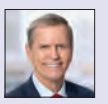
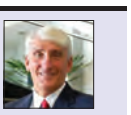
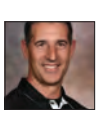
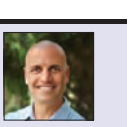
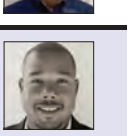
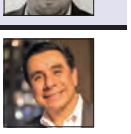
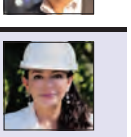
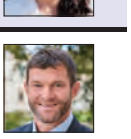
Veteran-Owned Businesses

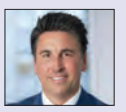
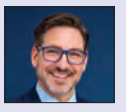
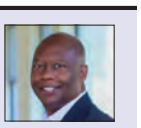
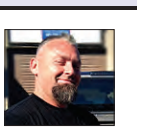
Ranked by full-time employment

	Company name Location Contact info	Local Employees FT PT Companywide	Revenue ($) 2025 Revenue ($) 2024 % Change, Revenue	% Owned, Veteran	Service-Disabled Veteran Owned? Certified Veteran Owned?	Business Description Year Founded	Top Local Executive	
1	**Fuse Integration Inc.** 4863 Shawline St., Suite D San Diego 92111 619-255-0668 www.fuseintegration.com	122 3 125	$36,547,000 $36,262,933 0.8%	N/A	Yes Yes	Defense communications, networking, software development and systems engineering 2010	Sumner H. Lee	
2	**Vista Industrial Products Inc.** 3210 Executive Ridge Vista 92081 760-599-5050 www.vista-industrial.com	50 N/A 50	N/A N/A	100%	No Yes	Precision sheet metal fabrication, CNC machining, welding, painting and mechanical assembly 1956	Kurt Ackermann	
3	**Casey Gerry Francavilla Blatt LLP** 110 Laurel St. San Diego 92101 619-238-1811 www.caseygerry.com	33 4 37	N/A N/A	N/A	N/A N/A	Personal injury and civil litigation law firm 1947	David S. Casey Jr.	
4	**BPI Plumbing** 1021 Bay Blvd., Suite S Chula Vista 91911 619-429-9066 www.bpiplumbing.com	22 2 24	$2,800,000 $3,200,000 -12.5%	80%	Yes Yes	Plumbing contractor (residential & commercial) 1976	Alex Galicia	
5	**Boarhog LLC** 2341 Jefferson St., Suite 104 San Diego 92110 760-845-0665 www.boarhogllc.com	20 4 43	$3,000,000 $2,400,000 25%	100%	Yes Yes	Systems engineering, cybersecurity, mission engineering and logistics support for defense programs 2012	Joseph Bulger, III	
6	**Cast Capital Partners** 5090 Shoreham Place, Suite 100 San Diego 92122 619-308-6680 www.cast-cap.com	19 1 25	N/A N/A	100%	No Yes	Commercial real estate investment sales, leasing, property management, acquisitions and development 2022	Bret W. Morriss, Jr.	
7	**Naval Coating Inc.** 3475 E St. San Diego 92102 619-234-8366 www.navalcoating.us	18 N/A 18	N/A N/A	100%	Yes Yes	Marine surface preparation, blasting, preservation and protective coating services 1969	Alan Lerchbacker	
8	**VetPowered LLC** 2717 Boston Ave. San Diego 92113 619-269-7116 www.vetpowered.com	15 N/A 15	N/A N/A	N/A	Yes Yes	Precision machining, welding, fabrication, equipment maintenance and manufacturing services 2009	Hernán Luis y Prado	
9	**Engineered Mechanical Services Inc.** 2180 Chablis Court, Suite 111 Escondido 92029 760-233-5055 www.emsi-socal.com	11 N/A 11	N/A N/A	100%	Yes Yes	Mechanical and HVAC contracting, commissioning, engineering, maintenance and energy audits 2002	Thomas G. Reichert	
10	**Davy Architecture Inc.** 1053 10th Ave. San Diego 92101 619-238-3811 www.davyarchitecture.com	9 0 9	N/A N/A	100%	Yes Yes	Architecture, interior design, planning and construction documentation 1984	Eric Davy	
11	**Archi's Acres** 10085 W. Lilac Road Escondido 92026 760-751-4380 www.archisacres.com	8 N/A 8	N/A N/A	100%	Yes Yes	Organic hydroponic farming and agricultural entrepreneurship training 2006	Colin Archipley	
12	**Consolidated Building Systems Inc. (CBSI)** 1825 Gillespie Way, Suite 203 El Cajon 92020 619-741-4566 www.cbsisandiego.com	7 2 9	$2,000,000 $1,500,000 33.3%	51%	Yes Yes	Construction project management, relocation planning and facilities consulting 1987	David Suter	
13	**Bull Oak Financial Advisors** 16236 San Dieguito Road, Suite 4-21 Rancho Santa Fe 92067 858-999-3550 www.bulloak.com	6 1 6	$1,890,000 $1,450,000 30.3%	100%	Yes Yes	Financial planning, investment advisory and wealth management services 2014	Ryan Hughes	
14	**Semper Fi Network Cabling Inc.** 301 Engel St. Escondido 92029 760-889-9679 www.semperfivds.com	6 0 6	N/A N/A	100%	Yes Yes	Voice and data cabling, fiber optics, wireless networks, audiovisual systems and access control 2007	Hector Acosta	
15	**Blue Nose IT Solutions Inc.** 350 10th Ave., Suite 1000 San Diego 92101 800-577-1429 www.bluenoseit.com	5 N/A 5	N/A N/A	100%	Yes Yes	Cybersecurity, network engineering, IT staffing and critical infrastructure construction services 2013	Damon Moore	
16	**Diego & Son Printing Inc.** 2277 National Ave. San Diego 92113 619-233-5373 www.diegoandson.com	4 1 4	$850,000 $1,300,000 -34.6%	60%	Yes Yes	Commercial offset and digital printing, binding, signage and promotional products 1972	Nicholas Aguilera	
17	**GC Green Inc.** 837 Tiger Tail Road Vista 92084 855-424-8387 www.gcgreen.com	2 0 2	$1,500,000 $1,500,000 0%	100%	Yes Yes	Clean energy project consulting, federal construction management, tribal energy and fleet electrification services 2010	Elizabeth Perez	
18	**Cairn Leadership Strategies** 4226 Via Mar De Delfinas San Diego 92130 410-980-6458 www.cairnleadership.com	1 1 12	$200,000 $150,000 33.3%	100%	No No	Leadership development, executive coaching and outdoor team offsites 2018	Knight Campbell	
19	**Schweitzer Law Group** 2722 Loker Ave. W., Suite D Carlsbad 92010 619-688-6505 www.slgfirm.com	1 1 1	$220,000 $220,000 0%	100%	No No	Family law, divorce, child custody, support, mediation and military divorce services 2015	Kenneth A. Lee	
20	**The Trident Approach** 697 Elm Ave. Imperial Beach 91932 415-696-6543 www.thetridentapproach.com	1 0 1	N/A N/A	100%	Yes Yes	Leadership, mindfulness and wellness coaching 2017	Diego Ugalde	

Despite efforts to ensure accuracy, omissions or errors may occur. Submit corrections/additions to sdbjlists@sdbj.com. Surveys were sent to firms in San Diego County. Some companies chose not to participate or did not respond by the deadline. Inclusion does not imply endorsement, and ranking does not reflect quality.

Veteran-Owned Businesses

Ranked by full-time employment

	Company name Location Contact info	Local Employees FT PT Companywide	Revenue ($) 2025 Revenue ($) 2024 % Change, Revenue	% Owned, Veteran	Service-Disabled Veteran Owned? Certified Veteran Owned?	Business Description Year Founded	Top Local Executive	
21	**Semper Solaris** 1805 John Towers Ave. El Cajon 92020 619-357-4142 www.sempersolaris.com	N/A N/A 318	N/A N/A	N/A	N/A N/A	Solar panels, battery storage, roofing, heating and air conditioning installation and services 2012	Kelly Shawhan	
22	**OCMI Inc.** 2150 W. Washington St., Suite 203 San Diego 92110 619-291-4600 www.ocmi.com	N/A N/A 160	N/A N/A	75%	Yes Yes	Construction management, cost estimating, scheduling and project controls 2013	Ciaran O'Connor	
23	**Academy Securities** 1302 Camino Del Mar Del Mar 92014 800-775-2038 www.academysecurities.com	N/A N/A 153	N/A N/A	90%	Yes Yes	Investment banking, institutional trading, capital markets, asset management and geopolitical advisory services 2009	Chance Mims	
24	**Cognitive Medical Systems** 9920 Pacific Heights Blvd., Suite 150 PM 5604 San Diego 92121 858-509-4949 www.cognitivemedicalsystems.com	N/A N/A 150	N/A N/A	N/A	Yes Yes	Healthcare IT, clinical decision support, interoperability, software development and cloud security 2010	Emory Fry Douglas W. Burke	
25	**All Heart Home Care** 7877 Parkway Drive, Suite 2C La Mesa 91942 619-736-4677 www.allhearthomecare.com	N/A N/A 125	N/A N/A	N/A	N/A N/A	Nonmedical in-home senior care, personal assistance, companionship, respite and transportation 2014	Eric L. Barth Ryan Ines	
25	**Omni2Max Inc.** 7777 Alvarado Road, Suite 501 La Mesa 91942 619-269-1663 www.omni2max.com	N/A N/A 125	N/A N/A	100%	Yes Yes	IT, cybersecurity, logistics, systems engineering, acquisitions and program management 2007	Allen Maxwell	
27	**Quality Controlled Manufacturing Inc.** 9429 Abraham Way Santee 92071 619-443-3997 www.qualitycontrolledmanufacturinginc.com	N/A N/A 95	N/A N/A	100%	No No	Precision CNC machining, welding, fabrication, inspection and aerospace component manufacturing 1978	Bob Grande	
28	**Patriot General Engineering Inc.** 12566 Vigilante Road Lakeside 92040 619-713-6880 www.patriotgeneral.us	N/A N/A 51	N/A N/A	N/A	Yes Yes	Civil engineering construction, electrical infrastructure, renewable energy installation and maintenance 2008	Steve Garcia	
29	**TRABUS Technologies** 3547 Camino Del Rio S., Suite A San Diego 92108 619-220-8000 www.trabus.com	N/A N/A 39	$10,000,000 N/A	N/A	Yes Yes	Wireless communications, data science, artificial intelligence and maritime technology development 2010	Arthur Salindong	
30	**Innovatus Technology Consulting** 2448 Historic Decatur Road, Suite 215 San Diego 92106 619-994-4239 www.innovatus-tech.com	N/A N/A 30	N/A N/A	100%	Yes Yes	Cybersecurity, IT engineering, cloud services, program management and technology procurement 2012	John T. Nguyen	
30	**Strategos Consulting LLC** 10201 Mission Gorge Road, Suite H Santee 92071 619-757-5430 www.strategosconsultingllc.com	N/A N/A 30	N/A N/A	100%	Yes Yes	Defense technology consulting, engineering, curriculum development and professional training 2008	Jeffery Williams	
32	**IO Environmental and Infrastructure Inc.** 2840 Adams Ave., Suite 301 San Diego 92116 619-280-3278 www.iosdv.com	N/A N/A 23	N/A N/A	100%	Yes Yes	Environmental remediation, habitat restoration, civil infrastructure and facilities construction 2007	Mike Bilodeau	
33	**Qualls Engineering Inc.** 4403 Manchester Ave., Suite 203 Encinitas 92024 760-652-9257 www.quallseng.com	N/A N/A 7	N/A N/A	N/A	N/A N/A	Structural engineering and design for residential and commercial buildings 2011	Brian H. Qualls	
34	**Phazer Energy Inc.** 1340 Presioca St. Spring Valley 91977 619-270-2282 www.phazerenergy.com	N/A N/A 6	N/A $500,000	100%	Yes Yes	Dry utility design, planning, coordination and electrical infrastructure services 1998	George A. Bonner	
34	**RDM Management Group** 101 State Place, Suite B Escondido 92029 619-408-8567 www.rdmmanagementgroup.com	N/A N/A 6	N/A N/A	100%	No No	Professional development, sales training, performance coaching and leadership workshops 2014	Richard D. Marks	
34	**Real Deal Sleep (Real Deal Furniture & Mattress)** 7377 Convoy Court San Diego 92111 858-358-7446 www.realdealmattress.com	N/A N/A 6	N/A N/A	N/A	N/A N/A	Mattress, adjustable bed and sleep accessory retail 2004	JD DeHart	
37	**Debenham Energy LLC** 11317 Valle Vista Road Lakeside 92040 619-334-9541 www.debenhamenergy.com	N/A N/A 5	N/A N/A	N/A	N/A N/A	Renewable energy engineering, wind and solar project development and consulting 2004	Scott Debenham	
38	**Della-Mora Heating and Air Conditioning** 180 Mace St., Suite C-17 Chula Vista 91911 619-739-6161 www.della-morahvacca.com	N/A N/A 4	N/A N/A	N/A	Yes N/A	Residential and commercial heating and air conditioning installation, repair and maintenance 2015	Michael D. Dellamora	

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