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PEOPLE ON THE MOVE



Rebecca Tann

Rebecca Tann has been named Orange County United Way's chief development officer. Formerly vice president of sales and marketing at Life Time Fitness, she brings more than 20 years of experience to the nonprofit, where she will lead fundraising efforts and brand strategy.



Sara Myers

Sara Myers has joined Global Girls Leading Our World (Global GLOW) as associate director of development. The nonprofit in Santa Ana helps girls from underserved communities throughout Southern California and globally in

SEE PEOPLE pg 2 >

TOP 125 | FEATURED ANTIS Roofing & Waterproofing



No ceiling on generosity - Roofing company's founder finds that kindness pays off

BY BILL QUINNAN
FOR O.C. REGISTER SPECIAL SECTIONS

During the Great Recession and even amid the recent drought, many businesses cut costs in whatever ways they could, which often included letting workers go. Charles Antis, founder and chief executive officer of Antis Roofing & Waterproofing, took a different approach – he threw his employees a party.

During such challenging times, Antis believed that it was crucial that his employees understood how valuable they were to the company. So, he invited his employees, their spouses and guests to a fully catered celebration, complete with a live band.

"It was one of those steps that led to many others – to err on the side of generosity with all of our stakeholders, especially our employees, especially when it mattered most," Antis said.

No doubt it was decisions such as these that led to his company being named among the Orange County Register's Top Workplaces for 2016 based on anonymous feedback from employees.

"I believe in investing in my team," Antis explained. "While many leaders understand that culture trumps everything, I take it a step further – purpose trumps everything! When we focus on purpose with all of our stakeholders, we see increased productivity, passion, and loyalty. That matters to me."

Spotlight on culture

For Antis, fostering a positive work environment requires a focus that extends beyond employee benefits. The company maintains what Antis described as a flexible and innovative work environment. During the summer, employees enjoy a 9/80 work week. Employees are also allotted paid

hours to volunteer. "We really seek out employee and offer employees access to creative spaces that encourage a free-flowing exchange of ideas. This interactive environment stimulates new pathways to success," explained Antis.

Safety is a critically important factor in the company's culture, which Antis said has contributed to employee retention and sense of team stability. The company recently celebrated its 400th day without an accident. Antis believes this is partially the result of the company's strong administrative support staff, noting that his company employs one office administrative staffer for every three field technicians, well ahead of standard industry ratio of 1 to 10.

"Our model enables us to have superior customer response and stronger client management, as well as improved safety," he said.

Antis Roofing & Waterproofing strives to keep its culture fun with a number of events throughout the year, including a "Take Your Dog to Work Day."

Because many of his employees are of Mexican descent, Antis has taken time to learn about the Mexican traditions valued by his employees and has imbedded them into the company culture. For example, the company keeps the aguinaldo tradition practiced in Mexico, which not only includes an employee bonus during the Christmas season, but also entails inviting the children of employees to write letters to their parents honoring their work. In addition, Antis himself writes a letter to the children of his employees that includes a

gift card to each – and a second gift card to be sent home to their families in Mexico.

Another symbolic reference for the company is the lobo – the legend of the famed Mexican grey wolf – which is integrated into the brand and celebrations with all employees.

Finding the right fit

Believing that motivated individuals can always be taught, Antis Roofing & Waterproofing firm hires talent based first on character and second on skills.

"I would say it's about aligning on values and understanding how purpose and giving back fits with each candidate," said Antis President and Chief Operations Officer Karen Inman. "We have a prominent and consistent social-media presence that starts the 'hiring' process by sharing who we are as a company right from the beginning."

The company provides training to entry-level technicians through an informal program by which those who are new to roofing or to a specific type of installation are matched with more experienced field leads. The company is actively involved with National Roofing Contractors Association, which is helping to establish a roofing-certification program intended to elevate the industry and provide a pipeline of technicians to help mitigate the growing labor shortage.

With an eye toward preparing qualified professionals for the industry for the years to come, Antis Roofing & Waterproofing took on several interns last summer to help with office operations. Two of the internships were given to local teen-agers from the Samueli Academy as part of the school's graduation-readiness program.

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TOP WORK PLACES 2016

THE ORANGE COUNTY REGISTER



Antis Roofing & Waterproofing

Sector: Construction
Employees in region: 90
Headquarters: Irvine
Founded: 1989
Website: antisroofing.com
antisroofing.com/about_details#employment

Awards

- Top Workplaces – Orange County Register, 2016
- Corporate Citizen Award finalist – U.S. Chamber of Commerce Foundation, 2017
- National Philanthropy Day Honoree: Outstanding Corporation or Business, Mid-Size, 2017
- 1st-Place: Community Involvement – CNA Insurance/National Roofing Contractor Association, 2017
- Most Valuable Player – Roofing Industry Alliance for Progress, 2017
- Best of the Best – Roofing Industry Alliance for Progress, 2017
- Excellence in Executive Leadership Award for Innovation: Charles Antis – California State University, Fullerton Mihaylo College of Business and Economics Center for Leadership, 2017
- Corporate Partner Honoree – Alzheimer's Orange County, 2017
- Top 100 Roofing Contractors – Professional Roofing Magazine, 2016, 2017
- Corporate Responsibility Award – Association for Corporate Growth Orange County Chapter, 2016
- Corporate Diamond Service Award – Mothers Against Drunk Driving, 2015
- Board Member of the Year: Charles Antis – Habitat for Humanity Orange County, 2015
- OC Volunteer of the Year: Charles Antis – Habitat for Humanity Orange County, 2014
- Community Service Award – Action Property Management, 2014

What employees enjoy

- "I am able to utilize my talents to the fullest potential! I love the model at Antis and how Charles Antis has found a way to combine work with charities."
- "I am part of a team."
- "The care and commitment put into making sure employees are happy."
- "They truly care about the employees. They want each one to succeed and rise to their true potential."



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FROM **ANTIS Roofing & Waterproofing** pg 1>

“This was truly inspiring to be able to offer young people an opportunity to contribute to the company while developing skills and understanding of what career options they may want to consider,” said Inman. “I’d like to think that we set a standard for what these young people will expect in a company culture, and hopefully when it comes time, they’ll consider Antis a promising career option.”

Emphasis on giving

Another important consideration in the company’s recruitment process is whether a candidate is able to identify with the company’s emphasis on charitable giving. According to the firm, Antis Roofing & Waterproofing always works to find a way to say “yes” to giving back, a product of its guiding principle to “err on the side of generosity” with all of its stakeholders. The company has donated every roof for Habitat for Humanity builds in Orange County since 2009.

The firm recently partnered with the Honda Center as a lead sponsor for the Antis Community Corner, through which 240 seats will be donated by the Honda Center to non-profit organizations at each of the 45 hockey games in the season to help the organizations network and create a more cohesive community.

Antis Roofing actively support many non-profit organizations with in-kind and cash donations, including the Alzheimer’s Orange County, Ronald McDonald House, American Family Housing, Boys & Girls Clubs, the Boy Scouts of America and many others. The Antis Foundation was established in 2016 as a donor-advised charitable giving fund at OneOC. Last year, the company gave its stakeholders – including employees, clients, vendors and partners – more than 2,300 charitable giving cards that may be used to benefit any 501c3 non-profit organization in the United States selected by the cardholder.

The company has implemented an employee-recognition initiative through which an individual who has gone above and beyond on the job is recognized at each of its weekly team meetings. The individual is given a giving card to benefit their cause of their choice.

Inman noted that candidates are asked about how charitable giving speaks to them.

“Knowing where someone spends time giving back provides us unique insights into a candidate. It also allows us to reinforce the importance we place on being a company who cares and wants to make a difference, which allows us to choose employees who have similar values,” she said.

FROM **PEOPLE** pg 1>

over 50 countries. Myers will be responsible for cultivating donor relationships, raising community awareness, and contributing to the overall growth of Global G.L.O.W.’s revenue through partnerships and outreach events. Myers is a licensed marriage and family therapist.



Dr. Nelson Granados

Dr. Nelson Granados, an Irvine resident, has been appointed director of the Center for Applied Research at Pepperdine Graziadio School of Business and Management. He’s currently an associate professor of Information Systems. Granados began this role Aug. 1. He has been with Pepperdine Graziadio since 2006 where he is also the director of the Institute for Entertainment, Media, and Culture.

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Volunteer OPPORTUNITIES



COMMUNITY

- 2-1-1 Orange County**
Directly impact lives & help people get connected to resources across Orange County.
For specific positions open, contact volunteer@211oc.org or 714-589-2257
- Acoustic for a Change**
Musical Instruments Needed for kids in need
www.acousticforachange.com or pcsurfer@gmail.com
- Age Well Senior Services**
Help Seniors Renew Driver’s via the web
Cheryl Wieland cwieland@fsmcs.occoxmail.com
- Age Well Senior Services**
Electronic Help For Seniors, Meal Delivery
Cherie T. Unholz cherieu@fsmcs.occoxmail.com
- American Family Housing**
Disaster Response Team
Elizabeth Duong eduong@afhusa.org
- American National Red Cross**
Blood Drive Ambassador
Angela Minjares, angela.minjares@redcross.org
- America On Track**
Mentor Children of Prisoners in our Brighter Futures for Children of Prisoners program
Margo Finlayson pr@americaontrack.org
- Anaheim Senior Citizens Club**
Office reception and misc opportunities
714-765-4510
- Arts & Learning Conservatory**
Database Assist
Andrew Matlaf andrew@boldexp.com
- Boys & Girls Club of Santa Ana**
Family Meal Night
Gabriel Saucedo vista@boysandgirlsclub.com
- Boys & Girls Club of Garden Grove**
After School Program Volunteer
Abraham Palomares apalomares@bgcgg.org
- Boys & Girls Club of Garden Grove**
Health Science Intern, Preschool Intern, Child & Adolescent Intern, Bilingual Case Worker Intern
Rochelle Kostiuik rkostiuk@bgcgg.org
- Build Futures**
Marketing, Social Media, Website Dev
Kathy Tillotson katillotson@gmail.com
- Carmen Chapter of The Guilds Segerstrom Center for the Arts Raise Money for Children’s Programs**
Have Fun ...Get Benefits
MichelaEngle@yahoo.com

COMMUNITY CONT.

- City of Irvine Volunteer Drivers:**
Drive elderly to medical appointments in your car; flexible weekday schedule.
Victoria Heidelman vheidelman@cityofirvine.org
- County of Orange Children and Family Services**
To learn more about foster care and adoption through Orange County Social Services.
We always have a need for families and individuals who want to help! Please contact www.OC4KIDS.com or 714-704-8241
- Community Action Partnership of Orange County--Anaheim Independencia Family Resource Center**
Brown Bag Hero: Packing bags of food for families in need
Victoria Escobedo aifrc@capoc.org
- Depression and Bipolar Support Alliance**
Resource Center Volunteer: Working with patients & families in the mental health community
Carla Donaldson dbsaoc@hotmail.com
- Family Assistance Ministries (FAM)**
Volunteer to help those in need (M-F)
• Food pantry
• Driver, picking up food at local stores
• Administration help /Data entry
• Street outreach
• Case management
Contact Lorraine Hoon, Lorraine@family-assistance.org (949) 492-8477 Ext. 115
- Families Forward**
Front Desk Volunteers
Katherine Borum, info@families-forward.org
- Families Forward**
Help Families in Need Obtain Much Needed Services
Janette Perez jperez@families-forward.org
- Friends of the Fullerton Library**
A non-profit organization whose mission is to support the library through community volunteer involvement. This may be in sorting and pricing donations, working in the bookstore, on-line sales or book sale events. If interested please visit the in-library bookstore for an application or call (714) 738-3143.
- Friends of the San Juan Capistrano Library Bookstore**
Bookstore volunteers needed
Shirley Sauvageau 949-412-4805
shirleysauvageau@gmail.com

COMMUNITY CONT.

- Girls Incorporated of Orange County**
Teen Off-site Assistant
Ashley Cashdollar acashdollar@girlsinc-oc.org
- Habitat for Humanity of Orange County**
Social Media and Online Marketing Volunteer
Shannon Benson shannon@habitatoc.org (714) 434-6200
- Illumination Foundation**
Volunteer with our Children’s Summer Program!
Laurel Wroblicky lwroblicky@ifhomeless.org (949) 273-0555
- Irvine 2/11 Marine Adoption Committee**
Volunteers in support of active duty Marines and families.
irvine211@yahoo.com, www.irvine211marines.org
- Jewish Federation & Family Services**
Volunteer Drivers
Cindy Jacobs cjacobs@jffs.org
Silver Streak Transportation – Drive elderly and disabled to treatments, appointments; mileage reimbursement. Also seeking Silver Streak office volunteer.
TrueNeighbors Village--Fitness instructors, translators, handymen/women Contact Stephanie Chappell, SChappell@jffs.org or 949.435.3460 x295
- JOYA Scholars**
Become a Tutor: Make a Difference in the Life of a Student
Carla Veliz, carlaveliz@joyascholars.org
- Katie Wheeler Friends of the Library Bookstore**
Bookstore staff to sell and restock the shelves Come to the bookstore and complete an application. Address - 13109 Old Myford Rd. Irvine, CA 92602
- Knots of Love**
needs knitters and crocheters to help warm the hearts and heads of cancer patients by knitting and crocheting caps and tiny Neonatal blankets to be donated across the country. Visit www.knotsoflove.org
- Lift Up America**
Video Editor: Document & share real life stories of hope, determination, and overcoming adversity
James Christy james.christy@aoclife.org
- Make-A-Wish Orange County and the Inland Empire**
Make-A-Wish Walk Recruitment Ambassador
Marissa Euperio, meuperio@wishocie.org
- Mission Viejo Activities Committee**
MVAAC@CITYOFMISSIONVIEJO.ORG (949) 830-7066
- Musco Center of the Arts**
Ushering at Musco Center
Ryan Main-Luu mainluu@chapman.edu
- Olive Crest Academy NOVA Early College High School**
Corporate Family Weekend Work Days
Erin Kaufman, Erin-Kaufman@olivecrest.org
- OneOC**
Stand UP for Veterans
John Hacker jhacker@oneoc.org
- OneOC**
OneOC Days of Service 2017
Ursula Walsh uwalsh@oneoc.org

COMMUNITY CONT.

- OneOC**
Welcome Center Representative: Make connections, engage our community, & support our staff
Pete Sakadjian psakadjian@oneoc.org
- Orange County Academic Decathlon**
Classroom Test Proctor Ron Segundo
rsegundo@ocde.us
- Pacific Symphony**
Payroll Volunteer: Assist our finance department
Colin Cruz psvolunteer@pacificsymphony.org
- Precious Life Thrift and Gift**
Volunteers needed Mon-Friday 10-4 and Saturday 10-3 Work one day, half a day and help provide for women and children living at the shelter.
Contact Tammy at 562-431-5025
www.preciouslifeshefelter.org
- Project Independence**
Development Committee: Fundraising & Fund Development
Debra Marsteller deb@proindpendence.org
- READ/Orange County**
Adult Literacy Tutor
Become a tutor and help another OC adult read & write better, get a job, be a learning partner with their child, become a citizen, or realize their lifelong goals. We’ll train you.
Call READ/ Orange County more information. 714-566-3070, www.readoc.org readoc@occr.ocgov.com
- San Clemente Village**
Various Volunteer Opportunities Available
949-441-1348 or e mail info@scvillage.org. Please visit the website: www.scvillage.org
- School on Wheels**
<https://www.schoolonwheels.org/>
Volunteers needed to tutor homeless students. No experience necessary - we provide the training
Trish Arias - tarias@schoolonwheels.org
- Second Harvest Food Bank**
Data Entry and Receptionist
Christine Monteideo christine@feedoc.org (949) 653-2900
- Second Harvest Food Bank**
Production Selection Area Support Volunteer
Nicole Woodworth, nwoodworth@feedoc.org
- SeniorServ**
Administrative Assistant Volunteer
Front desk and other administrative help.
Contact Linda Molthen at lmolthen@seniorserv.org
- SeniorServ Meals on Wheels Driver**
Deliver meals to homebound seniors in Anaheim once a week in the morning.
Contact Linda Molthen at 714-229-3377
- South County Outreach**
Food Pantry Volunteers
Johanna Stickle, jstickle@sco-oc.org
Upscale Resale Thrift Store Volunteers
Johanna Stickle, jstickle@sco-oc.org
Marketing Assistant Volunteer
Johanna Stickle, jstickle@sco-oc.org
Event Photographer & Videographer Volunteer
Johanna Stickle, jstickle@sco-oc.org

COMMUNITY CONT.

- St. Culture Advocacy**
Event Photographer and Videographer
<http://www.stculture.org>
- Strength In Support**
Marriage & Family Therapist for Veterans
Jill Boultinghouse, jillbhouse@me.com
- Talk About Curing Autism**
Help at the Annual Coaster Run at Six Flags Magic Mountain 5K, 10K, & Kids’ Run
Jonathan Birt jonathan.birt@tacanow.org
- Technology Research Services**
Volunteer Mobile App Developer
Darren Johnson, darren.johnson@techrsvc.com
- The Anaheim Radio Amateur Civil Emergency Services (RACES)**
is always looking for new volunteers to join Ham radio operators of all levels are welcome! Looking to become licensed, we have options to assist you with that. Visit our web-site to learn more about what we do and how to sign up at www.anaheim.net/RACES or send us an e-mail for more information at aces@anaheim.net or give us a call at 714-765-4051
- The Fountain Valley Library**
volunteers needed to Work in our friendly book store. You could sort Donations, shelf Books or help with sales, or meetings.
M-w 10 - 6:30; Th - sat 10 - 4:00.
Call 714 968-9196 for more information.
- The Placentia Library Friends Foundation**
is seeking volunteers for positions on their Board. Experience in fund raising, book stores or recruitment is helpful. Meetings are the second Monday of each month at 6:30 p.m. Contact Brenda Benner at (714) 528-4565
- Troutco**
Los Angeles Times Festival of Books April 22nd & 23rd
Larry Decker troutco-fob2017@gmail.com
- Tusting Police Foundation**
Social Media Support. Marcy Holdsworth marcyh@tustinpolicefoundation.org 714-743-8716
- Volunteer Action for Aging**
Teach Seniors About Technology
Katie Tran ktran@scanhealthplan.com
- WHW**
Volunteers Needed
Personal Stylists, Resume Coaches, Help Job Seekers Stand Out
Contact: Volunteer@whw.org / 949-631-2333 x 364
- Women Transitional Learning Center**
Hotline Volunteer
Gigi Tsontos gtsantos@wtlc.org
- Working Wardrobes for a New Start**
Client Service Assistant
Program Administrator Assistant
Emily Tomich volunteer@workingwardrobes.org
- Working Wardrobes for a New Start**
Donation Center Help Needed!
Cory Vigil, coryv@workingwardrobes.org