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100 Fastest-Growing Private Companies in the Bay Area 2014



No. 19: Media Vision USA

Fardad Zabetian, CEO

The Oakland conferencing microphone systems company grew 412.5 percent from 2011 to 2013.

Decision that most influenced the company's fast growth: Hiring the right people and always sticking to the core values that made us successful in the first place.

Biggest mistake: Not a mistake but something that I would do differently is to dedicate more time, earlier on, setting up systems and procedures for the day-to-day business operations. Areas like training programs or logistics management are in need of streamlined efficient processes to support fast growth.

Advice for other entrepreneurs: Always trust your instinct. When you find an opportunity that you strongly believe in, you should pursue it and always stay focused on your goals. Don't let delays deter you. Don't give up!