

THE BUSINESS OF PRIDE



Compiled by Julia Cooper  
415-288-4958, @SFBIZJuliaC  
juliacooper@bizjournals.com

# LARGEST LGBT-OWNED BUSINESSES IN THE BAY AREA

RANKED BY NUMBER OF BAY AREA EMPLOYEES

Business name Website	Address Phone	Bay Area employees	Companywide employees	Percent LGBT- owned	Business description	Year founded	Top local executive(s)
<b>1</b> Vanguard Properties vanguardproperties.com	2501 Mission St. San Francisco, CA 94110 415-321-7000	350	355	100%	Boutique real estate brokerage in San Francisco, Marin, Sonoma and Palm Springs	1986	James Nunemacher, Principal
<b>2</b> Alegre Home Care alegrehomecare.com	1375 Sutter St. #110 San Francisco, CA 94109 415-974-3530	286	410	100%	Provider of in-home caregiving services to seniors and the disabled	1993	Charles Symes, President
<b>3</b> Granite Solutions Groupe granitesolutionsgroupe.com	235 Montgomery St. #430 San Francisco, CA 94104 415-963-3999	165	190	81%	Consulting and placement firm for financial services, health care and IT sectors	1998	Dan L'Abbe, CEO
<b>4</b> Got Light got-light.com	211 Industrial St. San Francisco, CA 94124 415-863-4300	130	130	100%	Wedding and event design team	2004	Jon Retsky Russell Holt, Owners/Lead designers
<b>5</b> Cowgirl Creamery/ Tamales Bay Foods cowgirlcreamery.com	2080 Lakeville Hwy. Petaluma, CA 94954 707-789-9433	100	100	100%	Producers and distributors of artisan cheese	1997	Sue Conley Peg Smith, Owners/Founders
<b>6</b> Equator Coffees & Teas Inc. equatorcoffees.com	115 Jordan St. San Rafael, CA 94901 415-485-2213	92	92	100%	Coffee roaster	1995	Helen Russell, Co-founder/CEO Brooke McDonnell, Co-founder
<b>7</b> Joseph Cozza Salon Inc. josephcozzasaloon.com	77 Maiden Ln. #200 San Francisco, CA 94108 415-730-3905	79	79	100%	Luxury hair and skin care business	1995	Joseph Bisazza, President
<b>8</b> Mr. S Leather mr-s-leather.com	385 8th St. San Francisco, CA 94103 415-863-7764	75	75	100%	Gay adult retail	1979	Jonathan Schroder, GM
<b>9</b> Juice Shack juiceshack.com	2154 Santa Rosa Ave. Santa Rosa, CA 95407 707-522-6290	70	70	100%	Blended to order smoothies, fresh squeezed vegetable blends, and toasted pretzels	1995	Brian Dingman Doug Randolph, Owners
<b>10</b> Hi Tops and Hecho hitopssf.com	2247 Market St. San Francisco, CA 94114 415-551-2500	65	65	100%	Gay sports bar and Cali-Mex restaurant	2013	Jesse Woodward Dana Gleim, Owners
<b>11</b> AsiaSF asiasf.com	201 9th St. San Francisco, CA 94103 415-255-2742	63	64	97%	Restaurant, cabaret and nightclub featuring transgender performers, "The Ladies of AsiaSF"	1998	Larry Hashbarger, Chairman/CEO
<b>12</b> Brenda's French Soul Food frenchsoulfood.com	652 Polk St. San Francisco, CA 94102 415-345-8100	60	60	100%	Full-service restaurant	2007	Brenda Buenviaje, Owner
<b>13</b> Fineline Construction finelineconstruction.com	42 Dore St. San Francisco, CA 94103 415-512-7677	50	50	51%	General contractor	1980	Doree Friedman, CEO
<b>13</b> Park Cafe Group parkcafeflife.com	500 Precita Ave. San Francisco, CA 94110 415-647-7702	50	50	100%	Neighborhood cafes providing local, sustainable innovative fare	1997	Rachel Herbert, Owner
<b>15</b> Catered Too Inc. cateredtoo.com	325 Demeter St. East Palo Alto, CA 94303 650-240-2300	48	48	100%	Off-premise caterer specializing in large corporate events of 100 to 10,000	1992	Greg Casella, Founder/CEO
<b>16</b> Bateman Group bateman-group.com	1550 Bryant St. #300 San Francisco, CA 94103 415-503-1818	40	42	60%	Corporate communications, product awareness, content marketing, digital communications	2003	Fred Bateman, Founder/CEO
<b>17</b> Shakewell shakewelloakland.com	3407 Lakeshore Ave. Oakland, CA 94610 510-251-0329	36	36	100%	Mediterranean restaurant with globally influenced cuisine	2014	Jen Biesty, Executive chef/Partner Tim Nugent, General manager/ Partner
<b>18</b> The R3 Hotel ther3hotel.com	16390 4th St., P.O. Box 450 Guerneville, CA 95446 707-869-8399	35	35	96%	Bar, restaurant and hotel	1995	Ray Allen, Managing partner
<b>19</b> Mudpuppy's Tub & Scrub mudpuppys.com	536 Castro St. San Francisco, CA 94114 415-431-8901	34	34	100%	Dog grooming, food service	2000	Daniel Bergerac, Partner
<b>20</b> See Jane Run seejanerun.com	2380 Junipero Serra Blvd. Daly City, CA 94015 415-839-9393	27	27	70%	Women's running stores and fitness brand	2000	Lori Shannon, CEO
<b>21</b> Olivia Travel olivia.com	434 Brannan St., 3rd Fl. San Francisco, CA 94107 415-962-5700	25	28	100%	Provider of cruise, resort, riverboat and adventure vacations for lesbians	1973	Judy Dlugacz, President/Founder
<b>22</b> In-Symmetry Wellness Spa insymmetry.com	650 Florida St. #D San Francisco, CA 94110 415-531-8232	25	25	100%	Spa that provides deep-tissue massage	1999	Candace Combs, CEO
<b>23</b> Schoenberg Family Law Group, P.C. sflg.com	575 Market St. #4000 San Francisco, CA 94105 415-834-1120	21	21	100%	Boutique family law firm	2009	Debra Schoenberg, Owner/Principal
<b>24</b> Landis Communications Inc. landispr.com	1388 Sutter St. #901 San Francisco, CA 94109 415-561-0888	20	20	100%	Public relations, marketing, social media, video and digital services	1990	David Landis, President/CEO
<b>25</b> Johnston, Kinney & Zulaica jkzllp.com	180 Sansome St., 5th Fl. San Francisco, CA 94104 415-693-0550	19	19	87%	Estate planning, family law, trusts and probate	2003	Deb Kinney, Managing partner

► CLOSER LOOK

**1,965**

Total number of Bay Area employees working for the 25 LGBT-owned businesses on the List

**Olivia Travel traces roots to 1970s**

San Francisco's Olivia Travel, a lesbian travel company, actually started as a record label in 1973, when founder Judy Dlugacz and nine business partners launched Olivia Records. Dlugacz eventually decided to combine two of her passions, music and travel, and hosted a concert on a cruise. The company shifted its focus to travel in 1990.

**Oldest companies**  
Ranked by year founded

Olivia Travel	1973
Mr. S Leather	1979
FineLine Construction	1980
Vanguard Properties	1986
Landis Communications	1990

**ABOUT THE LIST**

This List includes companies that are at least 51 percent lesbian, gay, bisexual or transgender owned, and headquartered in the Greater Bay Area, which is defined as Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano and Sonoma counties. Information was obtained from firm representatives. In case of ties, companywide employees was used as secondary ranking criteria.

**NEED A COPY OF THE LIST?**

For information on obtaining commemorative plaques, reprints or web permissions, contact Michael Fernald at 415-288-4942, or at mfernald@bizjournals.com. No other companies offering similar services are affiliated in any way with the Business Times. More information can be found online at SanFranciscoBusinessTimes.com by clicking the "Store" tab near the top of the site.

When we treat each other as equals, we grow as people.

