Diversity Champions
Honoring those working to unite people of all stripes
2013 DIVERSITY CHAMPIONS

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Note: All winners’ photos were provided by the individuals, unless noted otherwise.

ABOUT THE AWARDS

Diversity Champions is the Phoenix Business Journal’s annual program to recognize local individuals and companies that have shown exceptional commitment to promoting practices that advance diversity—not only in the workplace, but also in the community at large.

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Proudly Salutes the 2013 Phoenix Business Journal Diversity Champions

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Pearl Chang Esau
President & CEO
Expect More Arizona

Esau is the impetus behind Expect More, an education advocacy organization building a movement for world-class education in Arizona. Previously, she was executive director of Teach For America–Phoenix, where she led a teacher corps serving 20,000 students each year in low-income communities. She also serves on several boards, including Act One, a group dedicated to increasing access to arts and culture for low-income students.

Other than race, gender and sexual orientation, what other element(s) do you include in your definition of community or workplace diversity, and why?

Diversity in socioeconomic background and life experience is also important. Some of the most inspiring leaders I know come from backgrounds where they have had to overcome a great amount of adversity. I also believe that often wisdom comes from experience, and I appreciate learning from others who have traveled the road a bit longer than I have.

Greg Esser
Director, Desert Initiative
Arizona State University

With the Desert Initiative, Esser uses arts-based interdisciplinary research and projects to link desert communities regionally and globally. He also founded the Roosevelt Row Community Development Corp. and has worked for more than a decade with the Roosevelt Row Arts District, renovating vacant buildings in downtown Phoenix for use as artist studios and exhibition space. He has also helped develop public policy to enhance and foster adaptive reuse.
Congratulations Mohamed El-Sharkawy for being recognized as a Diversity Champion

We applaud your continued efforts in the community and thank you for your dedication to cultural understanding and inclusion.

Kathy Nakagawa
Associate professor of Asian Pacific American studies
School of Social Transformation at Arizona State University

Nakagawa helped to launch Arizona’s only bachelor’s degree program in Asian Pacific American Studies. She also conducts research and teaches courses on diversity and inequality. She is a founding member of the Arizona Chapter of the National Asian Pacific American Women’s Forum and serves on several boards, including the Arizona Chapter of the Japanese American Citizens League.

What is your favorite quote having to do with diversity? “Stereotypes abound when there is distance. They are an invention, a pretense that one knows when the steps that would make real knowing possible cannot be taken or are not allowed.” — Bell Hooks

Other than race, gender and sexual orientation, what other element(s) do you include in your definition of community or workplace diversity, and why? I also emphasize socioeconomic status (class), language, immigration status, (dis)ability and age in my definition of diversity. It’s important to me to include these, as each reflects an area where individuals lack privilege in our society — and the lack of privilege often results in inequities in educational and economic outcomes.
OCTOBER 11, 2013

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Tom Jetland with Mark Dillon and Mark Howard
Co-owners, Fez Restaurant & Bar and Metropolis

Jetland, an accomplished chef and serial entrepreneur, takes restaurant ownership seriously because it’s a combination of artistry, socializing and business. He takes community philanthropy just as seriously, having donated tens of thousands of dollars to support GLBT causes. In addition to Fez and Metropolis, he co-owns Switch Restaurant & Wine Bar and Pizza People Pub with Dillon. Jetland was asked:

What is your favorite quote having to do with diversity? “Diversity: the art of thinking independently together.” — Malcolm Forbes

Balsz School District is immensely proud of our Superintendent Dr. Jeffrey Smith for selection as a 2013 Diversity Champion. Through his leadership our innovative and award winning school system has much to be proud of:

- The first district in the country to offer a 200 day calendar
- Griffith School recognized as one of the 10 highest performing schools in the state of Arizona
- 21st Century technology rich classrooms including one-to-one computers for students
- Free full-day Kindergarten
- National School Boards Association 2012 Magna Award Winner
- Educare Arizona Early Learning Center
- Silver Award Winner for health and wellness through the Healthier US Fresh Fruit and Vegetable Program
- 2012 Excellence in Financial Reporting

Other than race, gender and sexual orientation, what other element(s) do you include in your definition of community or workplace diversity, and why? When I look at a book, the cover might grab my attention or offend me or intrigue me or excite me or puzzle me. Much like books, people are judged by their armor or adornments or appearance, with little thought to the pages inside. Some of the best books I have read are tattered covers, oddly titled and topically not what I expected on first glance. Diversity includes trying to find the story from each individual I work with and slowly turning the pages of their interior to discover their interests, strengths and talents.

BALSZ

SCHOOL DISTRICT

CHILDREN FIRST
Mohamed El-Sharkawy
Airbus Maintenance Instructor
US Airways Maintenance Training–Phoenix

El-Sharkawy formed a US Airways employee group called Bridges, with a mission to enhance understanding and encourage dialogue among the multiple cultures and faiths within the company. He also is co-founder and chairman of the Arizona Muslim Police Advisory Board, formed after 9/11 to ease relations between the Muslim community and Valley law enforcement agencies.

Other than race, gender and sexual orientation, what other element(s) do you include in your definition of community or workplace diversity, and why? Every religion has many beautiful and sacred practices. Unfortunately, many people look at those practices as silly or even crazy and insult the people of that faith. Praying five times a day, separating men from women in prayer halls, wearing headscarves, etc. — knowing the reason behind these practices normally changes perspectives. This only happens if they seek the knowledge. Ignorance and fear are the worst enemies to diversity.

Carlos Velasco

Carlos Velasco, director Francisco Cervera, steering committee member
Fuerza Local

Fuerza Local (“Local Force”) is a branch of Local First Arizona, created to include all Arizona business owners, with a special focus on the Hispanic community. Cervera’s Latino micro-business accelerator program, eMoneyPool, offers a micro-finance option for aspiring entrepreneurs, while Velasco helps through his business development consulting firm.

What is your favorite quote having to do with diversity? “Ultimately, America’s answer to the intolerant man is diversity, the very diversity which our heritage of religious freedom has inspired.” — Robert Kennedy

What is your favorite quote having to do with diversity? “Strength lies in differences, not in similarities.” — Stephen Covey
Congratulations,
Diversity Champions

“Recognize yourself in he and she who are not like you and me.”
Carlos Fuentes

Blue Cross Blue Shield of Arizona is proud to be part of a state that is home to a tapestry of cultures. We honor the people, businesses and organizations that celebrate and embrace our differences as a source of strength. And we salute this year’s Diversity Champions, including our own Maribel Barrios, for their work to creating a brighter, stronger Arizona.

Gerardo Higginson
Director of community relations and public affairs
Univision and Unimas Arizona

Before joining Univision in 2011, Higginson was a senior assistant to Phoenix Mayor Phil Gordon, acting as chief liaison to the Hispanic, Asian-American and LGBT communities, among other duties. He is chairman of the Hispanic Gala in Phoenix for St. Jude Hospital and Research Center, and served on the host committees for the National Hispanic Association of Colleges & Universities and the National Council of La Raza conferences in Phoenix.
Steve & Ginger Lopez
Clean Air Cab

The LGBT community has been a focus for Clean Air Cab since Steve founded it in 2009, because he believes the product he offers caters to the more discerning consumer. In 2011, the president and CEO moved to build a more sustainable business with a social conscience. Toward that end, he has gotten the company involved in global efforts such as replanting trees in the Brazilian rainforest, as well as local endeavors such as donating to Phoenix Children's Hospital and the Mesa United Way. Ginger joined the company this year as vice president, focusing heavily on community outreach.

Emma Garcia
Assistant vice president for marketing and community development
Desert Schools Federal Credit Union

In her role at DSFCU, Garcia manages multiple initiatives to improve economic opportunities for those underserved by the financial services industry. She accomplishes this primarily through education and services. Previously, she was an administrator for nonprofit startups in the San Francisco Bay Area, where she worked with community partners to address issues of violence prevention, education and economic opportunity for youth.

What is your favorite quote having to do with diversity? “If you want peace, you don’t talk to your friends. You talk to your enemies.” — Desmond Tutu
Maribel Barrios
Senior manager, community and multicultural relations
Blue Cross Blue Shield of Arizona

At BCBS, Barrios leads development and implementation of strategies targeting Arizona’s Hispanic and multicultural market and is heavily involved in the company’s community outreach programs. She also serves on the Multicultural Business Advisory Board of One Community, which serves the LGBT and allied communities; and on the boards of Arizona Women’s Education and Employment and the Arizona Hispanic Chamber of Commerce.

What is your favorite quote having to do with diversity?
“Diversity may be the hardest thing for a society to live with, and perhaps the most dangerous thing for a society to be without.” — William Sloane Coffin Jr.

Other than race, gender and sexual orientation, what other element(s) do you include in your definition of community or workplace diversity, and why?
I include respect — not only for what brings us together, but also for qualities that set us apart from one another. These qualities enrich us as individuals. Whether it’s inside or outside the workplace, we all as members of a community possess qualities that enable us to contribute to making a positive difference. When the diversity that brings us together is respected and celebrated, the impact it creates is true, and meaningful change occurs.

Diana Gregory
President and CEO
Gregory’s Fresh Market Place and Diana Gregory Outreach Services Foundation

Gregory’s nonprofits educate seniors and their caregivers about health and nutrition, and delivers fresh fruits and vegetables to more than 40 senior complexes Valleywide. Gregory also serves on the executive committees of the Greater Phoenix Urban League and the Arizona Foundation for Women, and is a past board member of the Greater Phoenix Black Chamber of Commerce.

What is your favorite quote having to do with diversity?
“It is time for parents to teach young people early on that in diversity there is beauty and there is strength.” — Maya Angelou

Other than race, gender and sexual orientation, what other element(s) do you include in your definition of community or workplace diversity, and why?
Diversity is inclusion vs. exclusion. It is creating an environment where people’s similarities and differences are not just tolerated, but celebrated and embraced, and where our workers feel respected and appreciated.
Jeff Smith
Superintendent
Balsz School District

More than 90 percent of the students in Smith's K-8 school district live in poverty; his goal is to give them the tools they need to succeed in life. His strategy to extend the Balsz school year from 180 days to 200 starting in 2009-10 is showing strong results in the form of higher standardized test scores in reading and math, and significant gains in English language acquisition. Adding to the school year also gave the district extra state funding, so Smith raised teachers’ pay.

Other than race, gender and sexual orientation, what other element(s) do you include in your definition of community or workplace diversity, and why? I consider childhood poverty as a form of community diversity that crosses all ethnicities. Breaking the cycle of generational poverty starts with our most vulnerable youth. This is accomplished by improving the lives of students, their families and the entire community.

When students have the skills necessary to be successful, there is nothing that can stop them.

Manuel Cairo
Chairman, Committee on Diversity & Inclusion, Snell & Wilmer LLP

Cairo's committee developed the firm's diversity mission and values, and continues to refine employee initiatives. Results include a program that partners attorneys with minority students, and taking the local lead in an American Bar Association program that helps economically disadvantaged law students get judicial internships.

What is your favorite quote having to do with diversity? “This above all: To thine own self be true; and it must follow, as the night the day, thou canst not then be false to any man.” — Polonius, William Shakespear’s “Hamlet”

James Christian
Shareholder
Tiffany & Bosco

As an attorney, Christian specializes in dispute resolution and franchise law. As a member of the One Community Multicultural Advisory Board, he created the Change Agent Program to spread the word about One’s Unity Pledge — a statement Arizona businesses can endorse to show their support for diversity in the workplace, in housing, and in public accommodations.

What is your favorite quote having to do with diversity? “This above all: To thine own self be true; and it must follow, as the night the day, thou canst not then be false to any man.” — Polonius, William Shakespear’s “Hamlet”

Bev Tittle-Baker
CEO, Mesa Community Asset Resource Enterprise Partnership

The seeds for Mesa CARES were sown with Tittle-Baker running after-school programs in her backyard and negotiating a truce among seven rival gangs in her kitchen 20 years ago. Today, the nonprofit resource center provides medical services, emergency assistance, and latchkey and life enrichment programs. Clients also are encouraged to become volunteers within their own communities.

What is your favorite quote having to do with diversity? “Human diversity makes tolerance more than a virtue; it makes it a requirement for survival.” — Rene Dubos
## MINORITY-OWNED FIRMS

RANKED BY CURRENT NUMBER OF FULL-TIME EQUIVALENT EMPLOYEES (List continued on Page 30)

<table>
<thead>
<tr>
<th>Rank</th>
<th>Name / 2012 ranking / URL</th>
<th>Address</th>
<th>Number of local full-time equivalent employees</th>
<th>Ownership Principal(s)</th>
<th>Primary business</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Gila River Casinos   ① <a href="http://www.minglriver.com">www.minglriver.com</a></td>
<td>P.O. Box 6790 Chandler 85226 602-946-4452</td>
<td>2,500</td>
<td>Native American Deborah Griffin</td>
<td>Gaming</td>
</tr>
<tr>
<td>2</td>
<td>Hardrock Concrete Placement Co. Inc. ② <a href="http://www.hardrockconcrete.com">www.hardrockconcrete.com</a></td>
<td>4831 W. Bell St. Phoenix 85043 602-233-1334</td>
<td>290</td>
<td>Hispanic Leo Lopez</td>
<td>Concrete subcontractor</td>
</tr>
<tr>
<td>3</td>
<td>Lovitt &amp; Touché Inc. ③ <a href="http://www.lovitt-touche.com">www.lovitt-touche.com</a></td>
<td>1050 W. Washington St., Ste. 223 Tempe 85281 602-956-1250</td>
<td>191</td>
<td>Hispanic Charles Touchi</td>
<td>Insurance and bonds</td>
</tr>
<tr>
<td>4</td>
<td>Radisson Fort McDowell Resort &amp; Casino ④ <a href="http://www.radissonfortmicdowellresort.com">www.radissonfortmicdowellresort.com</a></td>
<td>10418 N. Fort McDowell Rd Scottsdale 85264 480-799-5100</td>
<td>175</td>
<td>Native American Alberto Parra</td>
<td>Hotel/resort</td>
</tr>
<tr>
<td>7</td>
<td>D.P. Electric Inc. ⑥ <a href="http://www.dpelectric.com">www.dpelectric.com</a></td>
<td>6003 S. 6th Ave. Tempe 85281 480-938-9070</td>
<td>135</td>
<td>Hispanic Dan Puentes</td>
<td>Electrical contractor for new construction, tenant improvement and design-build projects, and provider of electrical service</td>
</tr>
<tr>
<td>8</td>
<td>Fortis Networks Inc. <a href="http://www.fortisnetworks.com">www.fortisnetworks.com</a></td>
<td>4100 E. Alano Phoenix 85034 602-242-1200</td>
<td>100</td>
<td>Black Hispanic Clarence McKeller</td>
<td>General construction and telecommunications cabling</td>
</tr>
<tr>
<td>9</td>
<td>Rose International Inc. ⑦ <a href="http://www.roisint.com">www.roisint.com</a></td>
<td>10565 N. 14th St., Ste. 116 Scottsdale 85259 63-82-4000</td>
<td>96</td>
<td>Asian Indian Sue Bhate</td>
<td>Workforce solutions</td>
</tr>
<tr>
<td>10</td>
<td>Arrowhead Advertising <a href="http://www.arrowheadad.com">www.arrowheadad.com</a></td>
<td>1615 N. 83rd Ave., Ste. 205 Peoria 85382 62-975-3005</td>
<td>85</td>
<td>Asian Kyle Eng</td>
<td>Full-service ad agency with television, radio and graphic design produced in-house, dedicated media buying/Planning</td>
</tr>
<tr>
<td>11</td>
<td>Bio-Janitorial Service Inc. <a href="http://www.biojanitorial.com">www.biojanitorial.com</a></td>
<td>660 N. 47th Ave., Ste. 4 Glendale 85301 62-915-6116</td>
<td>80</td>
<td>Black Chef Oden</td>
<td>Full-service janitorial, high security bldgs., large industrial properties, medical facilities, clean rooms, mgf, facilities</td>
</tr>
<tr>
<td>12</td>
<td>Axis Employment Services LLC <a href="http://www.axisemployment.com">www.axisemployment.com</a></td>
<td>7000 N. 16th St., Ste. 120-501 Phoenix 85020 602-242-2426</td>
<td>75</td>
<td>Asian American Brian Tran</td>
<td>Staffing firm specializing in areas of administrative, accounting, management, sales, customer service and HR</td>
</tr>
<tr>
<td>13</td>
<td>Camelback Moving Inc. <a href="http://www.camelbackmoving.com">www.camelbackmoving.com</a></td>
<td>2310 N. 31st Ave. Phoenix 85009 602-564-6683</td>
<td>72</td>
<td>Hispanic Cheryl Dhin</td>
<td>Local and interstate moving company specializing in residential/commercial relocation</td>
</tr>
<tr>
<td>16</td>
<td>MRM Construction Services <a href="http://www.mrmcs.net">www.mrmcs.net</a></td>
<td>4800 S. 16th St. Phoenix 85040 602-202-0000</td>
<td>45</td>
<td>Ethnic Marie Torres</td>
<td>Heavy civil contractor specializing in paving/p Grading, earthwork, concrete and civil and/or traffic work</td>
</tr>
<tr>
<td>17</td>
<td>Integrity PCB Design Inc. <a href="http://www.integrity-pcb.com">www.integrity-pcb.com</a></td>
<td>7150 E. Camelback Road, Ste. 444 Scottsdale 85251 602-599-4466</td>
<td>43</td>
<td>Hispanic Art Ropan, <a href="mailto:art.bejarano@integrity-pcb.com">art.bejarano@integrity-pcb.com</a></td>
<td>Aerospace engineering and design, logistics, embedded software, obsolescence and legacy mitigation, system integration</td>
</tr>
<tr>
<td>18</td>
<td>Arizona Solar Concepts <a href="http://www.azsolarchitects.com">www.azsolarchitects.com</a></td>
<td>1415 E. University Drive Ste. 4-109, Tempe 85281 480-446-3600</td>
<td>40</td>
<td>Hispanic Clinton Taylor</td>
<td>Solar electric design and installation. Residential and commercial, including turn-key solar parking structures</td>
</tr>
<tr>
<td>20</td>
<td>GoNet USA LLC <a href="http://www.gonetusa.com">www.gonetusa.com</a></td>
<td>7825 E. Golden Drive, Ste. 101 Scottsdale 85260 62-241-5001</td>
<td>38</td>
<td>Hispanic Thomas Roberts</td>
<td>IT consulting, local and nearshore application development; managed services, banking services</td>
</tr>
<tr>
<td>22</td>
<td>Molina Fine Jewelers <a href="http://www.molinafinejewelers.com">www.molinafinejewelers.com</a></td>
<td>3134 E. Camelback Road Phoenix 85016 602-955-2055</td>
<td>35</td>
<td>Spanish Alfonso Molina</td>
<td>Jewelers</td>
</tr>
</tbody>
</table>

**NOTES:** NA - not applicable, not available or not approved * - not ranked in 2012

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**CLOSER LOOK**

**5,002**

Number of full-time equivalent employees currently working for the 50 firms on this list

**4,244**

Number of full-time equivalent employees working for the 50 firms in the 2012 list at the time of publication

**OLDEST FIRMS**

Lovitt & Touché 1911

Arizona Boiler Co. 1960

ATL Inc. 1967

Peach Bldg. Supply 1968

Hernandez Cos. Inc. 1975

**ABOUT THE LIST**

Information was obtained from firm representatives via email surveys. The information could not be independently verified by the Phoenix Business Journal. RCD Cleaning Service Inc., No. 3 on last year’s list, did not respond to our inquiries by deadline. Only those that responded to our inquiries were listed. In case of ties, companies are listed alphabetically.

Full-time equivalent employee figures are obtained by counting each 40 hours of work in a week as one full-time equivalent employee, regardless if it was one worker doing 40 hours per week or two workers doing 20 hours apiece.

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**WANT TO BE ON THE LIST?**

If you wish to be surveyed when The List is next updated, or if you wish to be considered for other Lists, email your contact information to Dale Brown at dbrown@bizjournals.com.
### MINORITY-OWNED FIRMS

**RANKED BY CURRENT NUMBER OF FULL-TIME EQUIVALENT EMPLOYEES (Continued from Page 29)**

<table>
<thead>
<tr>
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<th>Address</th>
<th>Number of local full-time equivalent employees</th>
<th>Ownership Principal(s)</th>
<th>Primary business</th>
<th>Year estab. locally</th>
</tr>
</thead>
<tbody>
<tr>
<td>26</td>
<td>Phoenix Institute of Herbal Medicine &amp; Acupuncture</td>
<td>301 E. Bethany Home Road, Ste. A-100, Phoenix 85012</td>
<td>29</td>
<td>Asian-American Catherine Nunez, <a href="mailto:cnunez@phima.edu">cnunez@phima.edu</a></td>
<td>Graduate college and clinic of Asian medicine and acupuncture</td>
<td>1996</td>
</tr>
<tr>
<td>27</td>
<td>Eagle Eye Security Services</td>
<td>P.O. Box 8193, Glendale 85312</td>
<td>26</td>
<td>Asian Ryan Elridge, <a href="mailto:r.elridge@eagleeyesecurity.us">r.elridge@eagleeyesecurity.us</a></td>
<td>Security guard services</td>
<td>2010</td>
</tr>
<tr>
<td>28</td>
<td>Preach Building Supply</td>
<td>1601 W. Hatcher Road Phoenix 85021</td>
<td>26</td>
<td>Hispanic Phillip Preach</td>
<td>Building and landscape material supplier</td>
<td>1968</td>
</tr>
<tr>
<td>30</td>
<td>State Technology &amp; Manufacturing</td>
<td>2555 E. University Drive Phoenix 85014</td>
<td>22</td>
<td>Hispanic Ruben Caldera</td>
<td>Precisionmachining, welding, industrial repair, metals distributor, professional services</td>
<td>1987</td>
</tr>
<tr>
<td>31</td>
<td>Complete Print Shop Inc.</td>
<td>3433 W. Earli Drive Phoenix 85017</td>
<td>20</td>
<td>African American <a href="mailto:Lamanda@completprintshop.com">Lamanda@completprintshop.com</a></td>
<td>Design, commercial printing, mailing, fulfillment</td>
<td>1979</td>
</tr>
<tr>
<td>32</td>
<td>Magic Touch Mechanical</td>
<td>942 W. First Ave. Mesa 85210</td>
<td>20</td>
<td>Black Michele Morgan</td>
<td>Air conditioning, heating, refrigeration contractors; energy efficiency building and home audit and testing</td>
<td>1997</td>
</tr>
<tr>
<td>33</td>
<td>Studio Dwell</td>
<td>6625 N. Scottsdale Road, Ste. A Scottsdale 85250</td>
<td>20</td>
<td>Hispanic Martin Rodriguez <a href="mailto:martin@studiodwell.net">martin@studiodwell.net</a></td>
<td>Interior design studio, specializing in model home merchandising, residential and commercial interior design services</td>
<td>2011</td>
</tr>
<tr>
<td>34</td>
<td>LandCorp</td>
<td>14811 N. Kierland Blvd., Ste. 700 Scottsdale 85254</td>
<td>19</td>
<td>Hispanic Ricardo Landaburu</td>
<td>Housekeeping services</td>
<td>1991</td>
</tr>
<tr>
<td>35</td>
<td>Gutierrez-Palmenberg Inc.</td>
<td>2922 W. Clarendon Ave. Phoenix 85017</td>
<td>18</td>
<td>Hispanic Gilbert Gutierrez <a href="mailto:gil.gutierrez@gmail.com">gil.gutierrez@gmail.com</a></td>
<td>Consulting engineer</td>
<td>1980</td>
</tr>
<tr>
<td>36</td>
<td>Sacred Heart Hospice</td>
<td>1525 S. 40th St., Ste. 125 Phoenix 85032</td>
<td>18</td>
<td>Indian murali tuayi</td>
<td>In-home hospice care</td>
<td>2006</td>
</tr>
<tr>
<td>37</td>
<td>ADM Group Inc.</td>
<td>2100 W. 15th St. Tempe 85281</td>
<td>17</td>
<td>Hispanic Ben Baron</td>
<td>Architecture and interior design services, including education, corporate, religious and municipal sectors</td>
<td>1993</td>
</tr>
<tr>
<td>38</td>
<td>Grand Canyon Business Solutions</td>
<td>1001 E. Pima Center Parkway, Ste. 2 Scottsdale 85258</td>
<td>15</td>
<td>Asian Mark Houser, Ali Santali</td>
<td>Sales/service of copiers, printers, MFPs, wide format, computers, managed print services, document solutions</td>
<td>2009</td>
</tr>
<tr>
<td>39</td>
<td>MHA Consulting Inc.</td>
<td>3820 W. Happy Valley Road, Ste. 141-920, Glendale 85305</td>
<td>15</td>
<td>Hispanic Michael Herrera</td>
<td>Business continuity management, IT disaster recovery planning and IT best practice consulting services</td>
<td>1999</td>
</tr>
<tr>
<td>40</td>
<td>VIP Roofing Services LLC</td>
<td>41 West Warner Road Tempe 85284</td>
<td>14</td>
<td>Hispanic Octavio “Tavo” Ortega <a href="mailto:info@viproofingservices.com">info@viproofingservices.com</a></td>
<td>Commercial and residential new roofs, replacement, repair, and preventive maintenance services</td>
<td>2006</td>
</tr>
<tr>
<td>41</td>
<td>Catalyst Computer Technologies LLC</td>
<td>21 S. Arizona Plaza, Ste. 230 Chandler 85226</td>
<td>13</td>
<td>Hispanic Steve Aranaz</td>
<td>IT support services, wireless network design/installation/support and VoIP telephone systems</td>
<td>2006</td>
</tr>
<tr>
<td>42</td>
<td>Jan-Pro of Phoenix</td>
<td>2222 W. Dunlap Ave., Ste. 100 Phoenix 85021</td>
<td>12</td>
<td>Hispanic Sandra Davis</td>
<td>Commercial cleaning</td>
<td>1997</td>
</tr>
<tr>
<td>43</td>
<td>ON Advertising</td>
<td>11022 S. 59th St., Ste. 250 Phoenix 85044</td>
<td>12</td>
<td>Hispanic John Hernandez</td>
<td>Advertising, marketing, public relations, video production and graphic design</td>
<td>1994</td>
</tr>
<tr>
<td>44</td>
<td>Sun Eagle Corp.</td>
<td>461 N. Dean Ave. Chandler 85226</td>
<td>12</td>
<td>Hispanic Martin Alvarez Sr.</td>
<td>Construction manager, general contracting</td>
<td>1978</td>
</tr>
<tr>
<td>45</td>
<td>Diversified Transportation Inc.</td>
<td>6212 E. 7th Ave., Ste. 4 Laveen 85339</td>
<td>11</td>
<td>Hispanic Diane Marie Stoll</td>
<td>Transportation of special commodities including hazardous/non-hazardous waste and any freight needing special care</td>
<td>1999</td>
</tr>
<tr>
<td>47</td>
<td>Jesse Owens Urgent Care</td>
<td>325 E. Baseline Road Phoenix 85024</td>
<td>11</td>
<td>Hispanic Carla Davis</td>
<td>Urgent care</td>
<td>1999</td>
</tr>
<tr>
<td>48</td>
<td>Episilson Systems Inc.</td>
<td>201 S. Southern Ave., Ste. 205 Tempe 85282</td>
<td>10</td>
<td>Indian Girish Arora</td>
<td>Website, Web application and mobile application development</td>
<td>2001</td>
</tr>
<tr>
<td>49</td>
<td>NextNet Partners</td>
<td>2227 W. Baseline Road, Ste. 103 Phoenix 85029</td>
<td>10</td>
<td>Hispanic Phil Calzadilla</td>
<td>Next-generation network services in converged infrastructure, collaboration and virtualization</td>
<td>2011</td>
</tr>
<tr>
<td>50</td>
<td>Spirit Electronics LLC</td>
<td>23910 N. 19th Ave., Ste. 26 Phoenix 85029</td>
<td>10</td>
<td>Native American Vickie Weiss</td>
<td>Supply-chain solutions and electronic component distribution for global technology leaders</td>
<td>1979</td>
</tr>
</tbody>
</table>

**NOTES:** NA - not applicable, not available or not approved  *
- Not ranked in 2012

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**CLOSER LOOK**

- **998** Total number of years the firms on this list have been in business
- **19.96** Average number of years the firms on this list have been in business

**NEWEST FIRMS**

- NextNet Partners **2011**
- Studio Dwell **2011**
- EagleEye Security **2010**
- Rose International **2010**
- Grand Canyon Business Solutions **2009**

**ABOUT THE LIST**

Information was obtained from firm representatives via email surveys. The information could not be independently verified by the Phoenix Business Journal: RCD Cleaning Service Inc., No. 3 on last year’s list, did not respond to our inquiries by deadline. Only those that responded to our inquiries were listed. In case of ties, companies are listed alphabetically.

Full-time equivalent employee figures are obtained by counting each 40 hours of work in a week as one full-time equivalent employee, regardless if it was one worker doing 40 hours per week or two workers doing 20 hours apiece.

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**WANT TO BE ON THE LIST?**

If you wish to be surveyed when The List is next updated, or if you wish to be considered for other Lists, email your contact information to Dale Brown at dbrown@bizjournals.com.