



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	Xgenex Labs LLC
Parent Company (if applicable)	Xgenex Labs LLC
Company is	For Profit
Form Completed By	Jim Byron
Job Title	CEO
Business Address	1785 Northpointe Pkwy, Suite 210 Lutz, FL, 33558
Phone Number	(484) 356-7283
E-mail	jb@xgenex.com
Company Website	www.xgenex.com
Please choose an industry classification:	Life Sciences & Medical Technology
Product/Service	Food Bacteria Elimination Technology
Head Executive	Jim Byron
Title	CEO

What year was the company established? 2017

If different, what year was it established in Pasco? 2024

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:

Xgenex is inventing and commercializing technology to solve the problem of pathogenic bacteria in food. In a time when food recalls and outbreaks are increasing, Xgenex technology will replace outdated methods of testing food with new, modern methods of process control that assures food safety.

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

Yes

If yes, list and explain: We are receiving USPTO patents on new products.

3. Were there any changes in technology or innovation?

Yes

If yes, list and explain: We are replacing 1900's technology with modern science for food safety.

4. Did the company hire any new positions?

Yes

If yes, how many? 2 since moving to Pasco

5. Was there any new construction or building expansion?

Yes

If yes, list square footage and cost estimate: Edison. Not sure on square footage. Multimillion dollar commitment. 10 years lease.

6. Was real estate purchased?

No

7. Was equipment purchased?

Yes

If yes, describe and provide cost estimate: We are constantly purchasing equipment to develop new tech.

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 provide training for employees. Jobs at Xgenex are unique to Xgenex so training is required. We do not "certify" employees. We could add certifications and certified training for food industry workers in the future.

2. Approximately, how much has the company spent on employee education/training? Tough number to estimate, maybe \$100,000

3. Does the company hire locally? ☒ Yes

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

If yes, please list:
We are standardizing and developing SOPs for all activity.

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

If yes, please list:
As we develop our operations manual we are stressing commitment to employee development, welfare, and work environment. Our culture of "Be Kind. Be Helpful." applies to how we treat employees, customers, and everyone who we encounter.

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 are committed to provide compensation that enables employees to afford homes, cars, and other daily necessities. Starting compensation is generally >\$50,000 and >\$60,000 within 12 months after starting. Once established in year 2 annual increases are intended to outpace inflation to create "feeling" of recognition associated with performance. Performance is evaluated constantly with constructive feedback in a conversational and helpful review of specific behaviors/actions improvement.

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

If yes, please provide details and any incentives used.
Yes. Our strategy includes recognizing each employee as individuals who are important personally and are critical to our business/customer success. Because our business involves ensuring that food is safe to eat, our employees have a responsibility to perform work flawlessly each day. We do not use spot bonuses or "Spiffs" because of the critical nature of our work. Focusing on teamwork, recognition, appreciation, caring about employees are the motivating methods that keep employees engaged, fulfilled, and feeling appreciated.

9. Does the business offer mentorship programs, networking opportunities, etc. to assist entrepreneurs and small businesses with growth? Please explain.
We do help small businesses in the food industry to grow their businesses by supplying technology, chemical products, marketing, back office operations support and other business requirements. Although

these businesses and entrepreneurs are independent from Xgenex their growth directly supplements our revenue/profit growth.

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

We are fortunate to have 60% female employees on our payroll. In our industry women are disproportionately in roles of food safety. We also have intentionally moved to financially back a veteran owned business in Pasco to be our first authorized distributor. We are aware of the importance to creating opportunity for Minorities, women and veterans. We are making decisions that are intended to create a diverse workforce.

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?

We have one employee who is on the autistic spectrum. With coaching and development, her innate skills and ability are being maximized as they apply to monitoring data and system operations. Recognizing the strengths of people and helping them to develop necessary additional ability is key to creating a loyal and high performing, diverse workforce.

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:

Jennifer volunteers excessively at the Humane Society working with dogs to help them be more adoptable. Alex volunteers as a poll worker because her passion is politics. It is important to Xgenex to be recognized as a company of people who care and follow their passion to help others.

2. Do key managers have any leadership roles in civic organizations on behalf of the company? No

If yes, please list:

Unfortunately we are too lean to take on civic organization leadership right now.

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

If yes, please list:

The company is heavily involved right now organizing support for the 63rd Annual Turkey BBQ in Aneta ND. Funny story that I'd love to share with you. This small community has been holding this annual bbq that started in 1962 to recognize and appreciate the local turkey growers. Long after the turkey industry dissolved in Aneta the town stills holds the event every 3rd Saturday in June. We became aware of the tradition this year and Xgenex has been orchestrating the turkey industry to reciprocate and recognize Aneta at the 2025 BBQ. Small thing that doesn't involve Pasco but important (very important) to this small community in North Dakota. We do things like this. And helping individuals that we meet in our work.

EXPORTING

1. Does the company export? No

3. What percentage of total sales come from exports to countries outside of the United States? 1%

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.

Our only export currently is chemical to Canada. We are open to exporting more (like Chile) but so far the opportunities are too resource demanding and our focus is on the US markets.

2024 INFORMATION: JANUARY TO CURRENT DAY

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

Please explain:

2024 we were granted our first of several US patents. We anticipate additional patents in 2025.

SUPPORTING DOCUMENTS

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

Additional Comments:

Thanks for considering Xgenex. We are growing quickly and investing in technology that is going to benefit public health while creating a company that cares about community. We will be happy to share photos and video that EDC finds useful including telling the story of how we work in food production to ensure food safety.