



NO. 6

AARE

**FOUNDER »**

Andrew Arroyo

**CO-CEOS »**

Nicole Mazzola/Gary Giffin

**LOCATION »**1020 Prospect St., Suite 350  
La Jolla 92037**2014 REVENUE »**

\$2.56 Million

**2012 – 2014 GROWTH »**

379.81 Percent

**NO. OF LOCAL FULL-TIME****EMPLOYEES » 54****WEBSITE »** [www.aare.org](http://www.aare.org)

Photo: Bob Hoffman Video and Photography

NICOLE MAZZOLA AND GARY GIFFIN

FASTEST

## Real Estate Firm Seeks a Higher Ground

By Patti Anderson

A successful organization must build its foundation on principles and then stay true to the course. According to CEO's Nicole Mazzola and Gary Giffin, AARE has prospered based on core values, beliefs and relationships. After weathering the recession the company has grown rapidly in San Diego's reborn real estate market; however, buying and selling property is but one aspect of this organization's true mission. Andrew Arroyo set the standards when he founded and incorporated the company in 2003, establishing a culture that was based on moral, ethical and biblical tenants. With the growth and success of the real estate venture, Arroyo has moved up to spearhead an associated nonprofit Eye of the Needle; while Mazzola and Giffin share the reins running the for profit side. A financial investment component rounds out the trilogy of organizations. According to Mazzola, "honesty and trust are so important, especially in attracting top agents." She has been with the company for 10 years, with Giffin on staff for three. Together they oversee not only a growing collective of agents, but work as partners on real estate deals which work to their client's advantage.

San Diego's market has rapidly reset itself back on track, which

has bolstered the company's growth. According to Giffin, "we are seeing a shift with people who invested in Las Vegas and Phoenix coming back to San Diego again." One of Giffin's current clients, a doctor, is buying two properties in just 7 1/2 months for an investment.

They are seeing a much savvier group of home buyers today. "A lot more safe guards and protections are in place and customers are very educated online, making many decisions before choosing an agent," said Mazzola.

They both agree that giving back to the community is the organization's prime directive. Revenues from the company support the good works of the charitable arm Eye of the Needle, with 14 percent going to the nonprofit and a goal of 20 percent by 2020. Arroyo is actively involved in guiding the charitable organization to not only fund other worthwhile efforts, but shepherd smaller organizations through structuring and obtaining a 501(c)3 nonprofit status. Eye of the Needle's support reaches a broad range of philanthropic efforts from Adopt a Block – San Diego Dream Center to Bridge of Hope and other organizations helping the homeless, families at risk and the elderly.

**"CUSTOMERS ARE VERY EDUCATED ONLINE, MAKING MANY DECISIONS BEFORE CHOOSING AN AGENT," – NICOLE MAZZOLA**