










THE LIST WOMEN-OWNED BUSINESSES

▶ NEXT WEEK'S LIST *Hotels*

RANKED BY REVENUE

| Rank | Company | Company logo | Revenue for 12 months ended Dec. 31, 2024 (millions) | OC employees | Companywide employees | % owned by a woman or women Owner(s) | Company/product description | Year established | Top local official(s) | |
|------------|--|---|--|------------------|-----------------------|--|---|------------------|--|---|
| Prev. Rank | •Address | | •yearly % change | •yearly % change | •yearly % change | | | | •Title | •Phone/fax |
| 1 | In-N-Out Burger Inc. 4199 Campus Drive, ninth floor Irvine 92612-8604 Website: in-n-out.com |  | \$2,355.3 ⁽¹⁾ 12% | 3,816 5% | 42,882 4% | 100% Lynsi Snyder | Restaurant chain operator | 1948 | Lynsi Snyder president (949) 509-6200/(949) 854-3675 |  |
| 2 | New American Funding 14511 Myford Road, Ste. 100 Tustin 92780-7057 Website: newamericanfunding.com Email: customerservice@nafinc.com |  | \$698.2 51% | 416 4% | 4,961 4% | 100% Patty Arvielo, Rick Arvielo | Mortgage industry lender that provides loan officers cutting-edge technology to streamline the mortgage process | 2003 | Rick Arvielo/Patty Arvielo co-founders/CEOs (800) 450-2010 |  |
| 3 | The Raymond Group 520 West Walnut Ave. Orange 92868-5008 Website: raymondgroup.com Email: kimw@raymondgroup.com |  | \$222.6 -10% | 75 -3% | 145 17% | 100% Kirsten Potter, Nicolle Winsor | Specialty contractor | 1936 | Kirsten Potter/Nicolle Winsor principals/owners (714) 771-7670 |  |
| 4 | Cynergy Professional Systems LLC 23187 La Cadena Drive, Ste. 102 Laguna Hills 92653-1481 Website: cynergy.pro Email: info@cynergy.pro |  | \$151.3 33% | 8 0% | 36 13% | 95% Cynthia E. Mason | Value-added reseller of products, communications and IT equipment | 2009 | Cynthia E. Mason CEO/president (800) 776-7978/(800) 776-7978 |  |
| 5 | Rand Technology 15225 Alton Parkway, Ste. 100 Irvine 92618-2351 Website: randtech.com Email: info@randtech.com |  | \$140 -7% | 51 2% | 180 6% | 100% Andrea Klein | Sourcing and supply chain solutions company, sourcing electronic components, hardware, VMI programs, component testing and qualification, R2-certified ITAD asset recovery and sustainability solutions | 1992 | Andrea Klein founder/CEO (949) 255-5700 |  |
| 6 | Hydraflow 1881 W. Malvern Ave. Fullerton 92833-2403 Website: hydraflow.com Email: cayloush@hydraflow.com |  | \$125.8 14% | 325 7% | 325 7% | 66% Cindy Ayloush, Sasha Ayloush, Nadia Giblin, Ramsey Ayloush, Kyle Ullrich, Kevin Ullrich, Kelsey Ullrich Beard | Engineered fluid transfer aerospace and defense components | 1961 | Cindy Ayloush chair of the board/CEO (714) 773-2600/(714) 773-6351 |  |
| 7 | Global, a 1st Flagship Company 2465 Campus Drive Irvine 92612-1502 Website: globalfirstflagship.com Email: info@flagship-global.com |  | \$88 4% | 10 0% | 500 2% | 100% Sherri Bovino, Paige Kavooras | Contractor to Department of Defense, Navy contracts | 1964 | Sherri I. Bovino CEO/president (949) 244-3451/(949) 797-2083 |  |
| 8 | Graves Construction 27162 Burbank Foothill Ranch 92610-2503 Website: gravesconstruction.com Email: info@gravesconstruction.com |  | \$86.5 12% | 44 22% | 60 36% | 51% Jasmine Graves | General contractor specializing in commercial, retail, industrial, office and F&B - ground up and tenant improvements | 2015 | Jasmine I. Graves co-founder/CEO (949) 467-1799 |  |
| 9 | Ware Disposal Inc. 1035 E. 4th St. Santa Ana 92701-4750 Website: waredisposal.com Email: jay@waredisposal.com |  | \$82.5 11% | 185 6% | 250 4% | 51% Judith H. Ware, Ben M. Ware | Integrated solid waste and recycling management provider | 1968 | Judith H. Ware CEO/president (877) 714-9273/(714) 664-0696 |  |
| 10 | Pacific Pioneer Insurance Group 6363 Katella Ave. Cypress 90630-5205 Website: pacpioneer.com Email: support@pacpioneer.com |  | \$70.4 33% | 48 12% | 50 14% | 100% Lin W. Lan | Insurance holding company | 1980 | Lin W. Lan founder/CEO (714) 228-7800 |  |
| 11 | Saf-T-Co. Supply Inc. 1300 E. Normandy Place Santa Ana 92705-4138 Website: saftco.com Email: robynd@saftco.com |  | \$61.1 -11% | 60 0% | 60 0% | 100% Patricia McDonald | Distributor of PVC and steel conduit for electrical, telephone and cable TV, underground utility products, manufacturer of specialty bridge hangers, PVC, steel fittings and bends | 1987 | Patricia McDonald owner (714) 547-9975/(714) 547-2983 |  |
| 12 | Engineering/Remediation Resources Group Inc. 1851 E. First St., Ste. 150 Santa Ana 92705-4061 Website: errg.com Email: scott.pringle@errg.com |  | \$55.1 9% | 25 -7% | 213 -5% | 51% Cynthia A. Liu, Rowan Tucker, Randy Randall, Bradley Hall, David Tang | Engineering, remediation, construction, military munitions response and emergency preparedness services | 1997 | Scott Pringle regional manager (714) 597-7755/(714) 597-7760 |  |
| 13 | iBase-t 26812 Vista Terrace Lake Forest 92630-8115 Website: ibaset.com Email: inquiry@ibaset.com |  | \$52.5 ⁽²⁾ NA | 100 NA | 290 NA | 100% Ladeira Poonian | Provider of manufacturing execution, quality and MRO software solutions for improving manufacturing control, visibility and velocity | 1986 | Naveen Poonian CEO/president (949) 598-5200/(949) 598-2600 |  |

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⁽¹⁾ Revenue obtained from Chicago-based Technomic

⁽²⁾ Business Journal estimate

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|------------|--|--------------|--|-------------------------------|--|---|---|------------------|--|
| 14 (15) | Orange Courier Inc. 15300 Desman Road La Mirada 90638-5762 Website: orangecourier.com Email: reception@mrorange.com | | \$52 4% | 300 0% | 300 0% | 100% Evell Stanley | Delivery, trucking, warehousing and distribution, permit loads, heavy loads and drayage hazmat oversized TSA refrigerated vehicles of all sizes | 1988 | Evell Stanley owner/president (714) 384-3600/(949) 975-0505 |
| 15 (12) | GGG Demolition Inc. ⁽³⁾ 1130 W. Trenton Ave. Orange 92867-3536 Website: gggdemo.com Email: celin@gggdemo.com | | \$48.6 ⁽²⁾ NA | 270 ⁽²⁾ NA | 270 ⁽²⁾ NA | 51% ⁽²⁾ Celin Miller | Demolition, hazardous waste remediation contractor | 2013 | Celin Miller president (714) 699-9350/(714) 699-9283 |
| 16 (14) | Casco Contractors 9850 Irvine Center Drive Irvine 92618-4353 Website: cascocontractors.com Email: info@cascocontractors.com | | \$47.5 -10% | 51 19% | 51 19% | 100% Cheryl Osborn | General contractor | 2000 | Cheryl Osborn founder/president (949) 679-6880/(949) 679-6890 |
| 17 (16) | Slater Builders Inc. 3100 Pullman St., Ste. B Costa Mesa 92626-4500 Website: slaterbuilders.com Email: info@slaterbuilders.com | | \$46.7 -10% | 29 -15% | 29 -15% | 100% Lizabeth S. Slater | Full-service commercial general contractor | 1993 | Lizabeth S. Slater CEO (714) 434-4887/(714) 434-6173 |
| 18 (19) | Aireps Inc. 1529 N. Harmony Circle Anaheim 92807-6003 Website: isellair.com Email: sheriesq@isellair.com | | \$45.7 -4% | 14 -7% | 14 -7% | 100% Sheri Chaffin Weir | Aerospace parts stocking and value-added distributor of military and commercial products | 2000 | Sheri Chaffin Weir CEO (714) 777-9850/(714) 777-9860 |
| 19 (21) | Advanced Cleanroom Microclean 3250 S. Susan St., Ste. A Santa Ana 92704-6807 Website: advancedcleanroom.com Email: sales@advancedcleanroom.com | | \$40 0% | 70 0% | 660 0% | 100% Janet Ford | Cleanroom facility services, certification and test | 1882 | Janet Ford founder/CEO (714) 751-1152 |
| 20 (20) | Linmarr Associates Inc. ⁽³⁾ 8 Hammond, Ste. 108/109 Irvine 92618-1601 Website: linmarr.com Email: sales@linmarr.com | | \$33.3 ⁽²⁾ NA | 16 ⁽²⁾ NA | 16 ⁽²⁾ NA | 52% ⁽²⁾ Sharon Hoffman, Ken Hoffman | Sales of aircraft, military vehicle, electrical, industrial, and hardware to the U.S. military | 1984 | Sharon Hoffman CEO (949) 215-5466/(949) 215-7787 |
| 21 (23) | Walsworth LLP 19900 MacArthur Blvd., Ste. 1150 Irvine 92612-8433 Website: walsworthlaw.com Email: marketing@walsworthlaw.com | | \$26.6 9% | 63 -17% | 111 -11% | 74% Dee C. Katz, Ingrid Campagne, Laurie Sherwood, Cindy Hughes, Margaret Mahaffey, Kate Gardiner, Jessica Kim, Katie Stricklin, Soniya Khemlani, Elizabeth Huynh, Helen Luetto, Kendra Bray, Jennifer Morin | Law firm | 1989 | Dee Cohen Katz managing partner (714) 634-2522/(714) 634-0686 |
| 22 (22) | Casanova/McCann 3337 Susan St., Ste. 200 Costa Mesa 92626-1695 Website: casanova.com Email: ingrid.smart@casanova.com | | \$26.5 2% | 65 0% | 75 0% | 85% Ingrid Otero-Smart | Advertising agency | 1984 | Ingrid Otero-Smart CEO/president (949) 271-6344 |
| 23 (29) | Irvine Technology Corp. 2850 Red Hill Ave., Ste. 230 Santa Ana 92705-5550 Website: irvinetechcorp.com Email: info@itccorp.com | | \$25 28% | 11 -15% | 25 -7% | 100% Nicole McMackin | Provider of technology and staffing solutions for IT, security, engineering and interactive design | 2000 | Nicole McMackin CEO/president (866) 322-4482/(714) 434-8869 |
| 24 (27) | CDC Designs 2915 Red Hill Ave., Ste. G201 Costa Mesa 92626-7948 Website: cdcdesigns.com Email: sarahb@cdcdesigns.com | | \$23.8 11% | 59 7% | 59 7% | 100% Julie A. Stark, Christie Pettus, Lisa Kells, Sarah Breen, Cassie Nguyen | Interior design firm | 1981 | Julie Ann Stark partner/president of design (714) 641-4868/(714) 755-3501 |
| 25 (24) | Kaygen Inc. 100 Spectrum Center Drive, Ste. 890 Irvine 92618-4975 Website: kaygen.com Email: hello@kaygen.com | | \$22.3 -7% | 8 0% | 175 NA | 51% Rashmi Chaturvedi | Business services and technology solutions provider | 2003 | Rashmi Chaturvedi/Maribel Perez president/HR manager (949) 975-9970/(949) 861-6500 |
| 26 (25) | Cutting Edge Communications LLC ⁽³⁾ 19744 Beach Blvd., Ste. 310 Huntington Beach 92648-4393 Website: cuttingedge.expert Email: info@cuttingedge.expert | | \$21.1 ⁽²⁾ NA | 41 ⁽²⁾ NA | 135 ⁽²⁾ NA | 51% ⁽²⁾ Elizabeth Shier | Proposal management, business strategy and engineering services | 1998 | Elizabeth Shier CEO (714) 374-6758/(714) 840-1675 |

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Researched by Desmond Celso

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▶ From page 23

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| Rank | Company logo | | | | | | •Phone/fax | |
| 27 (26) | CBT⁽³⁾ 770 The City Drive S., Ste. 5300 Orange 92868-4929 Website: cbtechinc.com Email: cbtinfo@cbtechinc.com | \$20 ⁽²⁾ NA | 15 ⁽²⁾ NA | 42 ⁽²⁾ NA | 100% ⁽²⁾ Kelly Ireland | IT and operational technology solutions | 2001 | Kelly Ireland founder/CEO/CTO (714) 573-7733/(714) 748-7752 |
| |  | | | | | | |  |
| 28 (28) | AQC Environmental Brokerage Services Inc.⁽³⁾ 5881 Engineer Drive Huntington Beach 92649-1127 Website: aqc-inc.com Email: jferlita@aqc-inc.com | \$18.4 ⁽²⁾ NA | 5 ⁽²⁾ NA | 5 ⁽²⁾ NA | 100% ⁽²⁾ Jackie Ferlita | Environmental credit brokerage and consulting | 1984 | Jackie Ferlita president (714) 397-5508 |
| |  | | | | | | |  |
| 29 (30) | Pacific Design Directions Inc.⁽³⁾ 8171 E. Kaiser Blvd. Anaheim 92808-2214 Website: pdd.pacdesign.com Email: sstoneburner@pacdesign.com | \$18 0% | 28 12% | 34 3% | 93% Susan S. Stoneburner, Kristen Stolle, Reed Stoneburner | Design-build tenant improvements, electrical ground up and TI construction | 1979 | Susan S. Stoneburner founder/president (714) 685-7733/(714) 685-7799 |
| |  | | | | | | |  |
| 30 (34) | Wright, Finlay & Zak LLP 4665 MacArthur Court, Ste. 200 Newport Beach 92660-1811 Website: wrightlegal.net Email: rwright@wrightlegal.net | \$15.9 3% | 40 -13% | 68 1% | 58% Robin Wright, Robert Finlay, Gwen Ribar, Cathy Robinson, Christina Miller | Law firm for real estate, business and consumer finance legal services, both litigation and transactional | 2002 | Robin Wright managing partner (949) 477-5050/(949) 608-9142 |
| |  | | | | | | |  |
| 31 (31) | MSH Construction Co.⁽³⁾ 15301 Connector Lane Huntington Beach 92649-1119 Website: mshconstruction.com Email: lmoss@mshconstruction.com | \$14.6 ⁽²⁾ NA | 14 ⁽²⁾ NA | 14 ⁽²⁾ NA | 57% ⁽²⁾ Lisa Moss, Walter Moss | Commercial general contractor | 2003 | Lisa A. Moss CEO/president/CFO (714) 899-9509/(714) 899-9510 |
| |  | | | | | | |  |
| 32 (32) | TLD Law 2010 Main St., Ste. 1000 Irvine 92614-7229 Website: tldlaw.com Email: ahoffenberg@tldlaw.com | \$14.3 2% | 30 15% | 64 10% | 72% Shannon M. Jenkins, Monica Goel, Jennifer Sawday, Jennifer Lumsdaine, Brooke Pollard, Lauren Doyle, Daniel Gold, Roy Jimenez, Brandon Fieldsted | Legal services | 1961 | Shannon M. Jenkins/Daniel R. Gold/Brooke M. Pollard partners (949) 756-0684/(866) 831-7302 |
| |  | | | | | | |  |
| 33 (33) | SCS Flooring Systems⁽³⁾ 5 Peters Canyon Road, Ste. 130 Irvine 92606-1793 Website: scs-systems.com Email: info@scs-systems.com | \$14.1 ⁽²⁾ NA | 19 ⁽²⁾ NA | 19 ⁽²⁾ NA | 100% ⁽²⁾ Nancy Kligerman | Flooring subcontractor | 1982 | Nancy Kligerman/Lisa Gonzalez CEO/COO (714) 542-2146/(714) 542-2147 |
| |  | | | | | | | |
| 34 (36) | Cal Pac Sheet Metal Inc./OC Metals Inc. 2720 S. Main St., Ste. B Santa Ana 92707-3404 Website: calpacsheetmetal.com Email: info@calpacsheetmetal.com | \$13 8% | 52 -31% | 52 -31% | 51% Mari Kurtz | Architectural sheet metal manufacturing and contracting | 1994 | Mari Kurtz president (714) 979-2733/(714) 540-4699 |
| |  | | | | | | |  |
| 35 (37) | G. D. Heil Inc. 1031 Segovia Circle Placentia 92870-7137 Website: gdheil.com Email: estimating@gdheil.com | \$12.3 6% | 66 -8% | 66 -8% | 100% Laura Heil | Demolition and abatement | 1992 | Courtney L. Heil president (714) 687-9100/(714) 687-9108 |
| |  | | | | | | | |
| 36 (35) | M & R Engineering⁽³⁾ 227 E. Meats Ave. Orange 92865-3311 Website: m-reng.com Email: natalia@m-reng.com | \$11.7 ⁽²⁾ NA | 56 ⁽²⁾ NA | 56 ⁽²⁾ NA | 100% ⁽²⁾ Natalia Sephton | Contract manufacturing of precision-machined metal and plastic components | 1973 | Natalia Sephton CEO/president (657) 845-3598/(714) 991-9760 |
| |  | | | | | | |  |
| 37 (38) | Symbolic Displays Inc. 1917 E. St. Andrew Place Santa Ana 92705-5143 Website: symbolicdisplays.com Email: info@symbolicdisplays.com | \$10.5 5% | 65 3% | 65 3% | 100% Candy Suits | Aerospace components | 1988 | Candy Suits CEO (714) 258-2811/(714) 258-2810 |
| |  | | | | | | |  |

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