for us with very fast turnarounds," said Gwinn. "With today's market, as small as the applicant pool is, we can't afford to have people linger. We need to get them interviewed, get them tested, and get them approved as soon as possible, and Comprehensive Medical is able to do that."

Other clients' needs fluctuate with market and regulatory changes. Some businesses rely on Comprehensive Medical to keep them abreast of new developments in employment law. Others—especially those that are seeing an increase in workers' compensation claims—call on Comprehensive Medical to conduct in-person evaluations of the business to identify hazards that expose the company to legal liability.

With the Private Attorneys General Act empowering employees to file claims against employers for things like Health and Safety Code violations, the need for these services is increasing.

To ensure the company stays nim-



ble in an industry where client needs are constantly in flux, Ramsden aims to foster a work environment that emphasizes continual learning.

"When you have the right people who are passionate about their job, it's fun to watch them get into the profession, continue to learn and continue to want to learn," she said. "The more educated my employees are, the more confident they will be."

Ramsden encourages employees to participate in webinars while on the clock and attend conferences about topics of interest. She also likes to host impromptu "Ask Me Anything" sessions with medical or legal experts who work at Comprehensive Medical, giving employees an opportunity to expand their knowledge base.

Ramsden also follows the company's guiding value of continual learning. In 2008, at age 45, she earned her law degree from Concord Law School.

"I think I'm still in business because I'm always hungry," Ramsden said. "I'm always hungry for change, and I'm always hungry to find a better way."

-- Scott Rodd

## STRATEGIC EXPANSIONS AND GOOD TIMING

No business or homeowner ever wants to need the services of Five Star Restoration & Construction Inc. But when a disaster happens, the company has nearly 30 years of experience to help set things right.

Five Star specializes in repairing damage from fires, floods and mold, including services such as water extraction, removal and clean-up, sanitation and disinfecting. The company also restores items like furniture and clothes, and, as a general contractor, rebuilds damaged walls, floors and other structures.

Founded in 1989 by Brenda Gallion, Five Star has grown steadily over the years. Based in Gold River, the company has a 19,000-square-foot storage facility and three years ago opened a second location in Fairfield.

As the company was expanding, Gallion said, several of her largest competitors in the Sacramento market closed, which helped the company land more work. One of the reasons her competitors got out of the business is that there is less money in it, as insurance companies are pushing to keep costs down.

"Now, it's all about volume," she said.

Five Star had \$10.1 million in revenue last year, an increase of 51 percent from 2015. It operates a fleet of 52 trucks and three trailers, which helps the 24-hour company respond to clients within two hours.

Most of Five Star's work is water



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Brenda Gallion (left) is the owner and co-founder of Five Star Restoration & Construction Inc. Most of its work is water damage repair, but it also works with fire and smoke damage.



damage repair. It's usually not caused by a big, dramatic flood; rather, it's usually a cracked refrigerator water line or a leaky toilet that over time has soaked walls, floors and insulation. "Water does a lot of damage," said Aaron Provencale, president of the company.

Five Star also repairs a lot of fire and smoke damage. It has an ozone deodorization room where, in a few days, it can remove smoke taint from furniture and other items.

Much of the company's business comes from referrals, both from past customers and from insurance companies, Gallion said. "Referrals are the best. That says that you did it right."

In a typical scenario, Five Star assesses damage, reports to insurance companies, gets permits and, when necessary, rebuilds dam-

aged property. It has to document the entire process with photos and renderings for the insurance companies.

Insurance pays for "like kind and quality" replacement of carpets and cabinets, but Five Star can provide upgrades during renovations, Gallion said. "The demolition is done, it's a good time to add recessed lighting or other features."

All of Five Star's employees are background checked, Gallion said. "We are going into peoples' homes and taking out their possessions. They don't want just anyone in their house, and I understand that. I don't have anyone working for me that I wouldn't want in my own home."

"It is rewarding to help someone out in their time of need," Provencale said. "It is fulfilling every day."

-- Mark Anderson

## CAREFULLY SELECTING CLIENTS

For Post Modern Marketing, becoming one of Sacramento's fastest-growing companies was all about the people, CEO Josh Rubin said.

"Our company has three main values: grow ourselves, grow our partners and grow our community," he said. "If we do that, we're happy."

Post Modern Marketing, based in midtown Sacramento, increased its revenue 174 percent between 2015 and 2017, to \$708,545. The company offers digital marketing services, such as web design and development, social media, graphic design and content production.

Some of the Post Modern's bigger clients include supermarket chain Raley's, real estate developer Fulcrum Property and law firm Trainor Fairbrook. Many of Post Modern's projects are smaller, though, with an average invoice of \$1,000 and a median invoice of \$250. Rubin said Post Modern works with up to 150 companies at a time.

"We're not one of those companies that becomes the fastest-growing because of a deal with one giant company," he said. "We've grown by working with lots of clients over time."

Rubin founded Creative California, another marketing firm, in 2009, which merged with Post Modern in 2016. Chris Post, the founder of Post Modern, was bought out by Rubin last November.

When Creative California and

Josh Rubin (left, middle) is the CEO of Post Modern Marketing. The company works with up to 150 companies at a time.

billing times and a selective project manager. Picking the right clients is a huge part of Post Modern's success, Rubin said, as the company mostly works with large regional companies and not "just anyone who will give us a dollar."

"One of my many sayings is: I'll work with you out of your marketing budget, not your mortgage," Rubin said. "We look for more established businesses who understand what we do."

Rubin said that getting too busy could distract from the quality of the company's work, so he establishes close communication with each of his clients, requiring monthly meetings with every organization Post Modern works with.

Employees at Post Modern are also active members of the Sacramento community, volunteering at nonprofits including a community theater, a literacy center and a local animal shelter.

Post Modern's approach to company culture is to "work to live, not the other way around," Rubin said. For this reason, employees are given flexible hours to take care of their families and are provided a day of paid time off each year to volunteer, among other perks.

The company is currently working on an expansion into San Diego, and its revenue growth is expected to exceed 200 percent over the next two years, Rubin said.

-- Olivia Rockeman



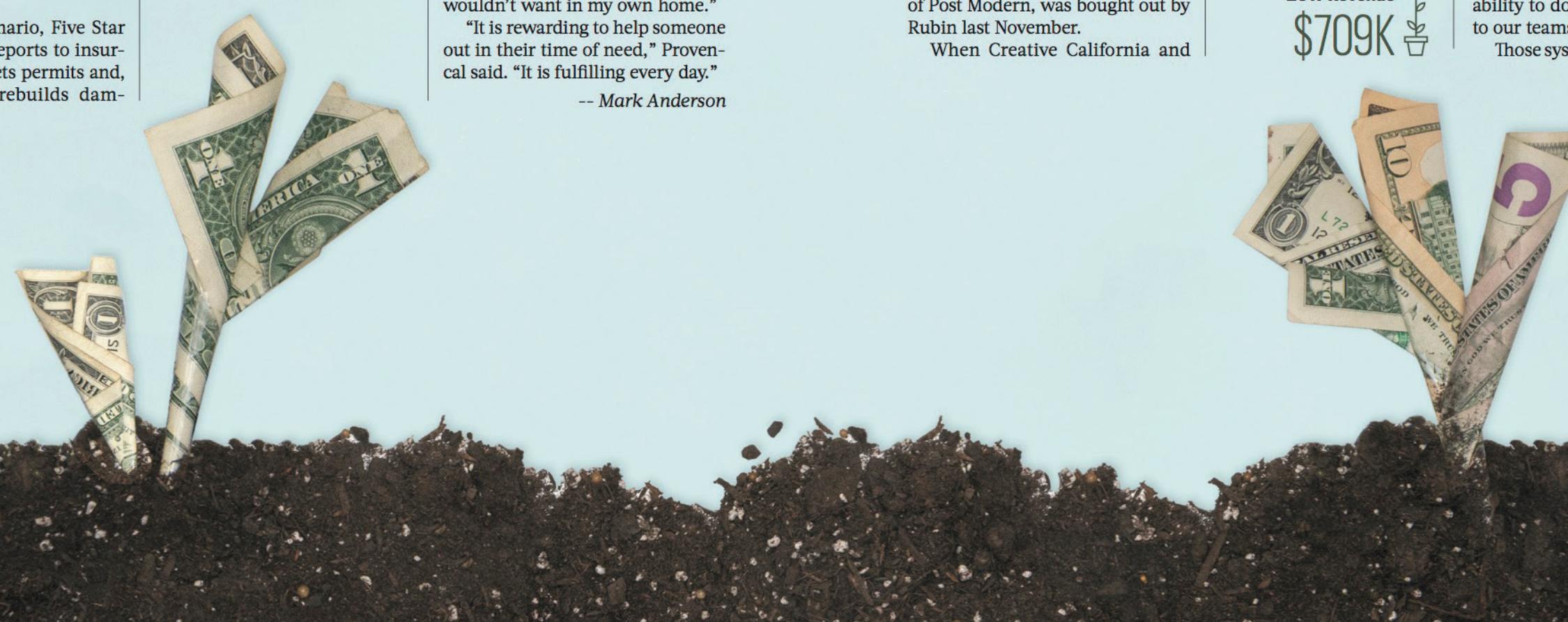
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Post Modern merged, the company brought all work that was outsourced to Argentina back in-house, Rubin said. Now all of Post Modern's projects are done by its 10 employees in Sacramento.

Rubin said that Post Modern puts out at least one new website a week. "Getting web developers to finish a project on time is a rarity in this industry, and we take pride in our ability to do so. This is a testament to our teams and our systems."

Those systems include organized



## FOSTERING EMPLOYEE AND COMPANY GROWTH

West Sacramento-based Mid Pacific Engineering Inc. has made several appearances on the Business Journal's Fastest-Growing Companies list since the firm was founded in 2009. CEO Todd Kamisky said he hopes that this year's is the last.

"We had a strategic growth plan, and we're doing a good job of hitting that," Kamisky said. "Now we're trying to work our way off the fast-growing list."

Kamisky said 2017 was actually the slowest growth year for the



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Augie Smarkel, a laboratory engineer at Mid Pacific Engineering, operates a grinder. The company met its growth goal of 45 employees this year.

engineering firm since its founding. Mid Pacific hit the growth goal of 45 employees this year, and that's where he'd like to stay.

"There's more work out there, but we like to go home on the weekends," he said. "We're not trying to take over the world."

Mid Pacific is a consulting firm that focuses on geotechnical engineering, earthwork construction testing and construction materials engineering and testing. Last year, the firm had \$4.69 million in revenue, a 26.1 percent increase over 2015. The firm is based locally but also has an office in Redding and a concrete testing facility in West Sacramento.

Growing more would have its challenges, Kamisky said. Adding staff over the last eight years proved difficult, as many engineers left for other fields or other markets during the Great Recession, he said.

That's led to a sizable gap in experience level among the staff, with

### MID PACIFIC ENGINEERING

List rank

40

Growth 2015-2017

26%

2017 Revenue

\$4.7M

many of them only three to four years into their career rather than 15 to 20 years.

Because of that, Mid Pacific will focus more on helping employees grow than on growing its numbers of workers, Kamisky said.

"Hire for personality, train for skills," he said.

Kamisky said he's happy with the range of services Mid Pacific offers, and its market share.

Then again, he said, the growth of the last few years means it's good to be ready for changes.

"You do all the planning, but you never know what a phone call will bring," he said.

-- Ben van der Meer

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## COVER STORY

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### HIRING CONTRIBUTES TO GROWTH

Peruse the decor in the Roseville office of Seats and Stations and you'll find a reminder to be brave, be kind and stay humble.

It's consistent with the work ethic that company executives say helped Seats and Stations land among the Business Journal's fastest-growing companies for the first time. The business, a contract furniture dealership, had \$8.05 million in revenue in 2017. That was a 55.2 percent increase over 2015.

Aside from selling furniture, Seats and Stations provides services including interior design, move management and furniture care. The company has grown not only in revenue, but also in the space it

occupies. Founded in 2004, Seats and Stations once filled just 450 square feet in Roseville. Now, it's in its third year in a 4,400-square-foot office at 1430 Blue Oaks Blvd.

The company doubled its headcount four years ago, and now has

14 full-time employees, along with some part-time and contract workers. Co-owners Dennie Moreno and Rebecca Roman expect the business will add four more workers. "I think

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Rebecca Roman (left) and Dennie Moreno are co-owners of Seats and Stations.

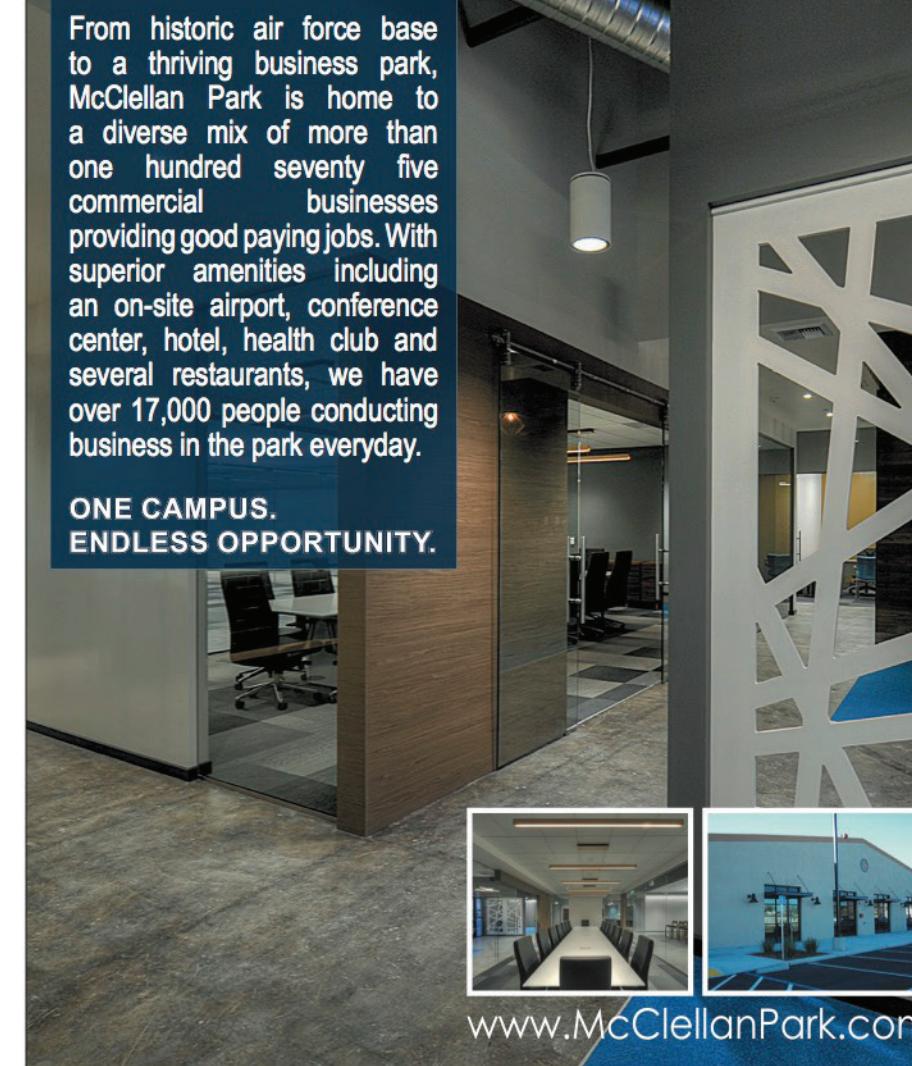


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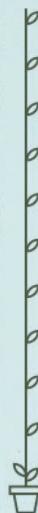
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**SEATS AND STATIONS****List rank****21****Growth  
2015-2017****55%****2017 Revenue****\$8.05M**

## CONTINUED FROM PAGE 27

our hiring has helped us grow," Moreno said.

Moreno and Roman, who met as furniture competitors in the Bay Area, were once the only employees of Seats and Stations. They founded the company after separately moving to the Sacramento region, drawn in part by the relatively lower cost of living.

"We just wanted to give the client more of a choice," Roman said of their reasons for starting their own firm after working for other companies in the industry. They worked from their homes in the company's early days.

Seats and Stations lists major health care providers among its main clients, many of which are

expanding with new offices and facilities.

One of its clients is locally based Sutter Health. Anette Smith-Dohring, workforce development manager for Sutter, said she isn't surprised by Seats and Stations' growth.

"It's growing because they are so good at what they do," she said.

The majority of Seats and Stations' clients are in the Sacramento area, but the company also works with clients in other parts of California, including the Bay Area. Moreno and Roman said they expect to continue to expand the geography of their client base.

Often, their services begin with visiting a potential client's office and assessing their needs. They're familiar with a popular refrain: "We

want to look more like Google."

Even as trends shift toward employees working from home, there's still demand for Seats and Stations' services, Moreno and Roman said. Some firms will pay to outfit employees' home offices with amenities such as specialty desks.

As the company grows, its co-owners say they're committed to making their employees "a part of every win." A majority of its workers are women, and office excursions have included manicures and pedicures.

-- Sonya Sorich

**Seats and Stations**

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