



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	Mettler-Toledo Product Inspection Division
Parent Company (if applicable)	Mettler-Toledo LLC
Company is	<div>For Profit</div>
Form Completed By	Rashida Church
Job Title	Head of HR, Product Inspection
Business Address	1571 Northpointe Parkway Lutz, FL, 33558
Phone Number	(813) 543-2430
E-mail	Rashida.Church@mt.com
Company Website	<a href="https://www.mt.com/us/en/home/products/Product-Inspection_1.html">https://www.mt.com/us/en/home/products/Product-Inspection_1.html</a>
Please choose an industry classification:	<div>Advanced Manufacturing</div>
Product/Service	Quality control and contamination detection processes
Head Executive	Margie Custin

Title General Manager

What year was the company established? 1945

If different, what year was it established in Pasco? 2016

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:

Our product inspection solutions support productivity, brand protection, and compliance aims for manufacturers of food and pharmaceutical products. Our machines also help verify the quality and integrity of our customers' products inside and out.

Our extensive portfolio includes x-ray, metal detection, checkweighing and vision inspection machines.

2. Has the company expanded in products and/or markets? No

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

If yes, list and explain: We built cobots to automate many of our processes.

4. Did the company hire any new positions? No

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: Manufacturing equipment - \$2.5M (01/2024 - 03/2025)

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 We provided Leadership training

2. Approximately, how much has the company spent on employee education/training? \$88K (01/2024 - 03/2025)

3. Does the company hire locally? Yes

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

If yes, please list:  
ISO90001 as a Quality Management System

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

If yes, please list:  
We moved to a social platform of recognition to increase utilization and provide a more interactive experience for the employees.  
  
Health and wellness programs such as initiatives promoting physical health, such as an onsite gym, yoga classes, and wellness challenges.  
Mental health support, including access to counseling services and stress management workshops.  
  
Employee engagement activities usually hosted by the Staff Morale Action Committee. They host team-building events, social gatherings and recreational activities to foster camaraderie among employees. Employee recognition program utilizing Engage2Excel that highlights achievements and contributions, boosting morale and motivation.  
  
We have a safety and ergonomics program to ensure a safe and comfortable working environment.  
  
We established many channels for employees to provide feedback ie surveys, physical and email suggestion boxes. We also have regular check-ins between management, HR and employees to discuss/address any concerns or recommendations for improvement.

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.  
We have a Level-UP program which is utilized to increase pay commensurate with increased capabilities.  
  
We post all of our positions internally and externally to allow employees to apply for available opportunities.  
  
We utilize a temporary work assignment (TWA) for short-term opportunities to allow identified high-potential employees to gain entry level leadership experience.  
  
We complete annual succession plans and create development plans or high exposure project opportunities for identified high-potential personnel.

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

If yes, please provide details and any incentives used.  
We provide:  
State of the art facility which includes an onsite cafe, gym, game room and multipurpose room that we use

for occasional massages, yoga, etc.

Staff Action Morale Committee which hosts a variety of employee engagement activities.

Career Development Programs such as continuous learning opportunities (continuous improvement workshops, certifications, Training (in-person, online (LMS), micro-learning) to help with upskilling.

Work-life balance through one remote work day and some positions have flexible hours or compressed workweeks.

Employee recognition and awards to celebrate employee achievements through Above & Beyond, ACE and Service awards, shout-outs in meetings and a dedicated recognition platform (Engage2Excel)

Feedback sessions through employee roundtables and annual employee surveys

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

N/A

**10. Does the company have programs or policies in place that support minorities, women, or veterans? Please explain.**

N/A

**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?**

Through our level-up program, we have been able to provide a career trajectory for personnel and allow for upskilling our talent. Additionally, it has allowed us to hire lower skilled personnel and provide effective onboarding to get them productive in a timely fashion. This program has also permitted us to utilize personnel ready for retirement in a part-time capacity to assist with the training and development of less skilled staff.

**COMMUNITY INVOLVEMENT**

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

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

No

If yes, please list:

Not sure

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

No

If yes, please list:

Not sure

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

Yes

If yes, please list:

- Salvation Army - Angel Tree
- Mary & Martha House
- Teachers at Seminole Hights Elementary (Back to school drive for teachers)
- Sleep in Heavenly Peace

EXPORTING

1. Does the company export?

Yes
2. If yes, please list country names.

The majority of our shipments go to the "America's Market", but we have the capabilities to ship globally
3. What percentage of total sales come from exports to countries outside of the United States?

N/A
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:

N/A

SUPPORTING DOCUMENTS

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

Additional Comments:

N/A