



Pasco EDC 37th Annual Awards
COMPANY INTERVIEW FORM

CONGRATULATIONS ON YOUR NOMINATION!

Please complete the form below to the best of your ability. For the purposes of completing this form, please use January 2024 through March 2025 as your reference date. Not all categories and questions may fit your company, please provide additional details in the ones that do apply. Members of the Pasco EDC Annual Awards Committee will schedule a follow-up interview throughout June to visit your facility and review this form and learn more about what your company does. Nominees will be scored based on company growth, workforce improvement, and community involvement. Winners will be announced at the Pasco EDC 37th Annual Awards.

This Company Interview Form must be received by Monday, May 5, 2025 to proceed; if we do not receive your completed form by this time, it will be considered a forfeit of participation in the program and your company will be removed from consideration.

Pasco EDC 37th Annual Awards Event will take place on Thursday, September 4th, 2025 at Saddlebrook Resort, [click here](#) to visit the event webpage.

GENERAL INFORMATION

Company	Merrell Bros., Inc.
Company is	<div>For Profit</div>
Form Completed By	Shannon Kennedy
Job Title	Environmental, Health & Safety
Business Address	14230 Hays Road Shady Hills, FL, 33610
Phone Number	(813) 598-9574
E-mail	Shannon.Kennedy@MerrellBros.com
Company Website	www.MerrellBros.com
Please choose an industry classification:	<div>Business & Professional Services</div>
Product/Service	Biosolids Management
Head Executive	Dustin Smith
Title	C.E.O.
What year was the company established?	1982

If different, what year was it established in Pasco? 2009

Are 50% or more of your sales outside of Pasco County? Yes

COMPANY GROWTH

Please use January 2024- March 2025 as the referenced time frame for all questions below.

1. Describe the product or services offered:

Comprehensive biosolids management services are offered, including transportation and dewatering, digester and tank cleaning, lagoon cleaning, and dredging. Additional services include the implementation and licensing of Class A/AA technologies, biosolids land application, farm drainage solutions, and off-site disposal of biosolids and other waste materials. The company also provides custom farming, IT support, and full-service construction solutions encompassing build, design, and operational services.

2. Has the company expanded in products and/or markets? Yes

If yes, list and explain: Merrell Bros., Inc. proudly maintains over 65 municipal contracts across the state, demonstrating its strong reputation for reliability and service excellence in the biosolids management and fertilizer production industries. In addition to its extensive municipal partnerships, the company has established a valued working relationship with the Seminole Tribe of Florida, further reflecting its commitment to building trusted, long-term collaborations with diverse communities and organizations.

3. Were there any changes in technology or innovation? Yes

If yes, list and explain: Florida Green & Merrell Bros., Inc. have three (3) existing patents, and six (6) patents currently pending for innovations for biosolids management and processing.

4. Did the company hire any new positions? Yes

If yes, how many? 35

5. Was there any new construction or building expansion? No

6. Was real estate purchased? No

7. Was equipment purchased? Yes

If yes, describe and provide cost estimate: o Multi-million dollar investment for biosolids management for Florida and across the US.

WORKFORCE IMPROVEMENT

Please use January 2024-March 2025 as the referenced time frame for all questions below.

1. Does the company provide formal training/certifications for employees?

Yes

If yes, please explain

Trainings are conducted both in person and through an online system. Certifications - Confined Space Entry, OSHA Certification, CDL, AWS American Welding Society, Siemens PLC training.

2. Approximately, how much has the company spent on employee education/training?

\$150,000

3. Does the company hire locally?

Yes

4. Has the company initiated programs to improve quality assurance?

Yes

If yes, please list:

Management and oversight, established core values.

5. Has the company initiated programs to improve work environment?

Yes

If yes, please list:

Merrell Bros., Inc. has actively implemented several programs to enhance the work environment and support employee development. These initiatives include AwardCo for employee recognition and appreciation, access to a company life coach, and an employee assistance program (EAP). Additional programs include the "Way of the Shepherd" leadership training, Dave Ramsey financial wellness courses, continuing education opportunities for the Finance and Human Resources teams, mechanical training, and ongoing professional development for wastewater treatment facility managers.

6. Did the business offer wage increases for performance or other reasons?

Yes

7. Please explain any processes the company utilizes to evaluate, promote, and increase wages for employees.

Annual performance evaluations, which encompasses written performance reviews, promotions, wage increases, job specific monetary incentives, and potential future opportunities and career paths.

8. Does the company have an employee retention strategy in place?

Yes

If yes, please provide details and any incentives used.

Both monetary and tangible incentives are available to all employees. Employees recognize coworkers through an online appreciation system, which rewards the recognized employee with points that may be treated like currency. The pay incentive structure is position specific and varies for each job title/category. Paycom can also provide scores of high risk employees.

- 9. Does the business offer mentorship programs, networking opportunities, etc. to assist entrepreneurs and small businesses with growth? Please explain.**

Merrell Bros., Inc. works closely with the Universities to hire interns and graduate students pursuing degrees in agriculture, business, engineering, and other STEM fields.
- 10. Does the company have programs or policies in place that support minorities, women, or veterans? Please explain.**

Merrell Bros., Inc. is committed to fostering a diverse and inclusive workplace. We actively seek to hire a wide range of qualified candidates, including veterans, women, and minorities. Our hiring practices are guided by a commitment to equal opportunity and respect for all individuals. We value the unique perspectives and experiences that diverse team members bring to our organization, and we continually strive to support them through inclusive policies, training, and workplace culture.
- 11. Can you share a success story or example of how your workforce development efforts have directly improved career opportunities for individuals or addressed industry workforce needs?**

Ian Petrocco’s career journey is a powerful example of growth, determination, and leadership within Florida Green. Starting as a CDL driver, Ian quickly demonstrated a strong work ethic, dedication to the company’s mission, and a passion for learning. His commitment to excellence and continuous improvement did not go unnoticed. Through hard work, additional training, and a willingness to take on greater responsibilities, Ian advanced through the company ranks, eventually becoming Florida’s Business Development Manager. In this role, he not only helps drive growth and strategic partnerships but also serves as a Project Manager, overseeing major projects and contributing to the success of Florida Green’s biosolids management and fertilizer operations. Ian’s story stands as a testament to the opportunities available within Florida Green and the value the company places on recognizing and nurturing internal talent.

COMMUNITY INVOLVEMENT

Please answer the questions below based on representation of the company only.

- 1. Does the company have employees active in community organizations?**

Yes

If yes, please list:

Dustin Smith, CEO, is Board Member of Midwest Biosolids Association, Water Environment Federation, Indiana Water Environment Association, Water Environment Federation Residuals

- 2. Do key managers have any leadership roles in civic organizations on behalf of the company?**

Yes

If yes, please list:

Ryan Zeck, Chief Technology Officer - Economic Development Commission

- 3. Has the company assisted in fundraising for charitable organizations?**

Yes

If yes, please list:

Merrell Bros., Inc. is the primary fundraiser and contributor to Cross America, Bridges Outreach, DADCAMP, TheWay, and many more Kingdom driven ministries.

EXPORTING

- 1. Does the company export?**

No

3. What percentage of total sales come from exports to countries outside of the United States?

0

4. Has the company participated in Enterprise Florida or Pasco EDC Trade Missions?

No

5. Has the company experienced export growth?

No

6. Does the company do business to business sales with companies based outside of the United States?

No

7. Please list any additional international programs the company has participated in.

n/a

2024 INFORMATION: JANUARY TO CURRENT DAY

Has your company made any major changes or additions in the aforementioned categories during 2024?

Please explain:

no

SUPPORTING DOCUMENTS

No additional information is needed, however if you would like to provide anything else please do so below.

Additional Comments:

Thank you!