



2025 Pasco EDC Annual Awards Scoring Rubric

_____ FINAL SCORE/130

_____ REVIEW TEAM BONUS/5

COMPANY NAME: _____

INTERVIEWED BY: _____

COMPANY GROWTH:

SCORE _____ / 60 points

1. Product/Service Description: _____ Score

Scoring Guidance: Clear, innovative, and relevant product/service offerings.

☐ 0 = no evidence ☐ 1 = minimal evidence ☐ 3 = moderate evidence ☐ 5 = outstanding evidence

2. Expansion in Products/Markets: _____ Score

Scoring Guidance: Evidence of new products, services, or market expansion.

☐ 0 = no evidence ☐ 1 = minimal evidence ☐ 3 = moderate evidence ☐ 5 = outstanding evidence

3. Technology/Innovation: _____ Score

Scoring Guidance: Adoption of new tech, processes, or innovations.

☐ 0 = no evidence ☐ 1 = minimal evidence ☐ 3 = moderate evidence ☐ 5 = outstanding evidence

4. Job Creation: _____ Score

Scoring Guidance: Percentage increase of new positions created based on total employment.

_____ New Jobs (X) | _____ Total Jobs (Y) | Formula = $Y - (Y-X) / Y \times 100$ _____ % Increase

☐ 0 = no increase ☐ 3 = 5-9% Increase ☐ 5 = 10-19% Increase ☐ 10 = 20% or Greater Increase

5. Construction/Real Estate Investment: _____ Score

New facilities, expansions, or real estate acquisitions.

☐ 0 = no increase ☐ 3 = 1K-5K sqf ☐ 5 = 6K-20K sqf ☐ 10 = 21K-50K sqf ☐ 15 = 50K+ sqf

6. Real Estate Capital Investment: _____ Score

Scoring Guidance: Significant purchases to build a new facility or expand. (Leasing not included)

☐ 0 = no investment ☐ 1 = < \$25K ☐ 3 = \$26K-\$100K ☐ 5 = \$101K-\$500K ☐ 10 = \$501K+

7. Equipment Capital Investment: _____ Score

Scoring Guidance: Significant purchases to grow capability.

☐ 0 = no investment ☐ 1 = < \$25K ☐ 3 = \$26K-\$100K ☐ 5 = \$101K-\$500K ☐ 10 = \$501K+

WORKFORCE IMPROVEMENT

SCORE _____ / 40 points

1. Training and Certification: _____ Score

Scoring Guidance: Formal training or certification opportunities provided.

☐ 0 = no evidence ☐ 1 = minimal evidence ☐ 3 = moderate evidence ☐ 5 = outstanding evidence

2. Local Hiring: _____ Score

Scoring Guidance: Commitment to hiring locally.

☐ 0 = no evidence ☐ 1 = minimal evidence ☐ 3 = moderate evidence ☐ 5 = outstanding evidence

3. Quality Assurance/Work Environment Programs: _____ Score

Scoring Guidance: Initiatives to improve workplace quality.

☐ 0 = no evidence ☐ 1 = minimal evidence ☐ 3 = moderate evidence ☐ 5 = outstanding evidence

4. Wage Increases and Promotion Processes: _____ Score

Scoring Guidance: Fair and transparent processes for wage growth.

☐ 0 = no evidence ☐ 1 = minimal evidence ☐ 3 = moderate evidence ☐ 5 = outstanding evidence

5. Employee Retention Strategies: _____ Score

Scoring Guidance: Programs to retain and support employees.

☐ 0 = no evidence ☐ 1 = minimal evidence ☐ 3 = moderate evidence ☐ 5 = outstanding evidence

6. Support for Entrepreneurs and Small Businesses: _____ Score

Scoring Guidance: Mentoring, networking, or incubator efforts.

☐ 0 = no evidence ☐ 1 = minimal evidence ☐ 3 = moderate evidence ☐ 5 = outstanding evidence

7. Support for Minorities, Women, Veterans: _____ Score

Scoring Guidance: Policies or programs for underrepresented groups.

☐ 0 = no evidence ☐ 1 = minimal evidence ☐ 3 = moderate evidence ☐ 5 = outstanding evidence

8. Success Story in Workforce Development: _____ Score

Scoring Guidance: A strong example showing tangible impact.

☐ 0 = no evidence ☐ 1 = minimal evidence ☐ 3 = moderate evidence ☐ 5 = outstanding evidence

COMMUNITY INVOLVEMENT

SCORE _____ / 10 points

1. Employee Engagement in Community: _____ Score

Scoring Guidance: Volunteer work, board service, or community leadership.

☐ 0 = none ☐ 1 = moderate ☐ 3 = extensive

2. Leadership Roles in Civic Organizations: _____ Score

Scoring Guidance: Managers in leadership roles on behalf of the company.

☐ 0 = none ☐ 1 = moderate ☐ 4 = extensive

3. Fundraising for Charities: _____ Score

Scoring Guidance: Active support or fundraising for local charities.

☐ 0 = none ☐ 1 = moderate ☐ 3 = extensive

INTERNATIONAL/EXPORTING**SCORE _____ / 20 points****1. Export Activity: _____ Score**☐ 0 = none ☐ 1 = minimal/emerging ☐ 2 = regular ☐ 3 = strong**2. Export Destinations: _____ Score**☐ 0 = none ☐ 1 = 1-2 countries ☐ 2 = 3-5 countries ☐ 3 = 6+ countries**3. Export Sales Percentage: _____ Score**☐ 0 = 0% ☐ 1 = <10% ☐ 2 = 11%-24% ☐ 3 = 25% or more**4. Participation in Trade Missions: _____ Score**☐ 0 = no ☐ 2 = yes**5. Export Growth: _____ Score**☐ 0 = no ☐ 2 = yes**6. International B2B Sales: _____ Score**☐ 0 = no ☐ 2 = yes**7. Additional International Programs: _____ Score**☐ 0 = no ☐ 5 = yes

REVIEW TEAM BONUS: Overall impression and impact: _____ Score**1. Based on your holistic evaluation, how would you rate this company's overall impact, innovation, and alignment with the spirit of the Pasco EDC Annual Awards Program?**☐ 0 = None ☐ 1 = minimal ☐ 2 = moderate ☐ 3 = strong ☐ 4 = very strong ☐ 5 = Exceptional**2. Additional Notes:**