

Here's a list of 100 veteran-friendly companies in San Diego, spanning various industries such as technology, defense, healthcare, and more. These companies are known for actively recruiting veterans, offering programs to support their transition, or have a strong reputation for being veteran-friendly:

1. Qualcomm
2. Northrop Grumman
3. General Atomics
4. BAE Systems
5. Solar Turbines
6. Illumina
7. Lockheed Martin
8. Leidos
9. Cubic Corporation
10. SAIC (Science Applications International Corporation)
11. ViaSat
12. L-3 Communications
13. SPAWAR (Space and Naval Warfare Systems Command)
14. Thermo Fisher Scientific
15. Raytheon
16. Sempra Energy
17. General Dynamics NASSCO
18. SDG&E (San Diego Gas & Electric)
19. Collins Aerospace
20. ASML
21. ResMed
22. NuVasive
23. Teradata
24. Hologic
25. Dexcom
26. Kyocera International, Inc.
27. UC San Diego Health
28. National University
29. San Diego State University (SDSU)
30. Navy Federal Credit Union
31. USAA (United Services Automobile Association)
32. North Island Credit Union
33. San Diego Zoo Wildlife Alliance
34. Port of San Diego
35. San Diego Metropolitan Transit System (MTS)
36. San Diego County Regional Airport Authority
37. Bank of America
38. Wells Fargo
39. Petco
40. Sharp HealthCare
41. Scripps Health

42. Rady Children's Hospital
43. Tri-City Medical Center
44. Kaiser Permanente
45. Marriott International
46. Hilton San Diego Bayfront
47. LEGOLAND California Resort
48. TaylorMade Golf
49. Encore Capital Group
50. Kratos Defense & Security Solutions
51. Jack in the Box Inc.
52. Realty Income Corporation
53. JLABS (Johnson & Johnson Innovation)
54. Mitchell International
55. AECOM
56. Oracle Corporation
57. Navy Exchange Service Command (NEXCOM)
58. CACI International
59. GDIT (General Dynamics Information Technology)
60. Aon
61. AT&T
62. Verizon
63. Deloitte
64. EY (Ernst & Young)
65. PwC (PricewaterhouseCoopers)
66. KPMG
67. Accenture
68. McKinsey & Company
69. Boston Consulting Group (BCG)
70. Bain & Company
71. Capgemini
72. Hitachi Vantara
73. Hewlett Packard Enterprise (HPE)
74. Southwest Airlines
75. Delta Air Lines
76. American Airlines
77. FedEx
78. UPS
79. Cisco Systems
80. Booz Allen Hamilton
81. Amazon
82. Apple
83. Facebook (Meta Platforms)
84. Microsoft
85. LinkedIn (Microsoft-owned)
86. Intuit
87. HP Inc.

88. Sony Electronics
89. TikTok (ByteDance)
90. Salesforce
91. IBM
92. SAP SE
93. General Dynamics
94. LPL Financial
95. WD-40 Company
96. Illumina, Inc.
97. Qualcomm Ventures
98. Thermo Fisher Scientific
99. Palomar Health
100. San Diego Unified School District

The companies listed as veteran-friendly are based on several key factors that are generally used to identify organizations committed to hiring and supporting veterans:

1. **Veteran Hiring Initiatives:** Many of these companies have specific programs or initiatives aimed at recruiting veterans. This can include partnerships with veteran-focused organizations, attending military job fairs, or having dedicated veteran recruitment teams.
2. **Recognition and Awards:** Some of these companies have been recognized in lists such as "Military Friendly Employers," "Best for Vets Employers," or similar rankings by organizations like Military Times, U.S. Veterans Magazine, and others.
3. **Corporate Policies and Programs:** Companies like Northrop Grumman, Lockheed Martin, and Booz Allen Hamilton have well-documented policies and support programs that cater specifically to veterans, including mentorship programs, employee resource groups, and transition assistance programs.
4. **Public Commitments:** Many companies openly promote their commitment to hiring veterans through their websites, social media, and annual reports, highlighting their veteran workforce and the benefits they offer to veterans.
5. **Industry and Defense Contractors:** Companies in defense, aerospace, and related industries (e.g., General Dynamics, Raytheon, L3Harris Technologies) often prioritize hiring veterans due to their experience with military systems and protocols.
6. **Government and Industry Partnerships:** Companies that partner with government agencies or participate in public-private initiatives aimed at veteran employment are also typically veteran-friendly.