

2025 Pinellas County Commercial Recycling Awareness Survey

August 29, 2025



Prepared for:
**Pinellas County
Solid Waste**

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CERTIFICATION

HCP ASSOCIATES, INC., hereby certifies that, except as otherwise noted in this report:

- 1. We have no present or contemplated future interest in the project that is the subject of this study.*
- 2. We have no personal interest or bias with respect to the subject matter of this report or the parties involved.*
- 3. To the best of our knowledge and belief, the statements of fact contained in this report, upon which analyses, opinions, and conclusions expressed herein are based, are true and correct.*
- 4. This report sets forth all of the limiting conditions (imposed by the terms of our assignment or by the undersigned) affecting the analyses, opinions, and conclusions contained in this report.*
- 5. The underlying assumptions are based on present circumstances and information currently available.*
- 6. Because circumstances may change and unanticipated events may occur subsequent to the date of this report, the reader must evaluate the assumptions and rationale of this report in light of the circumstances then prevailing.*
- 7. The 2025 research results detailed in the attached were obtained by HCP Associates, Inc. and are based on a telephonic survey of 351 completed interviews.*
- 8. The content of the survey and all findings are the property of Pinellas County Government.*



Robert Allen, Vice President

August 29, 2025

Date

Introduction

Pinellas County Solid Waste (PCSW) manages various solid waste infrastructure, including the County's one landfill and the Waste-to-Energy facility, one of the largest facilities of its kind operating in the United States today (Pinellas County, p. 6, 2020). The facility provides an effective alternative to landfill disposal (Pinellas County, p. 6, 2022) while also generating up to 75 megawatts of renewable electrical energy per day (Pinellas County, p. 16). However, current projections show that the Waste-to-Energy facility may reach its capacity by 2026 (Parker, 2023), a scenario that could lead to more waste being diverted to the County landfill.

The landfill, with judicious management, has a remaining lifespan of approximately 72 years. This makes it imperative for Pinellas County to find the most sustainable solution and work towards the vision of zero waste to landfill by 2050 by following the strategies outlined in the Master Plan.

Pinellas County boasts one of the best recycling rates in the state of Florida (Florida Department of Environmental Protection, 2024). According to the Florida Department of Environmental Protection, 62 percent of all waste produced in Pinellas County was recycled in 2024. This represents the eighth-highest recycling rate in the state and the highest recycling rate in the Tampa Bay region.

Despite the high overall recycling rate in the County, there remain various challenges to improve recycling and disposal practices. First, more than one-fifth (21.7%) of recyclables were contaminated (Pinellas County Solid Waste, p. 23, 2024). While this is better than the contamination rate for the State of Florida (Townsend & Anshassi, 2020), this indicates that there is an awareness gap amongst people about what can be recycled and what should be disposed of in a garbage bin.

Second, certain items being disposed of and recycled improperly can cause damage to equipment and may injure employees. One item of particular concern is rechargeable batteries (Pinellas County, 2024). For businesses, rechargeable batteries, which include electronic gadgets like laptops, cell phones, and wireless headphones, need to be dropped off at specific locations, as these items can cause dangerous situations for employees and damage equipment. In the 2024 Residential Recycling Awareness Survey, only 62 percent of County residents knew that rechargeable batteries should never be placed in the recycling bin. This presents a clear sign that there is a knowledge gap in proper rechargeable battery disposal amongst residents, which raises concerns that there is also a knowledge gap amongst business owners and operators. These strengths and challenges to Pinellas County Solid Waste present opportunities to educate the County's business community, which may result in recycling more materials and ensuring the WTE facility operates effectively for years to come.

Pinellas County Solid Waste continues its dedicated efforts toward understanding and shaping effective recycling practices. These efforts include detailed research on both residential and commercial recycling behaviors to develop insightful policies, programs, and strategies.

The following report details HCP Associates' complete reporting and analysis for the 2025 Commercial Recycling Awareness Survey conducted on behalf of Pinellas County Solid Waste.

Methodology

This study employed a telephonic methodology to maximize engagement and maintain comparability to previous studies. Calls were conducted from June 6, 2025, through August 6, 2025, by non-automated, trained survey interviewers working in a supervised CATI (computer-assisted telephone interviewing) facility. Survey responses are entered by the interviewers into an electronic database, including both closed-ended categorical responses and open-ended verbatim responses. To minimize nonrespondent bias, up to four callback attempts were made to each business. Interviewers varied the time of day and day of the week that calls were made to ensure a diverse sampling of businesses was collected, which reflects varying operational schedules.

HCP utilized a pre-stratification process to ensure that each industrial grouping, as identified in the North American Industry Classification System (NAICS), was proportionally represented. Pre-stratification involves identifying the businesses based on their proportion and calling them in an equivalent proportion.

Maintaining a consistent methodology is essential when comparing results across time. This method of collecting a random sample of businesses in proportion to that industry's share of companies within Pinellas County allows for a direct comparison between 2019, 2021, 2023, and 2025 results.

In all, 351 telephonic interviews were completed as a component of this study.

Industry	n	Percentage
Health Care & Social Assistance	53	15.1%
Retail Trade	50	14.2%
Accommodation & Food Services	44	12.5%
Professional, Scientific & Technical Services	35	10.0%
Administrative & Support, Waste Management & Remediation Services	30	8.5%
Manufacturing	29	8.3%
Finance and Insurance	23	6.6%
Construction	22	6.3%
Wholesale Trade	14	4.0%
Other Services	12	3.4%
Educational Services	8	2.3%
Real Estate & Rental & Leasing	8	2.3%
Transportation & Warehousing	7	2.0%
Information	7	2.0%
Arts, Entertainment & Recreation	6	1.7%
Utilities	1	0.3%
Agriculture, Forestry, Fishing & Hunting	1	0.3%
Management of Companies & Enterprises	1	0.3%

Not every attempted call to a business is successful. In modern telephonic surveying, the average response rate for residents is approximately one in twenty or five percent. For businesses, the rate varies substantially depending on the industry in question as well as other factors. The aggregate response rate for 2025 was 9.9%, which was nearly identical to 2023 when the overall response rate was 9.4%. Yet, there were substantial differences between industries. Administrative and Support and Waste Management and Remediation Services were most likely to answer the phone in 2025 for industries that required more than 1 respondent. Conversely, Arts, Entertainment, and Recreation businesses had the lowest response rate in 2025 and responded significantly less compared to 2023.

Industry	2019	2021	2023	2025
Accommodation and Food Services	12.80%	8.23%	11.32%	9.93%
Administrative and Support and Waste Management and Remediation Services	5.30%	7.51%	9.68%	12.82%
Arts, Entertainment, and Recreation	9.80%	8.82%	15.16%	6.98%
Construction	9.70%	9.04%	7.41%	9.28%
Educational Services	3.00%	10.53%	16.60%	8.16%
Finance and Insurance	10.30%	11.98%	3.61%	10.00%
Health Care and Social Assistance	8.50%	5.22%	7.31%	10.13%
Management of Companies and Enterprises	8.00%	5.22%	2.50%	9.09%
Manufacturing	15.60%	18.49%	2.83%	10.78%
Other Services (except Public Administration)	10.50%	21.18%	12.90%	7.27%
Professional, Scientific, and Technical Services	18.30%	16.47%	8.45%	10.77%
Real Estate and Rental and Leasing	14.00%	17.02%	6.96%	9.52%
Retail Trade	12.60%	10.66%	13.36%	9.96%
Transportation and Warehousing	10.70%	11.43%	5.00%	8.54%
Utilities	14.30%	16.67%	5.26%	33.33%
Agriculture, Forestry, Fishing, & Hunting	-	-	4.54%	33.33%
Wholesale Trade	8.40%	8.97%	-	7.61%
Information	7.00%	5.95%	-	10.14%

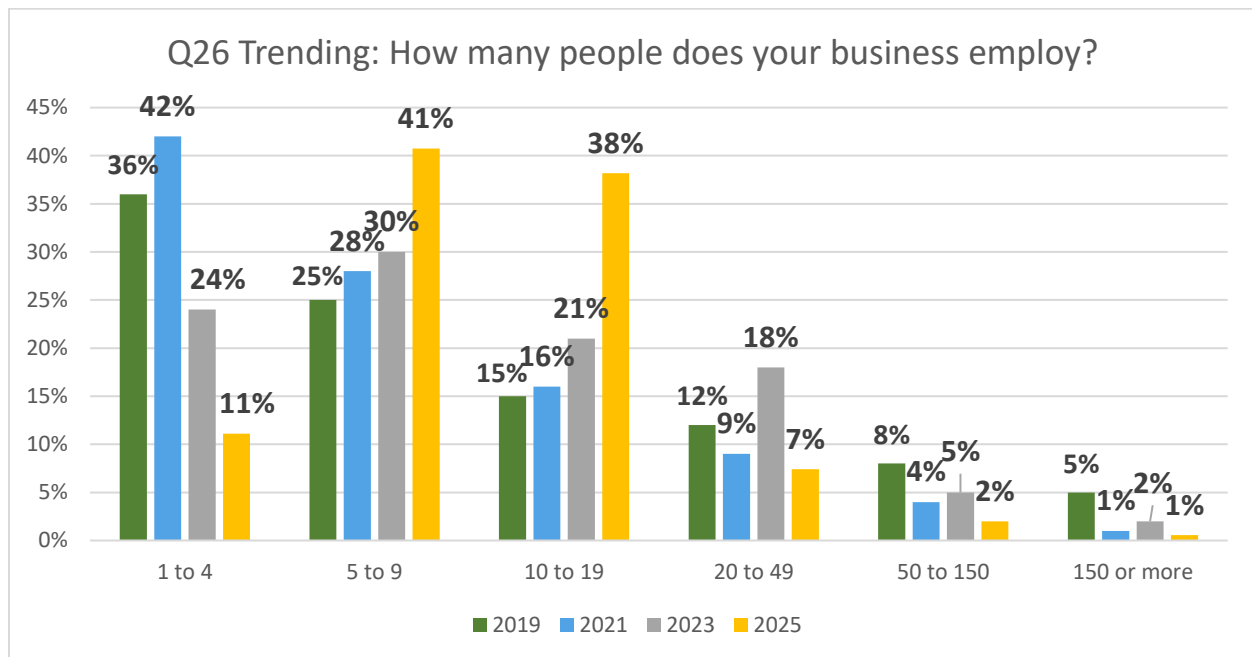
The margin of error for the 2025 study is 5.16%. This means that any variations greater than that number from the 2023 study are statistically significant and not likely to be the product of random chance. For example, when respondents were asked in question 16 if their “business generates the following item as waste through either business operations or from employees,” the change in respondents saying their businesses generate “paper” as waste increased by more than 5.16 percentage points, indicating that the change is not due to random chance. For the smaller differences between 2019, 2021, and 2023, it is impossible to say that the difference is less than random chance. For example, in question 16, there was a 4-percentage-point increase in 2025 in the number of businesses that stated they generated “textiles” as waste through their business operations or from their employees compared to 2023. Since this percentage change is less than 5.16 percent, it cannot be ruled out that this increase is due to random chance and is not statistically significant.

About the Businesses

Pinellas County is home to a variety of business operations. From tourism-serving hotels and restaurants to high-tech manufacturers, an impressive array of companies make up the County's business community.

Small businesses continue to be the lifeblood of the County. In 2025, 90 percent of respondents stated they employed fewer than twenty people, aligning well with the County's business patterns. However, this year's respondents were significantly more likely to report employing 5 to 9 employees (+ 11 percentage points) and 10 to 19 employees (+ 17 percentage points).

A list of what each business specifically does can be found in [Appendix B](#).

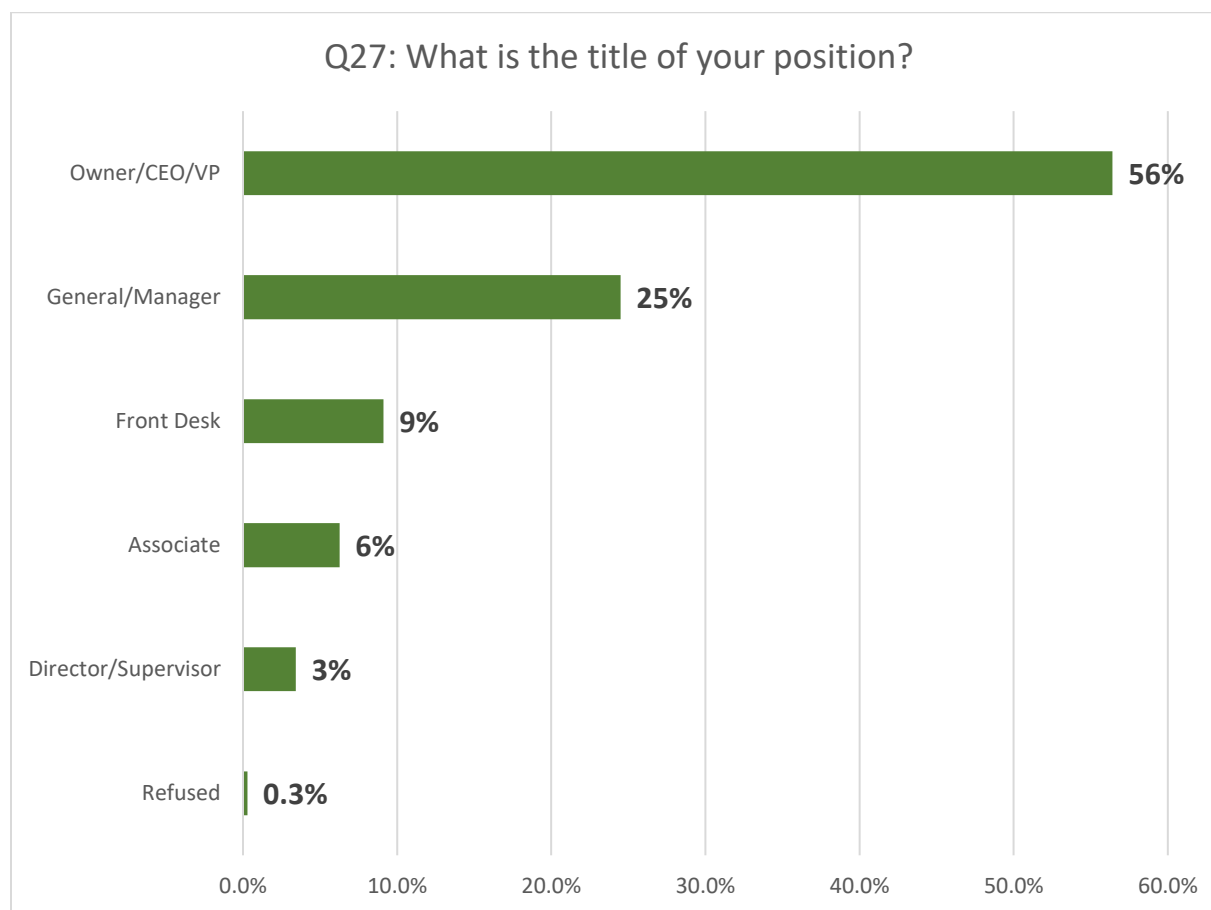


Description: The above bar graph shows the percentage trending from 2025 against 2023, 2021, and 2019 for respondents' business employee count. The percentage value for each category is as follows:

2019: 1 to 4: 36 percent
2021: 1 to 4: 42 percent
2023: 1 to 4: 24 percent
2025: 1 to 4: 11 percent
2019: 5 to 9: 25 percent
2021: 5 to 9: 28 percent
2023: 5 to 9: 30 percent
2025: 5 to 9: 41 percent
2019: 10 to 19: 15 percent
2021: 10 to 19: 16 percent
2023: 10 to 19: 21 percent
2025: 10 to 19: 38 percent
2019: 20 to 49: 12 percent
2021: 20 to 49: 9 percent

2023: 20 to 49: 18 percent
 2025: 20 to 49: 7 percent
 2019: 50 to 150: 8 percent
 2021: 50 to 150: 4 percent
 2023: 50 to 150: 5 percent
 2025: 50 to 150: 2 percent
 2019: 150 or more: 5 percent
 2021: 150 or more: 1 percent
 2023: 150 or more: 2 percent
 2025: 150 or more: 1 percent

The survey interviewers attempted to speak to someone who is operationally responsible for the business's recycling functions. Two questions ascertained the respondent's position and decision-making role in the business. First, respondents were asked for the title of their position. The majority of respondents identified themselves as the owner, CEO, or vice-president at the organization (56%). Another quarter (25%) indicated they were some type of manager. This included those who were general managers, office managers, and assistant managers.



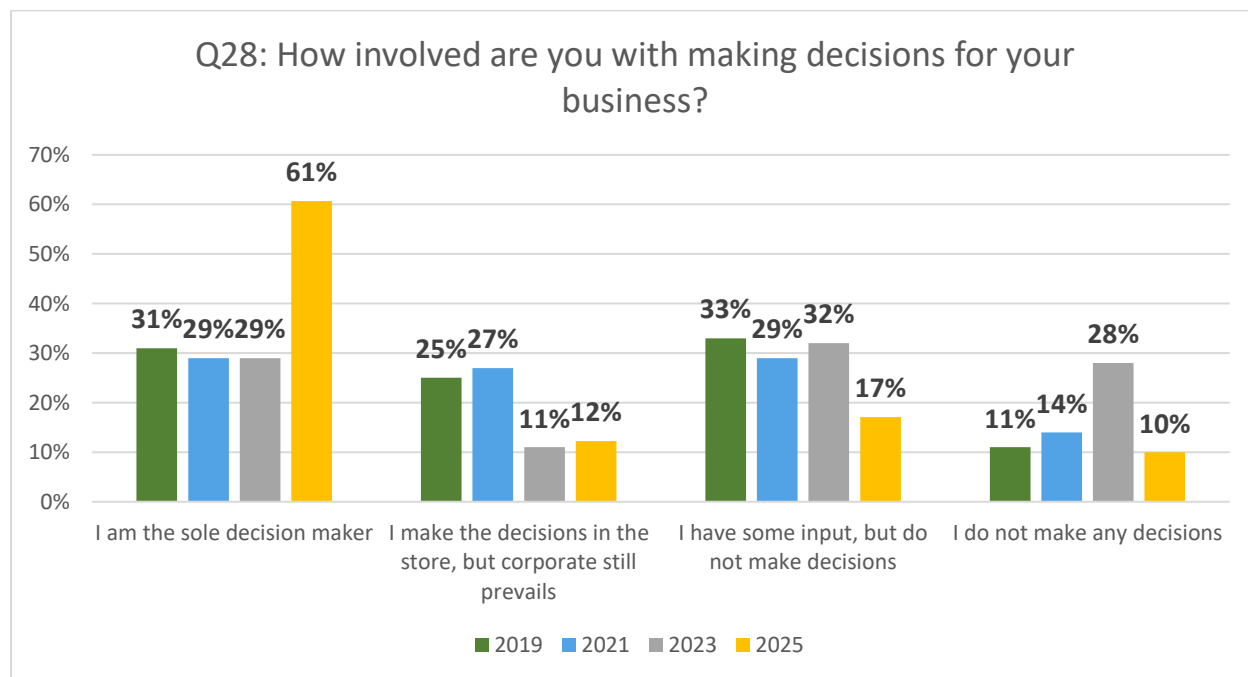
Description: The above bar graph shows the percentage for respondents' positions. The percentage value for each category is as follows:

Owner/CEO/VP: 56 percent
General/Manager: 25 percent
Front Desk: 9 percent
Associate: 6 percent
Director/Supervisor: 3 percent
Refused: 0.3 percent

The second question asked respondents how involved they are with making decisions for the business. Most of the responding individuals had some degree of input or decision-making authority. This included about 6 in 10 respondents (61%) who stated that they are the “sole decision maker” at the business. The increase in respondents who are the sole decision makers may have occurred due to the type of survey administrator. With calls being collected by professionally trained survey interviewers, they may have conveyed more authority when calling businesses; in turn, they encouraged participating businesses to have someone with greater authority to answer the survey.

Another 17 percent noted that they have some input, but do not make decisions, while another 12 percent indicated they make the decisions in-store, but corporate still prevails. Only 10 percent of those who responded explicitly stated they did not make any decisions. This represents a significant departure from previous iterations of the study, where less than a third were the sole decision makers. Conversely, significantly fewer respondents in 2025 indicated that they only had some input (-15 percentage points) or did not make any decisions (-18 percentage points) compared to 2023.

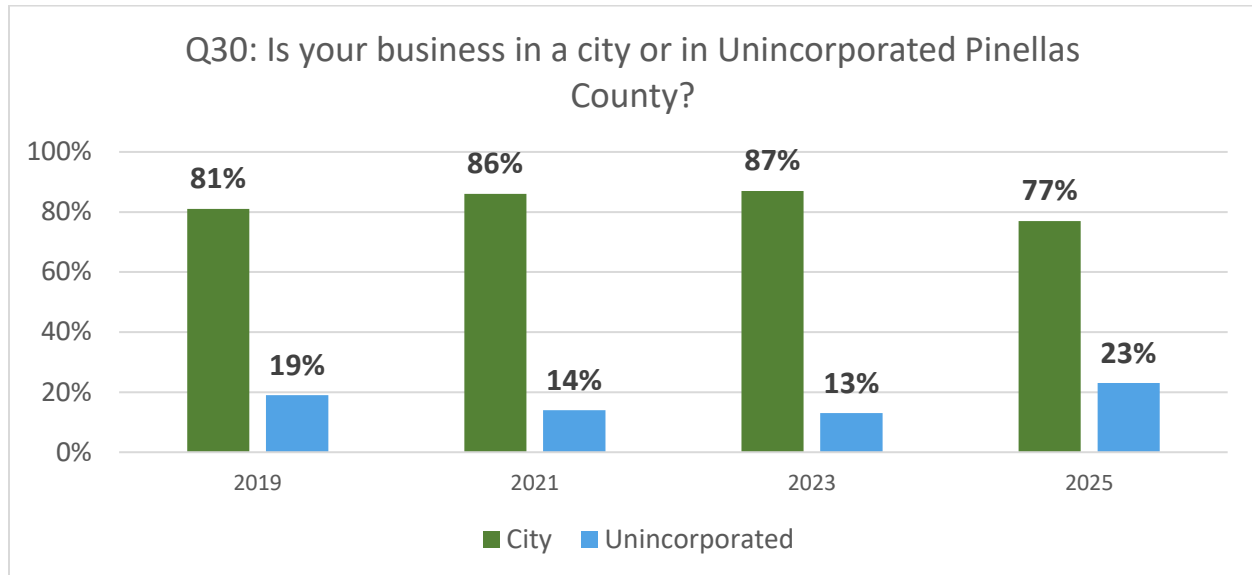
Twelve percent of the businesses surveyed had some corporate policies related to recycling. This was nearly identical to 2023, when 11% of respondents reported that they make some decisions, but corporate policy still prevails. A list of the titles of the representatives who answered the survey can be found in [Appendix B](#).



Description: The above graph shows the percentage trending 2025 against 2023, 2021, and 2019 for the involvement the respondent has in making decisions. The percentage value for each category is as follows:

2019: I am the sole decision-maker: 31 percent
2021: I am the sole decision-maker: 29 percent
2023: I am the sole decision-maker: 29 percent
2025: I am the sole decision-maker: 61 percent
2019: I make decisions in the store, but corporate still prevails: 25 percent
2021: I make decisions in the store, but corporate still prevails: 27 percent
2023: I make decisions in the store, but corporate still prevails: 11 percent
2025: I make decisions in the store, but corporate still prevails: 12 percent
2019: I have some input but do not make decisions: 33 percent
2021: I have some input but do not make decisions: 29 percent
2023: I have some input but do not make decisions: 32 percent
2025: I have some input but do not make decisions: 17 percent
2019: I do not make any decisions: 11 percent
2021: I do not make any decisions: 14 percent
2023: I do not make any decisions: 28 percent
2025: I do not make any decisions: 10 percent

Geography is not a specifically controlled demographic; businesses are called at random except for considering their industry. However, the geographic spread across Pinellas County is rather representative, with 77 percent of respondents located in a city and 23 percent in unincorporated Pinellas County. While this represents a statistically significant drop from 2021 and 2023, it is in line with the geographic location of the 2019 study.



Description: The above bar chart shows the percentage of the respondents' businesses located in a municipality or in unincorporated Pinellas County in 2025 against 2023, 2021, and 2019. The percentage value for each category is as follows:

2019: A city: 81 percent

2021: A city: 86 percent

2023: A city: 87 percent

2025: A city: 77 percent

2019: Unincorporated Pinellas County: 19 percent

2021: Unincorporated Pinellas County: 14 percent

2023: Unincorporated Pinellas County: 13 percent

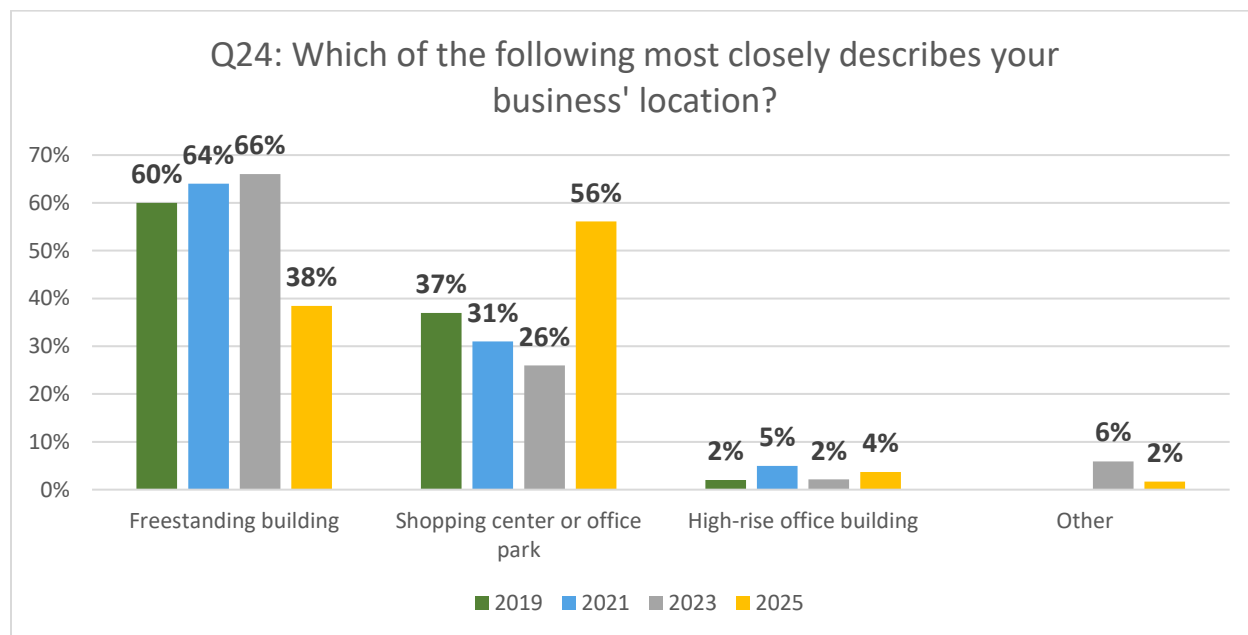
2025: Unincorporated Pinellas County: 23 percent

Respondents located in a municipality were then asked to identify the city in which they were located. Generally, the largest cities have the greatest share of respondent businesses; this indicates a well-balanced sample. St. Petersburg and Clearwater combined contain about 53 percent of the respondent businesses. Smaller beach towns, such as Indian Rocks Beach and Treasure Island, have few to no respondent businesses in the sample.

Q31: Municipal locations answered from "Which city are you located in?"	2019	2021	2023	2025
St. Petersburg	32%	27%	32%	30%
Clearwater	19%	23%	23%	23%
Pinellas Park	12%	15%	5%	14%
Largo	8%	13%	9%	10%
Dunedin	5%	8%	6%	7%
Safety Harbor	2%	1%	4%	4%
Tarpon Springs	3%	2%	6%	3%
Seminole	4%	3%	3%	2%
St. Pete Beach	2%	2%	3%	1%
Oldsmar	5%	3%	2%	1%
Madeira Beach	1%	1%	1%	1%
Gulfport	1%	0%	1%	1%
Treasure Island	0.5%	1%	1%	0.4%
South Pasadena	2%	1%	0.2%	0.4%
Kenneth City	1%	0%	0.2%	0%
Indian Rocks Beach	1%	2%	1%	0%
North Redington Beach	0.2%	0%	1%	0%
Redington Beach	0%	0%	0.2%	0%
Belleair Beach	0.2%	0%	0.1%	0%

There were some noticeable changes in the type of location for businesses. The majority of businesses indicated they were located in a shopping center or office park in 2025. In contrast, in previous studies, most surveyed businesses were in a freestanding building. In turn, fewer businesses stated they were in

a freestanding building. There was no significant change in the percentage of businesses that reported being located in a high-rise office building or an “other” type of workplace.

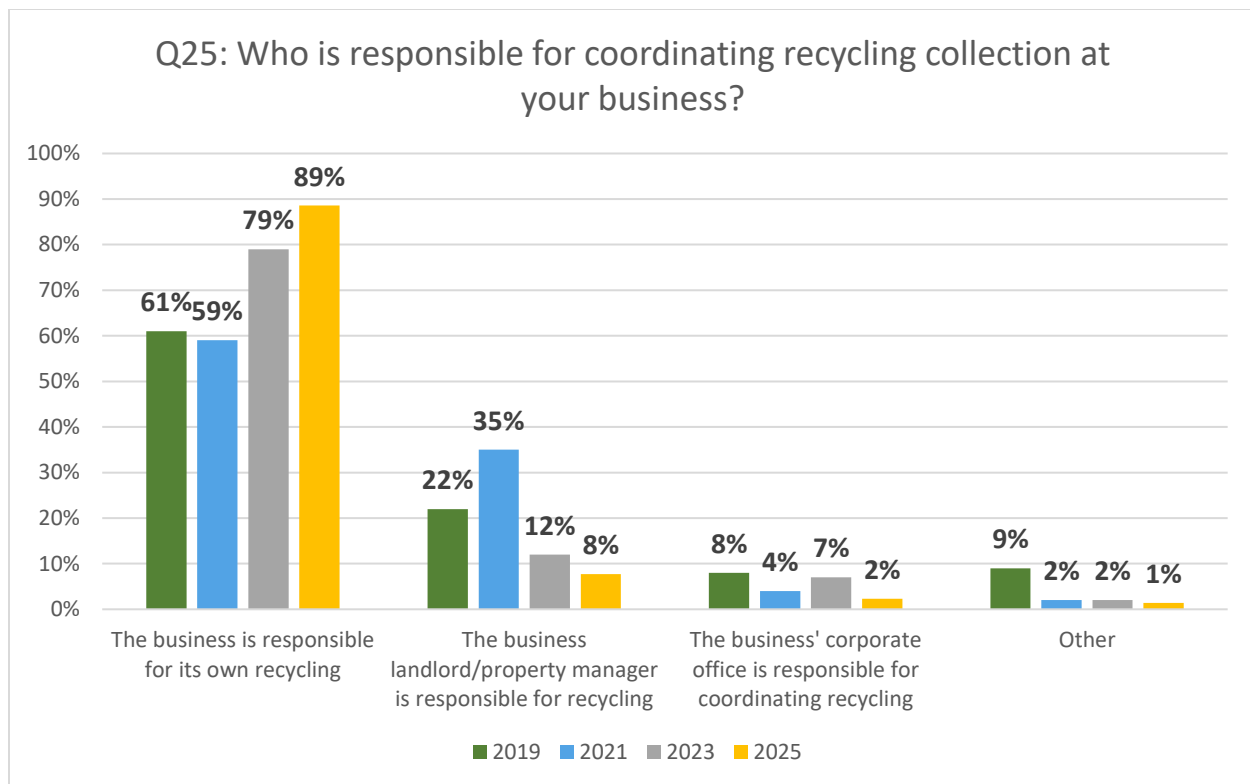


Description: The above graph shows the percentage trending 2025 against 2023, 2021, and 2019 for the respondents’ most accurate business location. The percentage value for each category is as follows:

2019: Freestanding building: 60 percent
 2021: Freestanding building: 64 percent
 2023: Freestanding building: 66 percent
 2025: Freestanding building: 38 percent
 2019: Shopping center or office park: 37 percent
 2021: Shopping center or office park: 31 percent
 2023: Shopping center or office park: 26 percent
 2025: Shopping center or office park: 56 percent
 2019: High-rise office building: 2 percent
 2021: High-rise office building: 5 percent
 2023: High-rise office building: 2 percent
 2025: High-rise office building: 4 percent
 2019: Other: 0 percent
 2021: Other: 0 percent
 2023: Other: 6 percent
 2025: Other: 2 percent

Like in previous studies, the majority of businesses indicated that they were responsible for their own recycling. However, there was a significant increase from 2023 (79%) to 2025 (89%) reporting that they are responsible for their own recycling. In turn, fewer businesses indicated that the landlord/property manager is responsible for recycling or that the business’s corporate office is responsible for recycling.

A list of verbatim “other” responses can be found in [Appendix B](#).



Description: The above graph shows the percentage trending 2025 against 2023, 2021, and 2019 for those who are responsible for coordinating recycling collection at the respondents' businesses. The percentage value for each category is as follows:

2019: The business is responsible for its own recycling: 61 percent

2021: The business is responsible for its own recycling: 59 percent

2023: The business is responsible for its own recycling: 79 percent

2025: The business is responsible for its own recycling: 89 percent

2019: My landlord/property manager is responsible for recycling: 22 percent

2021: My landlord/property manager is responsible for recycling: 35 percent

2023: My landlord/property manager is responsible for recycling: 12 percent

2025: My landlord/property manager is responsible for recycling: 8 percent

2019: The business' corporate office is responsible for coordinating recycling: 8 percent

2021: The business' corporate office is responsible for coordinating recycling: 4 percent

2023: The business' corporate office is responsible for coordinating recycling: 7 percent

2025: The business' corporate office is responsible for coordinating recycling: 2 percent

2019: Other: 9 percent

2021: Other: 2 percent

2023: Other: 2 percent

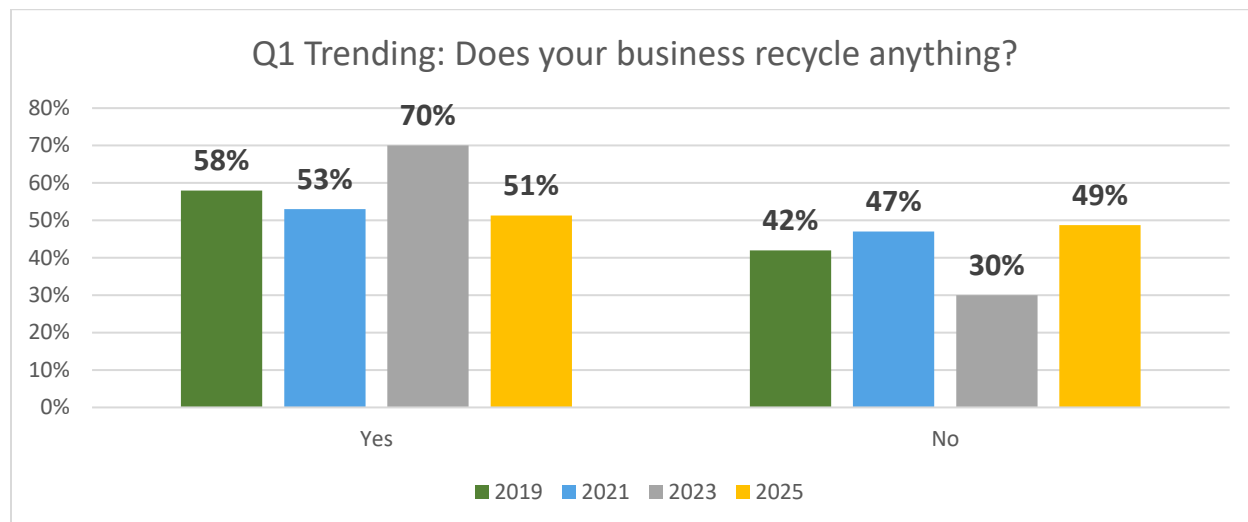
2025: Other: 1 percent

Recyclers/Non-Recyclers

Respondents who agreed to participate in the study were first asked whether they currently recycled anything. This is a significant decline from 2023, when 70 percent of businesses reported recycling

anything. However, the percentage of respondents who reported recycling in 2025 (51%) was similar to 2021 (53%).

Following this question, respondents were then questioned differently during the first part of the survey based on their recycling status.



Description: The above graph shows the percentage trending 2025 against 2023, 2021, and 2019 for respondents' businesses that recycle. The percentage value for each category is as follows:

2019: Yes: 58 percent

2021: Yes: 53 percent

2023: Yes: 70 percent

2025: Yes: 51 percent

2019: No: 42 percent

2021: No: 47 percent

2023: No: 30 percent

2025: No: 49 percent

Businesses that Recycle

This section provides greater detail on the motivation and recycling practices of businesses that indicated they recycled in Question 1.

The first question asked, "Why does [their] business recycle?" This question was an open-ended, unaided question. Responses were recorded verbatim by the survey interviewer and were then coded after data collection was completed by the research team. Like in previous years, businesses largely noted that their primary reasons for recycling related to moral and environmental concerns rather than economic or customer-centric reasons.

In 2025, a majority (51%) of respondents identified "concern for the environment" as a reason they recycled. This was significantly more than in 2023, when only 35 percent cited this reason for their recycling. In contrast, fewer respondents noted that they recycled because "it is the right thing to do" and

“personal choice.” This may suggest that some businesses are specifying their reason to recycle with environmental benefits instead of general moral concerns.

Customer demand remains a factor that does not incentivize businesses to recycle. Only 1 percent reported they recycled because of customer demand, which is a marginal increase from the 0.3% who stated this reason in 2023. Furthermore, significantly fewer businesses in 2025 cited corporate policy or regulation as a reason they recycle, indicating that economic and customer-related reasons are not driving a significant percentage of Pinellas County businesses to recycle.

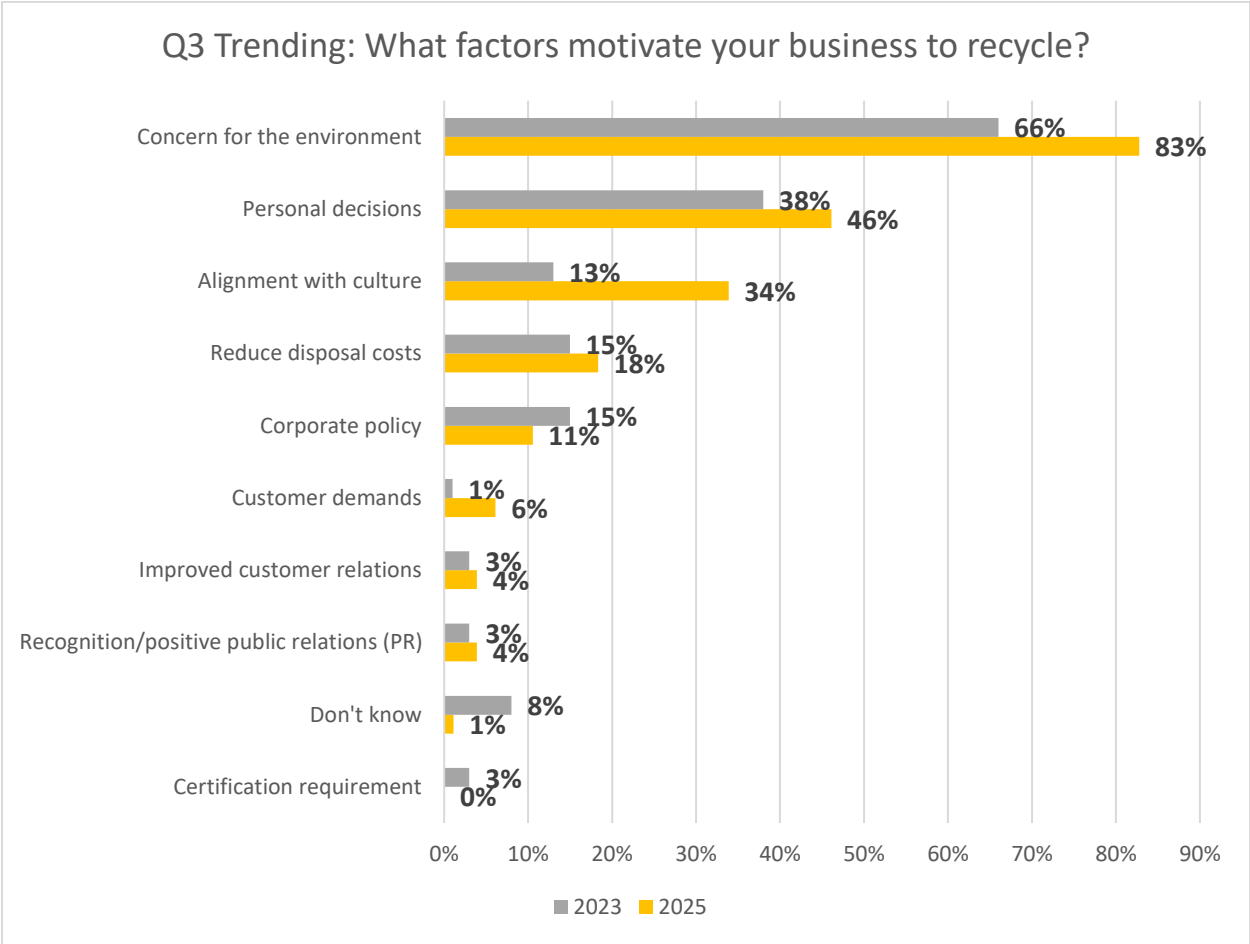
A full list of verbatim responses can be found in [Appendix B](#).

Q2: Why does your business recycle?	2019	2021	2023	2025
Concern for the environment	21%	35%	35%	51%
It is easy or available	14%	18%	19%	21%
It is the right thing to do	26%	12%	14%	9%
Recycling reduces waste	6%	12%	6%	8%
Saves money	2%	2%	2%	6%
Corporate policy or regulation	16%	8%	14%	5%
Benefits to recycling	2%	0.2%	5%	4%
Personal choice	10%	7%	8%	1%
Customer demands	0.4%	6%	0.3%	1%
DK/NA	2%	1%	2%	1%

Businesses were also asked an aided response question focused on the factors that motivate their business to recycle. Businesses were able to select multiple factors, so the total percentage is greater than 100%. On average, respondents selected about two factors that motivated them to recycle. Like the previous question, businesses were more likely to report recycling because of environmental concerns or moral reasons compared to economic and customer-centric reasons. Businesses, again, most often cited

“concern for the environment” as a motivating factor to recycle, albeit at a significantly higher rate than in 2023. Respondents motivated to recycle because of “personal decisions” and “alignment with culture” also increased significantly from 2023 to 2025.

While some of the economic and customer-centric motivators to recycle saw increased reasons, they are much less pronounced than the environmental and moral reasons.



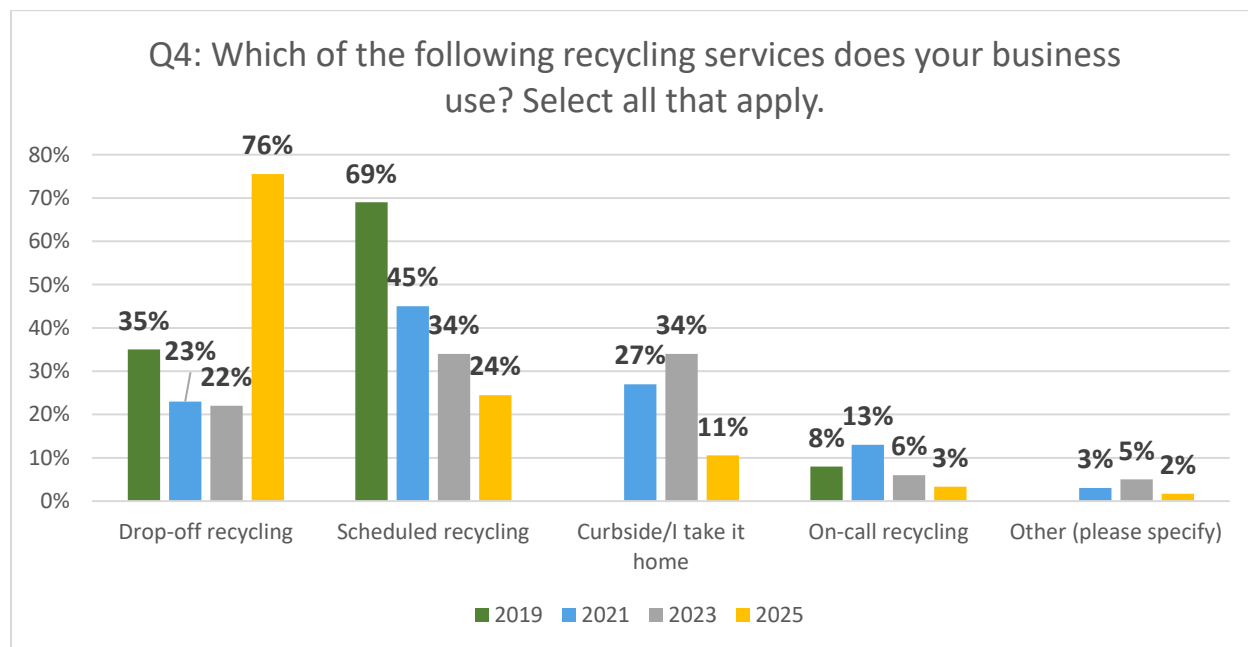
Description: The above graph shows the percentage of businesses that identified a factor as a reason they recycle in 2025 compared to 2023. The percentage value for each category is as follows:

- 2023: Concern for the environment: 66 percent
- 2025: Concern for the environment: 83 percent
- 2023: Personal decision: 38 percent
- 2025: Personal decision: 46 percent
- 2023: Corporate policy: 15 percent
- 2025: Corporate policy: 11 percent
- 2023: Reduce disposal costs: 15 percent
- 2025: Reduce disposal costs: 18 percent
- 2023: Alignment with culture: 13 percent
- 2025: Alignment with culture: 34 percent
- 2023: Don’t know: 8 percent

2025: Don't know: 1 percent
 2023: Certification requirement: 3 percent
 2025: Certification requirement: 0 percent
 2023: Improved customer relations: 3 percent
 2025: Improved customer relations: 4 percent
 2023: Recognition/positive public relations: 3 percent
 2025: Recognition/positive public relations: 4 percent
 2023: Customer demands: 1 percent
 2025: Customer demands: 6 percent

Respondents were then asked which service their business uses for recycling. The primary service that participating businesses in Pinellas County utilized in 2025 was drop-off recycling. About three in four businesses (76%) indicated they utilized drop-off recycling sites, a significant change from previous iterations of the study. Fewer businesses in 2025 cited using scheduled recycling services and curbside services. Some of these findings may be explained by the types of materials being recycled by the businesses, the number of materials recycled, or the associated costs with different services.

A list of verbatim responses for “other (please specify)” can be found in [Appendix B](#).



Description: The above graph shows the percentage trending 2025 against 2023, 2021, and 2019 for the recycling services that are in use at each business. Two response options, “Curbside/I take it home” and “Other (please specify)” were added as an option in 2021. The percentage value for each category is as follows:

2019: Scheduled recycling: 69 percent
 2021: Scheduled recycling: 45 percent
 2023: Scheduled recycling: 34 percent

2025: Scheduled recycling: 24 percent
 2019: Curbside/At home: was not a category in 2019
 2021: Curbside/At home: 27 percent
 2023: Curbside/At home: 34 percent
 2025: Curbside/At home: 11 percent
 2019: Drop-off recycling sites: 35 percent
 2021: Drop-off recycling sites: 23 percent
 2023: Drop-off recycling sites: 22 percent
 2025: Drop-off recycling sites: 76 percent
 2019: On-call recycling: 8 percent
 2021: On-call recycling: 13 percent
 2023: On-call recycling: 6 percent
 2025: On-call recycling: 3 percent
 2019: Other: was not a category in 2019
 2021: Other: 3 percent
 2023: Other: 5 percent
 2025: Other: 2 percent

Recycling businesses were then asked to indicate the types of material that they recycle. Overall, there were some noticeable and significant changes from 2023 to 2025. Respondents who recycled cardboard (+26 percentage points) and Styrofoam (+17 percentage points) dramatically increased from 2023 to 2025. Conversely, significantly fewer respondents reported recycling plastic bottles (-10 percentage points) from 2023 to 2025. Other materials that more businesses reported recycling between 2023 and 2025 included other metals, batteries, food waste, and toner and ink cartridges. In 2025, “metal and food beverage cans” was added to replace the “metal cans” and “aluminum cans” categories from 2023. A list of verbatim responses for “other (please specify)” can be found in [Appendix B](#).

Q5 Trending: In general, what items does your business recycle?	2019	2021	2023	2025
Cardboard	63%	67%	65%	91%
Paper	63%	59%	69%	68%
Plastic bottles	49%	50%	50%	40%
Other plastics	29%	35%	40%	39%
Metal and food beverage cans*	-	-	36%	31%
Glass bottles & jars	25%	5%	16%	20%
Other metals (copper, brass, scrap, etc.)	7%	14%	11%	20%
Polystyrene foam products, like Styrofoam™ brand	2%	2%	1%	18%
Batteries	4%	11%	7%	15%
Food waste	2%	2%	5%	12%
Toner and ink cartridges	10%	13%	4%	11%
Electronics	5%	7%	4%	6%
Wood (pallets)	4%	7%	3%	5%
Textiles	1%	4%	1%	4%

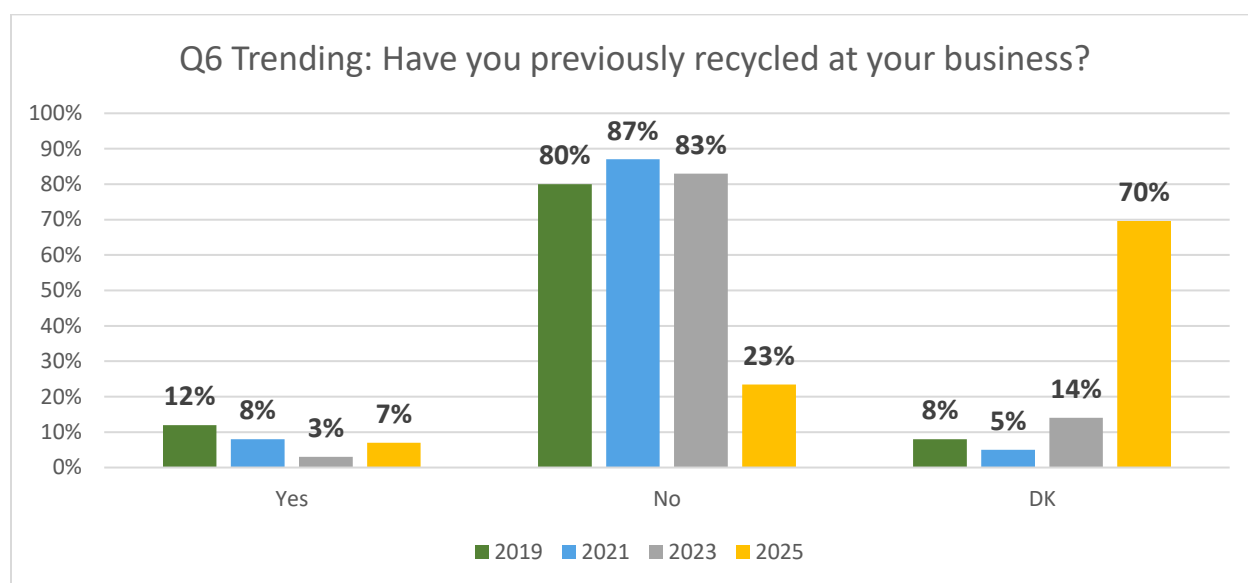
Chemicals	3%	6%	5%	4%
Oil	6%	9%	5%	3%
Light bulbs	5%	3%	3%	2%
Other	-	-	1%	2%
Tires	1%	5%	4%	2%
Concrete/asphalt	1%	4%	1%	2%

*This category was two separate categories (aluminum cans and metal cans) in 2023. The percentage reported in 2023 represents the combined percentage of both categories.

Nonrecycling Businesses

This next section details the replies to follow-up questions posed to businesses that do not recycle. The first question asked these businesses if they had previously recycled but then gave up the practice. A very small number of respondents (7%) had previously recycled. While this is slightly more than in 2023, this result is nearly identical to 2021. A notable change from 2023 to 2025 was the number of respondents who did not know if they used to recycle. In previous studies, most nonrecycling businesses reported that they never recycled; in 2025, the majority of businesses (70%) reported that they did not know if they used to recycle. Given that most respondents identified as an owner or manager this year, there may be some social desirability bias affecting these results. Owners may not want to appear that they have not cared about recycling at all to a County department and answered in a more desirable manner.

Regardless of the change in no versus do not know responses, these groups are treated the same in their follow-up questioning.



Description: The above graph shows the percentage trending 2025 against 2023, 2021, and 2019 for respondents' businesses that have previously recycled. The percentage value for each category is as follows:

2019: Yes: 12 percent

2021: Yes: 8 percent

2023: Yes: 3 percent

2025: Yes: 7 percent

2019: No: 80 percent

2021: No: 87 percent

2023: No: 83 percent

2025: No: 23 percent

2019: Don't know: 8 percent

2021: Don't know: 5 percent

2023: Don't know: 14 percent

2025: Don't know: 70 percent

The 12 responding businesses that once recycled and no longer do were asked about what caused them to discontinue recycling at the business. The small number of verbatim responses is available in [Appendix B](#).

The next question was posed only to those businesses that have never recycled or stated they did not know if they used to recycle. The majority of non-recycling businesses indicated that they have not recycled because it is not a priority. This included not viewing recycling as a need for the business or the difficulty with recycling services. This is a large departure from previous iterations, when these businesses generally noted that recycling services were not offered. Moreover, 16 percent of businesses stated that they have never thought about recycling. This presents an opportunity for Pinellas County Solid Waste to educate the business community more about the benefits of recycling and how it can be accessible for businesses in Pinellas County. Businesses were also less likely to cite that they do not recycle because they do not produce enough waste from 2023 to 2025. A list of verbatim responses can be found in [Appendix B](#).

Q8 Trending: Why doesn't your business recycle?	2019	2021	2023	2025
It is not a priority	12%	2%	21%	59%
Never thought about it	0%	0%	0%	16%
Does not produce enough waste	21%	23%	22%	11%
Do not know	13%	10%	13%	10%
Personal reasons	3%	1%	0%	3%
Expenses	2%	4%	8%	1%
Do not have space for it	5%	1%	0%	1%
It is not offered	23%	58%	28%	0%
Not required by law	6%	0%	4%	0%
Contamination issues	-	-	4%	0%
City does not provide it	3%	0%	3%	0%

The next question asked non-recycling businesses what would motivate them to start recycling. Respondents could select more than one response, so the total percentage is greater than 100 percent.

In 2025, the plurality of non-recycling businesses indicated that they would be motivated to start recycling if “it was mandatory” (45%) or “if it were easier” (42%). These represent significant increases from 2023, when only about a quarter of respondents would be motivated to recycle for these reasons. Conversely, businesses in 2025 are significantly less motivated to recycle due to “concern for the environment” or to reduce disposal costs compared to 2023. This suggests that non-recycling businesses are less motivated by the perceived benefits of recycling compared to easier access to recycling or mandatory requirements. A list of verbatim responses for “other” can be found in [Appendix B](#).

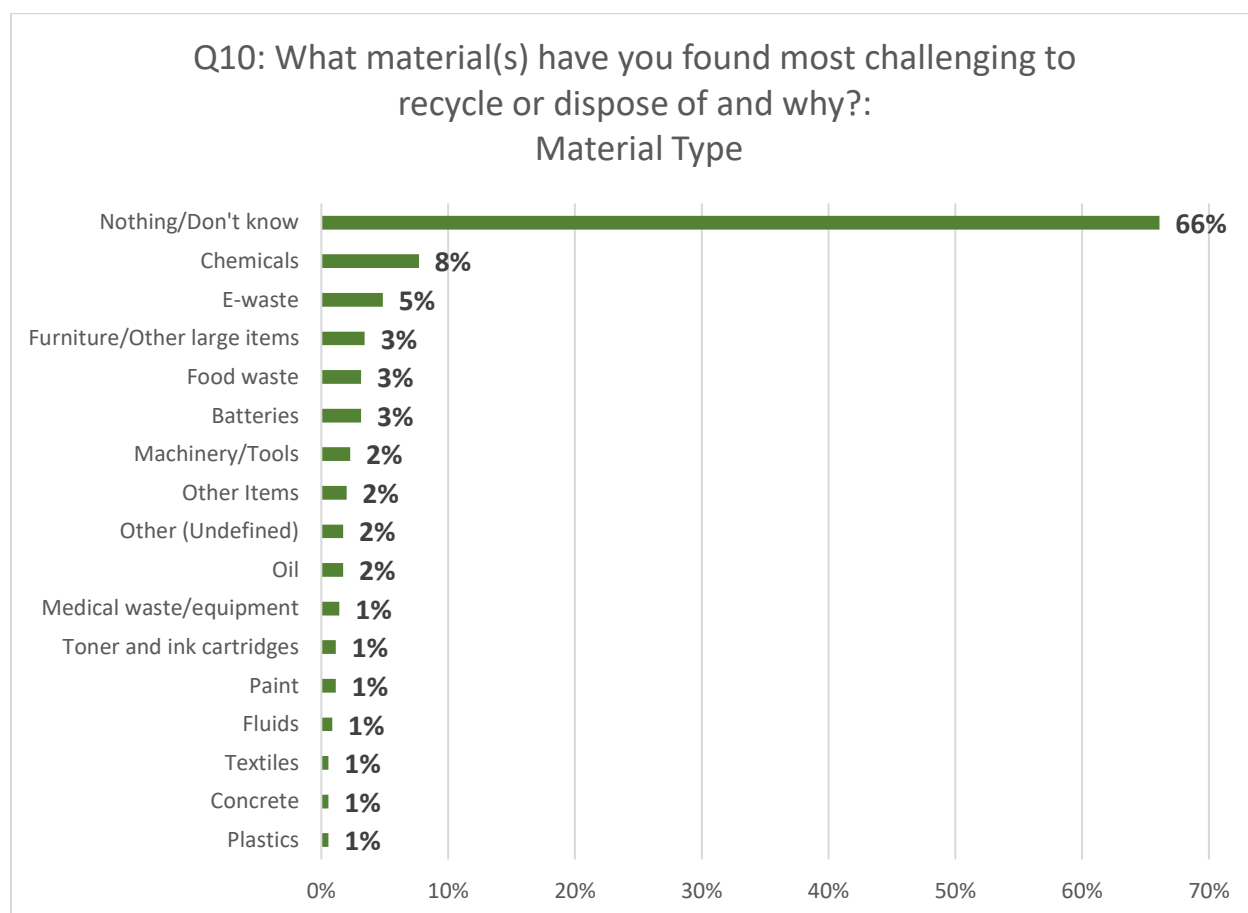
Q9 Trending: What would motivate your business to start recycling?	2019	2021	2023	2025
If it were mandatory	0%	5%	22%	45%
If it were easier	25%	48%	24%	42%
Concern for the environment	16%	11%	28%	16%
Don't know	3%	11%	6%	16%
Nothing	26%	30%	16%	8%
Other	-	-	3%	7%
Aligns with culture	5%	0%	4%	4%
Reduced disposal costs	18%	8%	25%	2%
Customer demands	5%	3%	2%	1%
Recognition/positive public relations (PR)	4%	0%	1%	0%
Improved customer relations	3%	0%	2%	0%
If my trash hauler suggested it	14%	1%	2%	0%
Corporate set regulations	9%	3%	7%	0%
Certification requirement	2%	0%	2%	0%

General Waste Practices

The next section of questions was asked of all respondents, regardless of whether they currently recycled at their business. The first question asked businesses about challenging materials to recycle or dispose of. In previous iterations of the study, this was asked as two separate questions. However, responses were very similar, as businesses may not have fully understood the distinction between disposing of and recycling. Businesses were also asked what made disposing of those materials difficult.

Most respondents (66%) indicated that they do not find any item challenging to dispose of or a reason (61%). Some materials most often mentioned by respondents as difficult to dispose of included chemicals (8%), e-waste (5%), furniture and other large items (3%), food waste (3%), and batteries. Items that were mentioned only once were categorized under the “other items” category. Responses categorized as “other (undefined)” denote responses that did not mention an item or were unrelated to the question.

A list of verbatim responses can be found in [Appendix B](#).



Description: The above graph shows the percentage of respondents who cited an item as challenging to dispose of. The percentage value for each category is as follows:

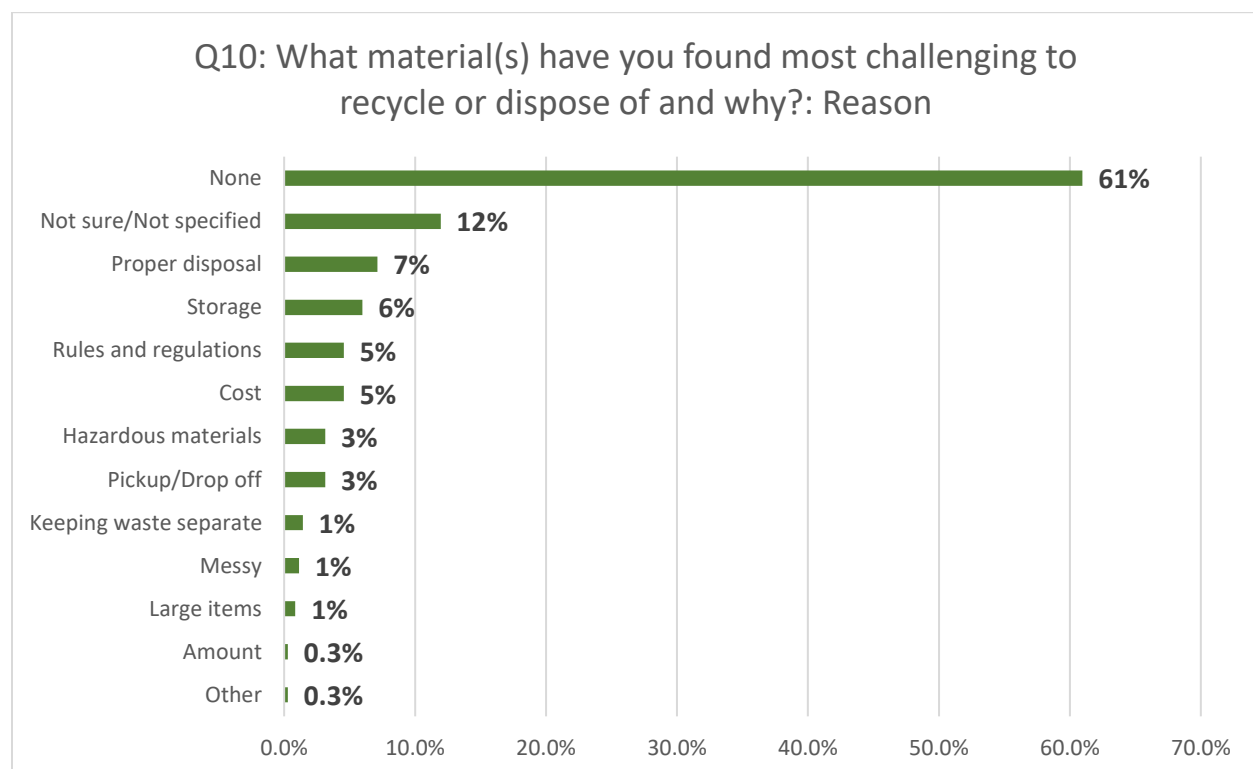
Nothing/Don't know: 66 percent

Chemicals: 8 percent

E-waste: 5 percent

Furniture/Other large items: 3 percent
 Food waste: 3 percent
 Batteries: 3 percent
 Machinery/Tools: 2 percent
 Other items: 2 percent
 Other (Undefined): 2 percent
 Oil: 2 percent
 Medical waste/equipment: 1 percent
 Toner and ink cartridges: 1 percent
 Paint: 1 percent
 Fluids: 1 percent
 Textiles: 1 percent
 Concrete: 1 percent
 Plastics: 1 percent

Some of the reasons they noted that these items were difficult to dispose of included concerns about proper disposal practices (7%), storage of items (6%), rules and regulations (5%), and the costs associated with disposal (5%).



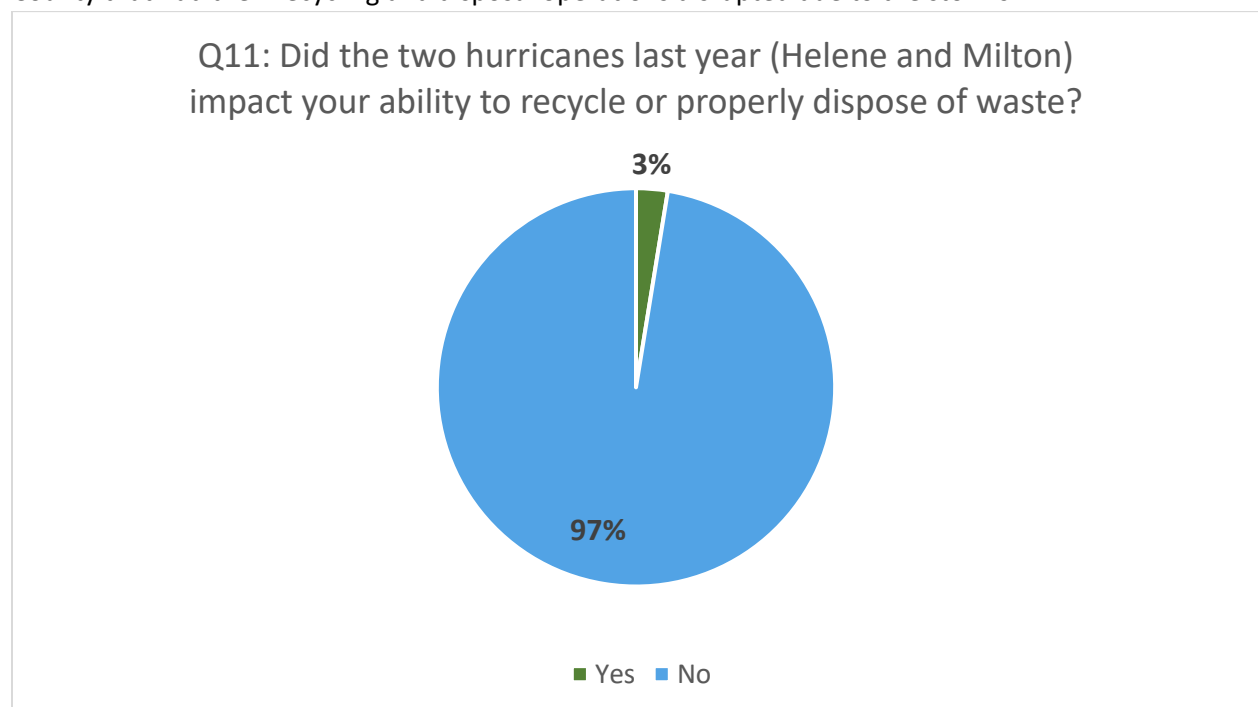
Description: The above graph shows the percentage of respondents and the reasons they found an item challenging to dispose of. The percentage value for each category is as follows:

None: 61 percent
 Not sure/Not specified: 12 percent
 Proper disposal: 7 percent

Storage: 6 percent
Rules and regulations: 5 percent
Cost: 5 percent
Hazardous materials: 3 percent
Pickup/Drop off: 3 percent
Keeping waste separate: 1 percent
Messy: 1 percent
Large items: 1 percent
Amount: 0.3 percent
Other: 0.3 percent

During a two-week period in late September and early October 2024, Pinellas County experienced two devastating hurricanes, Helene and Milton, that impacted several aspects of life in the County. The damage affected a large number of businesses and their operations across the peninsula during a prolonged period of recovery. Three questions were added to the 2025 study to understand if and how Pinellas County disposal and recycling operations were impacted by the storms.

The first question asked respondents if their ability to recycle or dispose of waste was impacted because of Hurricanes Helene and Milton. Only 3 percent of businesses surveyed indicated that their disposal and recycling operations were affected because of the storm. Given that there was no control for geographic location or flood zones, this should not be generalized as the percentage of businesses across Pinellas County that had their recycling and disposal operations disrupted due to the storms.



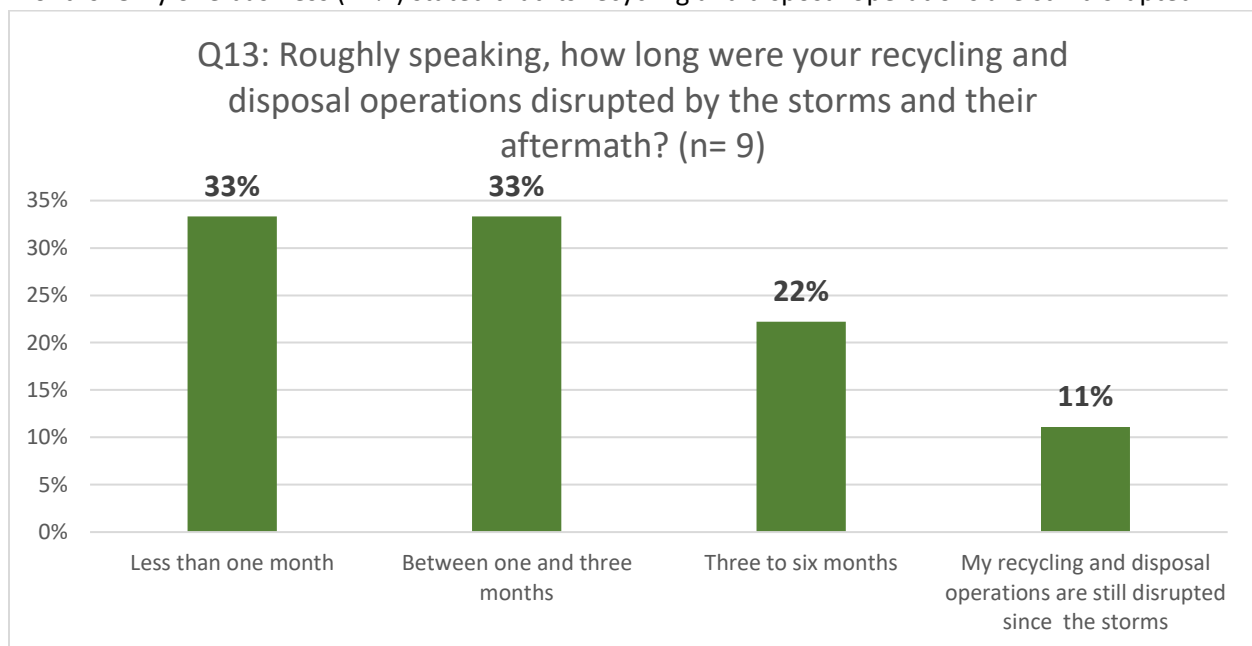
Description: The above pie chart shows the percentage of respondents who indicated that their ability to recycle or properly dispose of waste was impacted by the two hurricanes in 2024. The percentage value for each category is as follows:

Yes: 3 percent
No: 97 percent

The next two questions were asked of businesses that identified that their ability to recycle or properly dispose of waste was impacted by the two hurricanes. This means that only nine out of the 351 respondents answered these two questions.

Respondents were asked how they were impacted. Nearly all comments mentioned that these businesses faced some impact on their disposal and recycling operations due to evacuations and flooding. This included direct impacts on the business or the nearby community. This may indicate that businesses that stated their recycling and disposal operations were not impacted by the storms did not have as much interruption as these other businesses or did not perceive evacuations as disrupting these operations. A full list of verbatim responses is available in [Appendix B](#).

The last hurricane-related question asked affected businesses how long their recycling and disposal operations were disrupted by the storms and their aftermath. Six of the 9 affected businesses stated that disposal and recycling operations were disrupted for less than one month (33%) or between one and three months. Only one business (11%) stated that its recycling and disposal operations are still disrupted.



Description: The above bar graph shows how long recycling and disposal operations were disrupted for businesses impacted by Hurricanes Helene and Milton. The percentage value for each category is as follows:

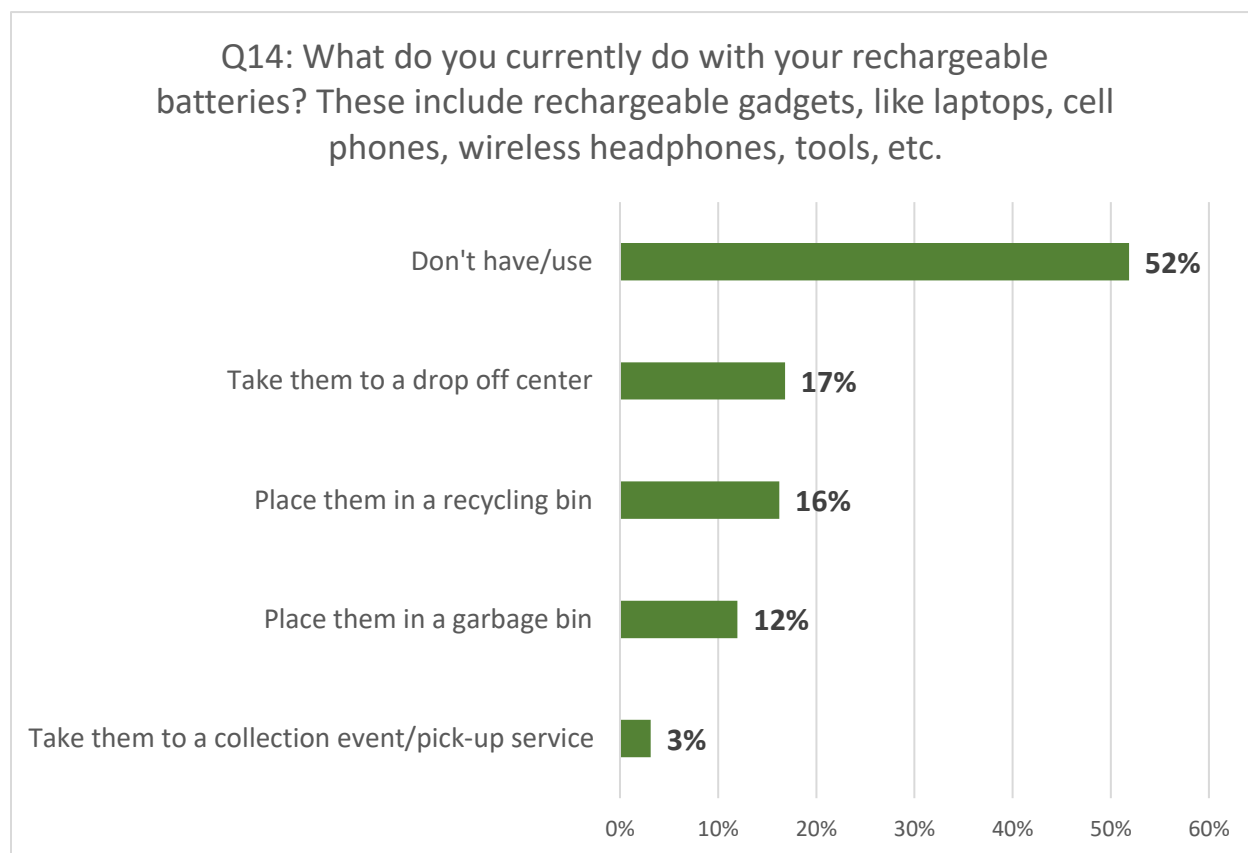
Less than one month: Less than one month

Between one and three months: 33 percent

Three to six months: 22 percent

My recycling and disposal operations are still disrupted since the storm: 11 percent

Another question added to the 2025 study asked respondents how they dispose of rechargeable batteries. Examples, such as laptops, cell phones, wireless headphones, and tools, were provided to respondents to give them some guidance about common gadgets that have rechargeable batteries. The majority of respondents (52%) reported that they do not have or use gadgets with rechargeable batteries. For those who do have or use devices with rechargeable batteries, 17 percent of respondents reported that they take them to a drop-off center. Another 16 percent reported that they place them in a recycling bin. Twelve percent stated they place rechargeable batteries in the garbage bin. Only 3 percent of businesses stated they take them to a collection event. This is a clear area for education to businesses about how to properly dispose of rechargeable batteries, as more than a quarter of businesses explicitly state they are not properly disposing of these items.

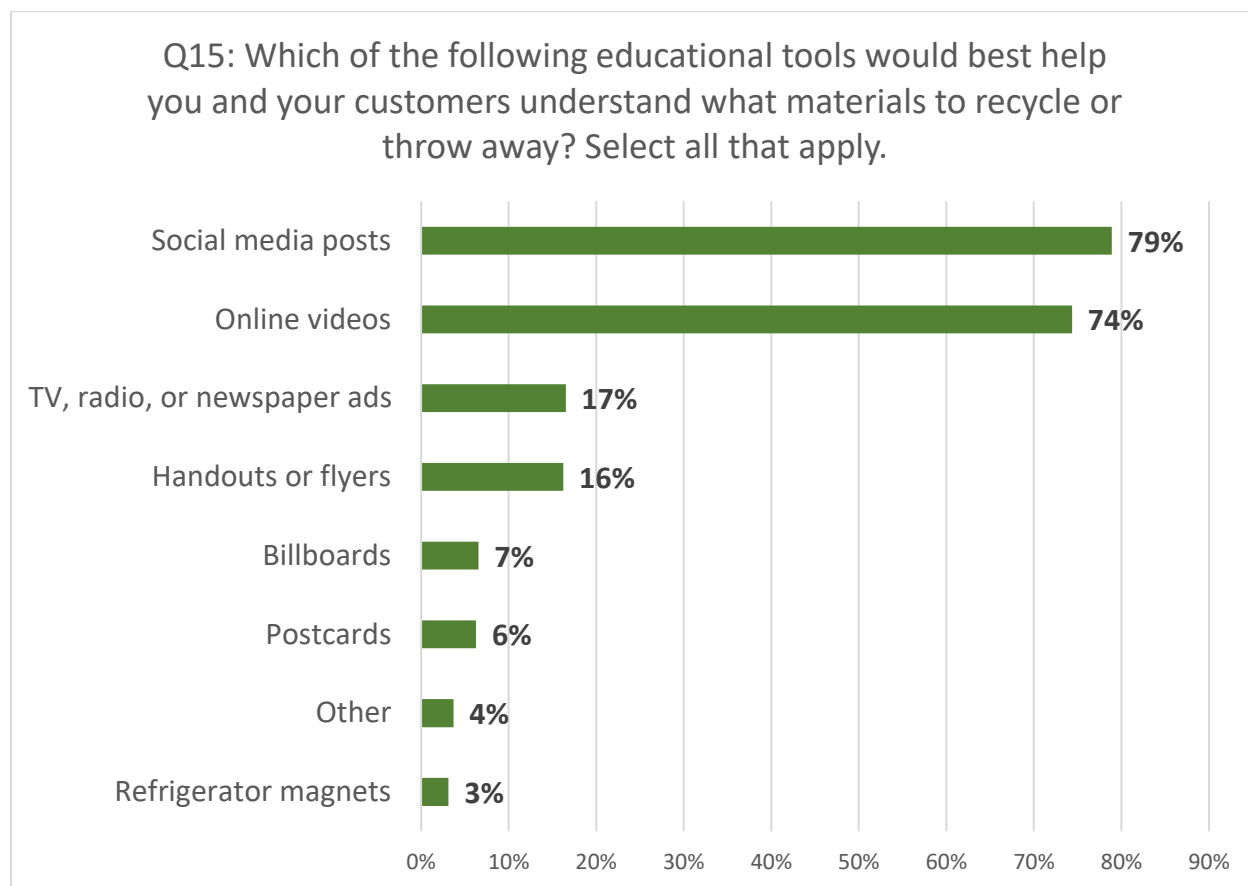


Description: The above bar graph shows what businesses currently do with rechargeable batteries. The percentage value for each category is as follows:

- Don't have/use: 52 percent
- Take them to a drop-off center: 17 percent
- Place them in a recycling bin: 16 percent
- Place them in a garbage bin: 12 percent
- Take them to a collection event/pick-up service: 3 percent

Another new question added to the 2025 study focused on which educational tools Pinellas County businesses would find most helpful to learn more about what materials to recycle or throw away. Businesses were provided with a list of seven different media and could select as many options as desired.

Overwhelmingly, businesses indicated that social media posts (79%) and online videos (74%) would be the most helpful resources to better understand proper disposal and recycling practices. Businesses were less enthusiastic about receiving information through TV, radio, or newspaper ads (17%); handout or flyers (16%); billboards (7%); postcards (6%); and refrigerator magnets (3%). Four percent of respondents also mentioned other media to learn more about recycling and disposal practices. A list of verbatim other responses can be found in [Appendix B](#).



Description: The above bar graph shows which educational tools businesses would find most helpful to learn about proper disposal and recycling practices. The percentage value for each category is as follows:

Social media posts: 79 percent

Online videos: 74 percent

TV, radio, or newspaper ads: 17 percent

Handouts or flyers: 16 percent

Billboards: 7 percent

Postcards: 6 percent

Other: 4 percent

Refrigerator magnets: 3 percent

The next question goes into detail about the specific items that are generated as waste throughout the normal course of business. Each item was recited to the respondent, who answered either yes or no to each. There were some notable changes in waste production from 2023 and 2025. Businesses were more

likely to report that their businesses produced paper, cardboard, other plastics, other metals, electronics, oil, food waste, and Styrofoam. The only item that significantly decreased in waste production was light bulbs. Some of these items, like electronics, oil, and food waste, were produced at levels seen in either 2019 or 2021. A list of verbatim responses for “other – is there anything else I didn’t mention” can be found in [Appendix B](#).

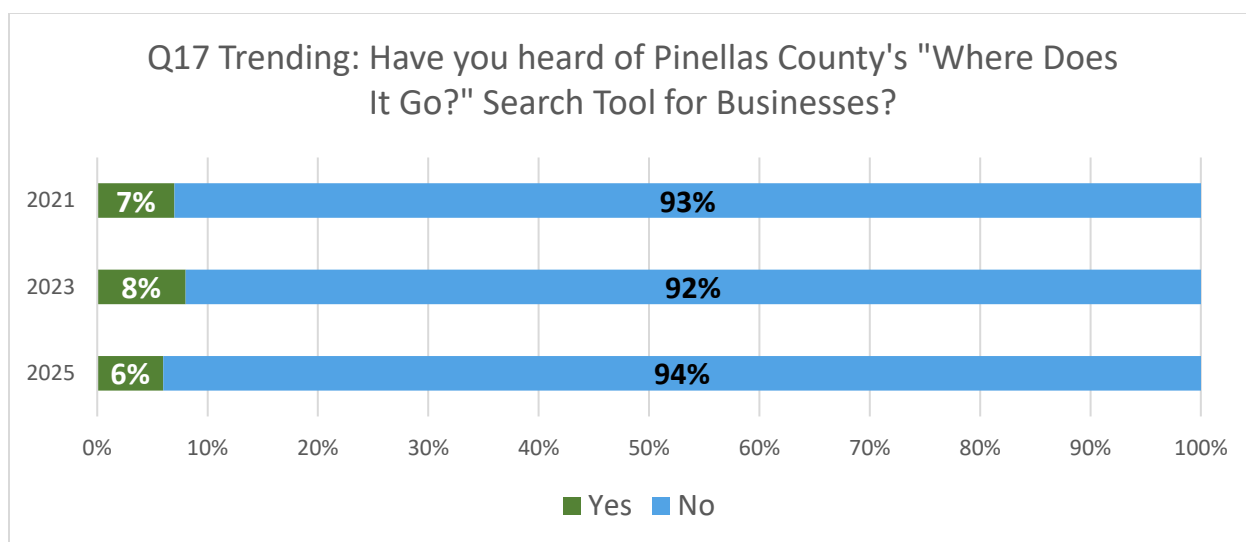
Q16 Trending: Does your business generate the following item as waste through either business operations or from employees?	2019	2021	2023	2025
Paper	65%	85%	84%	95%
Cardboard	51%	83%	79%	93%
Glass bottles and jars	26%	18%	30%	32%
Plastic bottles	43%	62%	70%	67%
Other plastics	30%	53%	61%	74%
Metal and food beverage cans*	-	-	70%	67%
Other metals (copper, brass, scrap, etc.)	6%	23%	15%	51%
Electronics	8%	32%	28%	34%
Textiles	4%	9%	10%	14%
Chemicals	7%	14%	21%	24%
Batteries	11%	34%	28%	32%
Toner and ink cartridges	27%	57%	32%	34%
Light bulbs	10%	32%	29%	8%
Oil	4%	14%	8%	18%
Tires	1%	8%	5%	2%
Wood (pallets)	10%	20%	4%	7%
Concrete/asphalt	1%	4%	3%	7%
Food waste	41%	29%	23%	48%
Polystyrene foam products (like Styrofoam brand)	32%	24%	18%	25%
Other (please specify)	-	-	0.5%	1%

County Engagement

Pinellas County provides multiple resources to inform and assist both businesses and residents in the County with their recycling needs. However, utilization and awareness of these programs are generally low among businesses in Pinellas County. In 2025, 73 percent of businesses used none of these resources. This is significantly higher than in 2023, but it is at the same level of awareness, or lack thereof, as seen in 2021. An additional 19% of businesses were unsure whether they used a resource provided, which is in line with all previous studies. That means that only about 8 percent of businesses had utilized one or more of the resources provided by Pinellas County. Of the resources tested, the most interacted with was the Pinellas County website. Businesses were significantly less likely to utilize a business electronics and chemical collection event than in 2023. A similar percentage of respondents reported utilizing the “Where Does It Go?” Search Tool For Businesses in 2025, as in 2021 and 2023.

Q19 Trending: Has your business used any of the following resources or services from Pinellas County? Select all that apply.	2019	2021	2023	2025
"Where Does It Go?" Search Tool For Businesses	-	4%	5%	3%
On-site inspection	1%	2%	1%	0%
Business Electronics and Chemical Collection Event	-	-	7%	1%
Networking with Pinellas Partners in Recycling (PPR)	0%	4%	3%	1%
Calls or emails to the county asking for advice	6%	9%	2%	1%
County website	11%	13%	10%	5%
Don't know	18%	16%	21%	19%
None of the above	55%	73%	59%	73%
Other	-	-	2%	0%

Pinellas County has the “Where Does It Go?” Search Tool For Businesses, which provides detailed information for both recycling and disposing of materials. Although the “Where Does It Go?” Search Tool For Businesses was a category in the previous question; only three percent used the tool. When asked about brand awareness, 6 percent were familiar that it existed as a resource. Both awareness and utilization of this tool are virtually the same as in 2021 and 2023.



Description: The stacked bar chart above shows the percentage of respondents who have heard of Pinellas County's "Where Does It Go?" Search Tool For Businesses in 2025 compared to 2023 and 2021. The percentage value for each category is as follows:

2019: Question not asked

2021: Yes: 7 percent

2023: Yes: 8 percent

2025: Yes: 6 percent

2021: No: 93 percent

2023: No: 92 percent

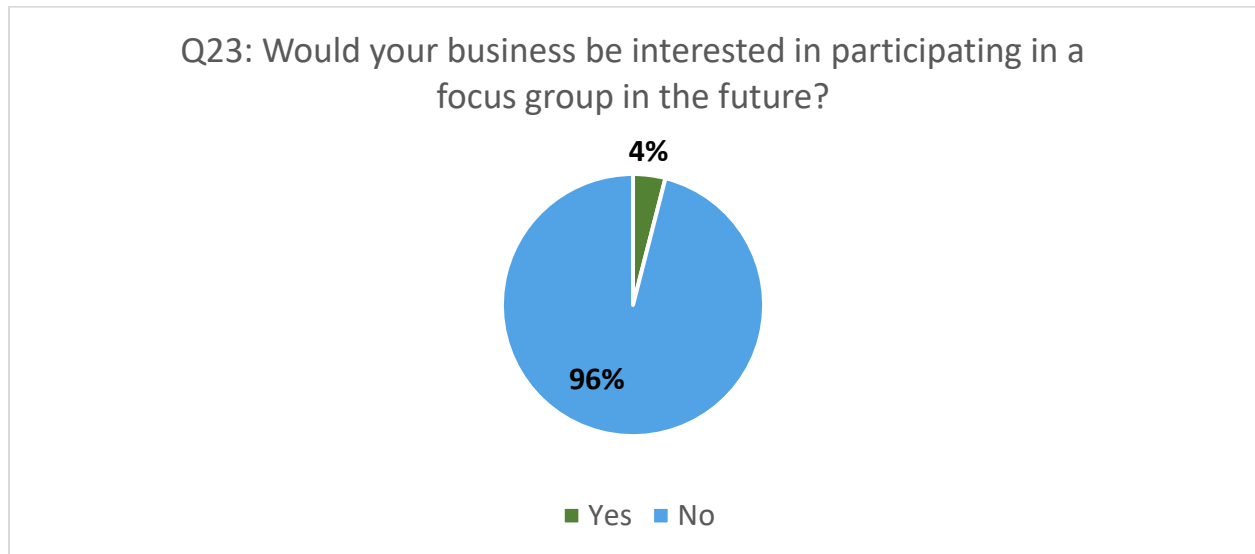
2025: No: 94 percent

For the 6 percent of the sample that had familiarity with the business search tool, most discovered the tool via online means (43%) and word of mouth (38%). Word of mouth saw a significant increase compared to 2021 and 2023. Conversely, no respondent this year reported learning about the resource from a flyer or by mail. A list of verbatim responses can be found in [Appendix B](#).

Q18 Trending: Where did you find out about it?	2021	2023	2025
Web/Online	31%	43%	43%
Word of Mouth	5%	6%	38%
County resource	8%	3%	10%
Unsure/Unspecified	-	-	10%
City resource	18%	-	-
Flyer/Mail	23%	30%	-
Newsletter	6%	-	-
Newspaper	-	3%	-

The last question, added to the 2025 study, asked surveyed businesses if they would be interested in participating in a future focus group for Pinellas County Solid Waste. Four percent of surveyed

businesses stated they would be interested in participating in a future focus group for Pinellas County Solid Waste.



To maintain the anonymity of participating businesses, a list of businesses that expressed interest in participating in a future focus group will be provided in a supplemental report.

Conclusion and Recommendations

The 2025 Commercial Recycling Awareness Study offers timely insights into the recycling habits and preferences of Pinellas County businesses, especially in the aftermath of a community-altering event like the back-to-back hurricanes in late 2024. The supermajority of businesses surveyed indicated that their recycling and disposal operations were not significantly disrupted because of the storms. The survey did not control for geographic location or oversampled businesses in areas that experienced significant flooding; conclusions on these data points should not be generalized to Pinellas County's business community.

Despite fewer businesses reporting recycling in 2025 compared to 2023, more businesses appear to be inclined to recycle if the process were made easier. While this is broad, the data suggests that increases in educational tools, especially social media and online videos, would provide businesses with the information needed to make better decisions and empower them to recycle and properly dispose of materials. However, many businesses also indicated that they would only be compelled to start recycling if it were mandatory.

Motivations to recycle have largely remained unchanged, with concern for the environment continuing to be the most cited factor that compels businesses. This may suggest that educational tools or promotional materials for the County's service may want to tie efforts to reduce waste to environmental concerns.

Businesses continue to want access to online documents and tools to better understand best practices for recycling and disposing of materials. Though Pinellas County Solid Waste maintains a variety of digital tools and resources, most businesses remain unaware of their existence.

Recommendations:

Educational Campaigns: To dispel myths and enhance awareness, Pinellas County Solid Waste should roll out educational campaigns that 1) dispel common myths around recycling and 2) enhance awareness of tools that already exist that would make it easier for businesses to properly dispose of and recycle materials. These campaigns should emphasize not just the environmental, but also the economic benefits of recycling, catering to the dual motivations of businesses.

Enhanced Social Media Presence: Given that 79 percent of surveyed businesses would find social media posts to be beneficial to learning more about recycling, Pinellas County Solid Waste should work on a series of social media posts that can be published on the County's social media pages to disseminate to their followers. Materials created can directly lead back to specific tools or pages.

Mandatory Recycling Exploration: Given that 45 percent of non-recycling businesses indicated they would recycle only if it became mandatory, Pinellas County should continue to weigh the pros and cons of introducing stringent recycling regulations or incentives for businesses.

In conclusion, while Pinellas County Solid Waste has made significant strides in promoting commercial recycling, continued outreach, an enhanced social media presence, and continuing educational tools and campaigns, coupled with strategic outreach and adaptive solutions, will further the department's vision of Zero Waste to Landfill by 2050.

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Appendix A: Survey Instrument

2025 Commercial Recycling Awareness Survey

Hello, I am calling on behalf of Pinellas County Solid Waste. We are conducting a survey about business recycling. This information will allow Pinellas County to better serve businesses and understand where improvements can be made in recycling efforts. We are most interested in how engaged your business is and any challenges you might be faced with. The survey will not take longer than 10 minutes and all responses are confidential.

1. Does your business recycle?
 - a. Yes **[go to Recycler Section]**
 - b. No **[go to Non-Recycler Section]**

Recycler

2. Why does your business recycle?

3. What factors motivate your business to recycle? **[Code on back end, but let respondent say, select all that apply]**

- | | |
|---|--|
| <input type="checkbox"/> Reducing disposal costs | <input type="checkbox"/> Customer demands |
| <input type="checkbox"/> Concern for the environment | <input type="checkbox"/> Alignment with culture |
| <input type="checkbox"/> Recognition/positive public relations (PR) | <input type="checkbox"/> Corporate policy |
| <input type="checkbox"/> Improved customer relations | <input type="checkbox"/> Certification requirement |
| <input type="checkbox"/> Personal decision | <input type="checkbox"/> Don't know |

4. Which of the following recycling does your business use? Select all that apply.

- ☐ Scheduled recycling
- ☐ On-call recycling
- ☐ Drop-off recycling sites
- ☐ Curbside/At home
- ☐ Other _____ **[Do not read other, but write it in if person states]**

5. In general, what items does your business recycle? **[Code on back end, but let respondent say, select all that apply]**

- | | |
|--|---|
| <input type="checkbox"/> Paper | <input type="checkbox"/> Electronics |
| <input type="checkbox"/> Cardboard | <input type="checkbox"/> Textiles |
| <input type="checkbox"/> Glass bottles & jars | <input type="checkbox"/> Chemicals |
| <input type="checkbox"/> Plastic bottles | <input type="checkbox"/> Batteries |
| <input type="checkbox"/> Other plastics | <input type="checkbox"/> Toner and ink cartridges |
| <input type="checkbox"/> Metal and food beverage cans | <input type="checkbox"/> Light bulbs |
| <input type="checkbox"/> Other metals (copper, brass, scrap, etc.) | <input type="checkbox"/> Oil |
| | <input type="checkbox"/> Tires |

- | | |
|---|--|
| <input type="checkbox"/> Wood (pallets) | <input type="checkbox"/> Polystyrene foam products (like Styrofoam™ brand) |
| <input type="checkbox"/> Concrete/asphalt | <input type="checkbox"/> Other _____ |
| <input type="checkbox"/> Food waste | |

[*Go to the “General Questions” Section*]

Non-Recycler

6. Have you previously recycled at your business?
- Yes **[go to 7]**
 - No **[go to 8]**
 - Don't know **[go to 8]**
7. What factors made you stop recycling? **[Code on back end, but let respondent say, select all that apply] [Once complete, proceed to Q9]**
- | | |
|--|---|
| <input type="checkbox"/> Cost too high | <input type="checkbox"/> Lack of employee participation |
| <input type="checkbox"/> Took too much time | <input type="checkbox"/> Recycling bins contaminated with garbage |
| <input type="checkbox"/> Too difficult | <input type="checkbox"/> No access to recycling |
| <input type="checkbox"/> Lack of space | <input type="checkbox"/> Don't know |
| <input type="checkbox"/> Lack of management engagement | <input type="checkbox"/> Other _____ |
8. Why doesn't your business recycle?
- _____
9. What would motivate your business to start recycling? **[Code on back end, but let respondent say, select all that apply]**
- | | |
|---|--|
| <input type="checkbox"/> Reduce disposal costs | <input type="checkbox"/> If my trash hauler suggested it |
| <input type="checkbox"/> Concern for the environment | <input type="checkbox"/> Corporate sets regulations |
| <input type="checkbox"/> Recognition/positive public relations (PR) | <input type="checkbox"/> Certification requirement |
| <input type="checkbox"/> Improved customer relations | <input type="checkbox"/> If it were mandatory |
| <input type="checkbox"/> Customer demands | <input type="checkbox"/> Don't know |
| <input type="checkbox"/> Aligns with culture | <input type="checkbox"/> Nothing |
| <input type="checkbox"/> If it were easier | <input type="checkbox"/> Other _____ |

General Questions

10. What material(s) have you found most challenging to recycle or dispose of and why?
- _____
11. Did the two hurricanes last year (Helene and Milton) impact your ability to recycle or properly dispose of waste?
- Yes **[Move to Q12]**

- b. No **[Move to Q14]**

12. (If yes to Q11) How so? **[Open-ended response]**

13. Roughly speaking, how long were your recycling and disposal operations disrupted by the storms and their aftermath?

- a. Less than one month
- b. Between one and three months
- c. Three to six months
- d. My recycling and disposal operations are still disrupted since the storms

14. What do you currently do with your rechargeable batteries? These include rechargeable gadgets, like laptops, cell phones, wireless headphones, tools, etc.

- a. Take them to a drop-off center
- b. Place them in a recycling bin
- c. Place them in a garbage bin
- d. Don't have/use
- e. Take them to a collection event/pick-up service

15. Which of the following educational tools would best help you and your customers understand what materials to recycle or throw away? Select all that apply.

- a. TV, radio, or newspaper ads
- b. Online videos
- c. Social media posts
- d. Billboards
- e. Refrigerator magnets
- f. Postcards
- g. Handout or flyers
- h. Other [Please specify]_____

16. I'm going to read you a list of items. Please say yes or no to whether your business generates the following items as waste through either business operations or from employees. **[Read each response except 'Other']**

- | | |
|--|--|
| <input type="checkbox"/> Paper | <input type="checkbox"/> Chemicals |
| <input type="checkbox"/> Cardboard | <input type="checkbox"/> Batteries |
| <input type="checkbox"/> Glass bottles & jars | <input type="checkbox"/> Toner and ink cartridges |
| <input type="checkbox"/> Plastic bottles | <input type="checkbox"/> Light bulbs |
| <input type="checkbox"/> Other plastics | <input type="checkbox"/> Oil |
| <input type="checkbox"/> Metal cans | <input type="checkbox"/> Tires |
| <input type="checkbox"/> Aluminum cans | <input type="checkbox"/> Wood (pallets) |
| <input type="checkbox"/> Other metals (copper, brass, scrap, etc.) | <input type="checkbox"/> Concrete/Asphalt |
| <input type="checkbox"/> Electronics | <input type="checkbox"/> Food waste |
| <input type="checkbox"/> Textiles | <input type="checkbox"/> Polystyrene foam products (like Styrofoam™ brand) |

☐ Other _____

17. Have you heard of Pinellas County's "Where Does It Go?" Search Tool For Businesses?

a. Yes **[go to 18]**

b. No **[go to 19]**

18. Where did you find out about that? **[Open-ended response]**

19. Has your business used any of the following resources or services from Pinellas County? Select all that apply.

- ☐ "Where Does It Go?" Search Tool For Businesses
- ☐ On-site business inspection (SQG Program) **[If need to clarify: Small Quantity Generator Program which educates businesses on proper solid and hazardous waste management, according to federal and state regulations]**
- ☐ Business Electronics and Chemical Collection Event
- ☐ Networking with Pinellas Partners in Recycling (PPR)
- ☐ Calls or emails to the county asking for advice
- ☐ County website
- ☐ Don't know
- ☐ None of the above
- ☐ Other _____

Conclusion/Business Information

20. What is your company's name?

21. Please give a brief description of what your company does.

22. What is your business ZIP Code?

23. Would your business be interested in participating in a focus group in the future?

- a. Yes
- b. No

24. Which of the following most closely describes your business's location? **[Read each response except 'Other']**

- a. Freestanding building
- b. Shopping center or office park
- c. High-rise office building
- d. Other _____

25. Who is responsible for coordinating recycling collection at your business? **[Read each response except 'Other']**

- a. The business is responsible for its own recycling
- b. The building landlord/property manager is responsible for recycling
- c. The business' corporate office is responsible for coordinating recycling
- d. Other _____

26. How many people does your business employ? **[Read each response]**

- a. 1 to 4
- b. 5 to 9
- c. 10 to 19
- d. 20 to 49
- e. 50 to 150
- f. 150 or more

27. What is the title of your position?

28. How involved are you with making decisions?

- a. I am the sole decision maker
- b. I make decisions in the store, but corporate still prevails
- c. I have some input, but do not make decisions

- d. I do not make any decisions

***Thank you for your participation/closing statement: HCP to fill the remaining questions out ***

Closing Statements:

a. Thank you for participating. Your feedback will help Pinellas County provide recycling and waste reduction resources to businesses. We are thrilled to hear you are familiar with the “Where Does It Go?” Search Tool For Businesses!

b. Thank you for participating. Your feedback will help Pinellas County provide recycling and waste reduction resources to businesses. The “Where Does It Go?” Search Tool For Businesses is also a great place to start if you are unsure of how to dispose of or recycle a particular material at your business. Just go to www.pinellascounty.org/wheredoesitgo, select “For Businesses,” then type an item in the search bar.

29. What industry is your company engaged in?

- | | |
|---|---|
| a. Accommodation and Food Services | k. Management of Companies and Enterprises |
| b. Administrative and Support and Waste Management and Remediation Services | l. Manufacturing |
| c. Agriculture, Forestry, Fishing, and Hunting | m. Mining, Quarrying, and Oil and Gas extraction |
| d. Arts, Entertainment, and Recreation | n. Other Services (except Public Administration) |
| e. Construction | o. Professional, Scientific, and Technical Services |
| f. Educational Services | p. Real Estate and Rental and Leasing |
| g. Finance and Insurance | q. Retail Trade |
| h. Health Care and Social Assistance | r. Transportation and Warehousing |
| i. Industries not classified | s. Utilities |
| j. Information | t. Wholesale Trade |

30. Is your business in a city or in unincorporated Pinellas County?

- a. City **[go to 31]**
- b. Unincorporated **[done]**

31. Which city are you located in?

- | | |
|--------------------|-----------------------|
| a. Belleair | g. Gulfport |
| b. Belleair Beach | h. Indian Rocks Beach |
| c. Belleair Bluffs | i. Indian Shores |
| d. Belleair Shore | j. Kenneth City |
| e. Clearwater | k. Largo |
| f. Dunedin | l. Madeira Beach |

- m. North Redington Beach
- n. Oldsmar
- o. Pinellas Park
- p. Redington Beach
- q. Redington Shores
- r. Safety Harbor

- s. St. Pete Beach
- t. St. Petersburg
- u. Seminole
- v. South Pasadena
- w. Tarpon Springs
- x. Treasure Island

Appendix B: Open-Ended Responses

Q2: Why does your business recycle?

- A few papers and plastic bottles. Not much to recycle.
- Aligns with our goals
- Almost only cardboard.
- Anything for the environment.
- Anything in the recycling bin from staff and students to be eco conscious.
- Anything really, for the environment.
- Anything that aligns with our values.
- Anything that can go in the recycling bin as it aligns with our beliefs.
- Anything, to be eco-conscious.
- Best for the environment
- Cardboard and old inventory to reduce costs.
- Cardboard and paper, can be used again
- Cardboard and paper, cost less to recycle
- Cardboard and small plastics as it is the most easy to recycle.
- Cardboard and small plastics out of convenience
- Cardboard as it is convenient.
- Cardboard as it is convenient.
- Cardboard as it is convenient.
- Cardboard as it is convenient.
- Cardboard as it is convenient.
- Cardboard as it is the most convenient
- Cardboard as its easy to distinguish
- Cardboard boxes disposal
- Cardboard disposal
- Cardboard disposal
- Cardboard out of convenience
- Cardboard out of convenience.
- Cardboard, papers, electrical equip/cartridges to help environment
- Cardboard, plastic bottles, metals, anything that finds its way into the recycling bin.
- Care about environment.
- Cheaper
- Choose to recycle boxes, papers, plastics.
- Concern for the environment
- Convenience
- Corporate directs us to
- Corporate law
- Corporate policy

- [illegible]

- Environment
- Environment
- Environment
- Environment
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- Environment
- Environment
- Environment reasons
- Environmental
- Environmental
- Environmental
- Environmental
- Environmental
- Environmental and cost effective
- Environmental reasons
- Environmental reasons
- Environmental reasons
- Environmental reasons mostly
- Exclusively to recycle cardboard
- Get rid of cardboard
- Good for environment
- Good for environment and good for us not to have recyclables in the regular trash
- Got to do your part in this world
- It is convenient.
- It is expected of us to all do our part
- It saves our planet and is the right thing to do.
- Its all about the future of our world
- Its one world and we all have to live in it, so if we all do our part a little at a time then it will be okay for all of us in the end
- Looks good on us
- Mainly to dispose of cardboard and plastics.

- Mostly cardboard as it is convenient
- Mostly dental equipment for future use
- Mostly dental kits for the environment
- Mostly electronics to recycle and save
- Mostly parts internally
- Mostly plastic, metal, and cardboard parts.
- Mostly small things in the recycling bin to reduce waste.
- Mostly to get rid of boxes
- Not much as a business but park-goers recycle regular small plastics metals, and papers.
- Only Cardboard as its simple to distinguish
- Only way to dispose of metals
- Owner decision but probably cause its good for environment
- Owners require it
- Personal choice to do it
- Personal reasons
- Reduces cost and good for environment
- Reduces our cost and for the environment
- Reduces our cost and saves trees
- Reduces waste in landfill and cost
- Reusable
- Right thing to do
- Right thing to do
- Save environment Boxes, plastics, etc.
- Save on things that can be recycled instead of going into the trash
- Saves a lot of things from going into the regular trash
- Saves on filling regular trash
- Small papers and plastics to help the earth.
- So the items we use can be used again
- So things can be reused
- The people of the community really enjoy it
- Tires and cardboard
- To be eco-conscious.
- To be environmentally friendly
- To dispose of cardboard
- To dispose of properly
- To do our part
- To get rid of cardboard and small plastics instead of them going to landfill
- To get rid of Mostly paper plates, plastic utensils, etc. in a proper way
- To make a little extra cash and to save the environment
- To properly dispose of Mostly paint and cardboard boxes.

- To protect environment
- To recycle all the cardboard instead of it going in the landfill
- To recycle and keep corrosive items out of landfill
- To recycle cardboard
- Try to recycle anything that we can for the environment. We use a lot of supplies and its the right thing to do.
- We all need to do our part
- We care about the world
- We clean for big corporations and provide janitorial services so we are always recycling. if we use as much as we do and didn't recycle, just imagine how much plastic could be saved for future
- We dispose of a lot of trash and it helps lower how many times we have to dump
- We do some recycling like standard office paper cardboard plastic and a little glass but we mostly do e-waste.
- We have a lot of cardboard boxes
- We have a lot of Food waste, plastics, and cardboard.
- We have a lot of trash, to be able to recycle a lot of it helps reduce cost
- We have so much paper and cardboard
- We just decided to do it to cut waste
- We like to do our part
- We like to set an example for others. how can we tell kids not to trash the ocean with trash and plastics that could harm animals, and then we dont go by the same rules. that is not right, nor realistic. so we do it to help the environment as well.
- We only recycle a little bit and mostly just plastic
- We only recycle old golf clubs golf balls
- We use a lot of material, and some of our material is recycled product so it just makes sense to recycle. plus its good for the environment
- We use Terracycle and Call2Recycle for the environment
- We want to show our customers that even though its not much, but one person can make an impact
- When you grow up recycling you practice it in your job
- Why not

Q4: Which of the following services does your business use? Select all that apply.: Other

- City picks up on separate recycle days
- Picks up on certain days
- We have our own company that comes

Q5: In general, what items does your business recycle?: Other

- Everything other than oil, tires, concrete.

- Fishing line both mono filament and fluorocarbon as well as plastic and glass containers. metal cans, and cardboard as well.
- Tanks
- Vape devices cartridges tanks batteries and the e-liquid bottles

Q7: What factors made you stop recycling?: Other

- Don't actively recycle much due to inefficiency

Q8: Why doesn't your business recycle?

- Don't consciously think about it
- Don't generate much waste to begin with.
- Don't know
- Don't Know
- Don't know
- Don't produce much recycling material.
- Don't produce much waste
- Don't produce much waste and most of it can't be recycled.
- Don't produce much waste anyways
- Don't produce much waste to begin with
- Don't see a need
- Don't see a need to.
- Don't see the benefits in it.
- Easier to trash everything
- Goes against our beliefs
- Hard implementation
- Hard to execute
- Hard to keep up with
- I don't have enough to recycle it's just me here.
- Inaccessible
- Inaccessible
- Inaccessible facilities
- Inaccessible facilities
- Inaccessible facilities
- It is an inconvenience
- It is hard to access facilities
- It is too complicated
- It is too hard
- It is too hard
- It is too hard
- It is too hard.

- It is too much of a hassle
- It is too much of a hassle
- It seems hard
- It seems too complicated
- It seems too complicated to go out of our way.
- It seems too complicated.
- It seems too hard
- It seems too inaccessible.
- Its hard
- It's not needed.
- Lack of accessible facilities
- lack of facilitation
- Logistically difficult
- Logistically difficult
- Logistically difficult
- Never gave it a thought
- Never gave it a thought
- Never gave it a thought.
- Never gave it too much of a thought
- Never had much to recycle
- Never really gave it a thought.
- Never saw a need
- Never saw a need
- Never saw a need to
- Never saw the need
- Never saw the need
- Never saw the need
- Never saw the need
- Never saw the need
- Never saw the need
- Never saw the need to
- Never thought about it
- Never thought about it
- Never thought about it
- Never thought about it
- Never thought about it
- Never thought about it
- Never thought about it
- never thought about it

- never thought about it
- Never thought about it
- Never thought about it
- Never thought of it
- Never thought of it
- Never thought of it
- Never thought of it
- Never thought of it
- Never thought of it
- Never thought of it
- No need
- No need
- No one participated well
- Not a priority
- Not a priority
- Not a waste heavy business
- Not much to recycle
- Not much to recycle
- Not needed
- Not needed
- Not Sure
- Not sure
- Not sure
- Not sure
- Not sure
- Not Sure
- Not sure
- Not sure
- Not sure
- Not sure
- Nothing
- Probably too expensive
- Seems hard
- Seems hard
- Seems hard
- Seems hard
- Seems hard
- Seems like a hassle
- Seems like too much of a hassle
- Seems too complicated

- Seems too complicated to implement
- Seems too difficult
- Seems too hard
- Seems too hard
- Seems too hard
- Services hard to access
- Takes a bit of time.
- Takes too much effort
- Takes too much effort
- Takes too much time
- Takes too much time
- Takes too much time
- That's the building managers job.
- The mall we are located in makes it hard to do so
- Too difficult
- Too difficult
- Too difficult
- Too difficult
- Too hard
- Too hard
- Too hard
- Too hard
- Too hard
- Too hard
- Too hard
- Too hard
- Too much hassle
- Too much of a hassle
- Too much trouble
- Very difficult to facilitate
- We are a very small business of 4 people so each of us just takes our own recycling home with us.
- We are in a two story building and the building owner takes care of it.
- We created a collection of tote bags made from recycled material but we don't recycle pool equipment or materials at this time
- We design for recyclability our company uses standardized shapes and materials by avoiding mixed materials. We consider recycling in the design process.
- We don't believe in it
- We don't believe in recycling
- We Don't believe in recycling.

- We don't produce much trash and we just toss whatever we have in the in-store Costco bins.
- We don't produce much waste and it is easier for everything to go into the trash.
- We don't really have anything to recycle, I suppose that if we did we would, but we don't at this time.
- We don't really know.
- We have a smush dumpster and we just put every thing in there
- We just don't have space for a separate container.
- We lack the resources
- We really don't have anything to recycle everything is electronic.
- We see no need
- We usually trash most things
- We work remotely.

Q9: What would motivate your business to start recycling?: Other

- Unsure
- Unsure
- Unsure
- Unsure
- Unsure
- Unsure
- Unsure
- Unsure
- Unsure
- Unsure
- Unsure

Q10: What material(s) have you found most challenging to recycle or dispose of and why?

- A lot of oils to be disposed of properly
- A lot, but maybe furniture due to the size and amount
- Any x-ray related materials because it is hazard material and there are rules
- Batteries because we are unclear on how to most efficiently dispose them
- Batteries or chemicals, safe storage and disposal
- Batteries, careful storage and disposal regulations
- Batteries, due to cost
- Batteries, hazard materials requiring separate disposal
- Batteries, knowing which kind have to be recycled and which ones can be put in regular trash.
- Batteries, not always sure what to do
- Batteries, not sure of the reasons
- Batteries, regulations
- Batteries, so many regulations

- Batteries, storage until we have enough to take to a drop off
- Broken furniture pickup
- Bulky pieces of inventory (furniture)
- Certain items we have to take apart so I hire a few guys to come in and do that on Sunday
- Certain Medications have to be disposed of differently
- Certain plastics you have to rinse out and with us constantly going some of the workers don't always remember that
- Chemical bottles are always a bit more on the tricky side
- Chemical items, training of employees about proper disposal
- Chemicals and don't know
- Chemicals and expired paint
- Chemicals and Machinery
- Chemicals and machinery
- Chemicals and paint, proper disposal
- Chemicals, cost associated with
- Chemicals, cost associated with them
- Chemicals, Don't know why
- Chemicals, knowing proper procedures
- Chemicals, knowing what to do with different chemicals
- Chemicals, proper disposal of Freon
- Chemicals, proper storage
- Chemicals, proper storage
- Chemicals, regulations
- Chemicals, regulations and cost
- Chemicals, Rules and cost
- Chemicals, safety issues because of hazardous waste
- Chemicals, storage
- Chemicals, storage of hazardous waste and cost
- Chemicals/liquids, storage until picked up
- Club shafts
- Concrete, hazardous waste
- Cost associated with old Boats (Inventory)
- Costumes, clothing, etc. Finding someone to take them
- Disposable vapes and personal electric toothbrushes because they're considered hazardous waste.
- Don't find much challenge/don't generate too much waste.
- Don't know
- Don't know
- Don't know
- Don't know

- Don't know
- Don't know
- Don't know
- Don't know
- Don't know
- Dont know
- Dont know
- Dont know
- Dont know
- Dont know
- Don't know.
- Don't know.
- Don't know.
- Dont know.
- Don't produce much waste
- Don't recycle
- Electrical Equipment or E-Waste, rules about equipment with batteries
- Electrical Equipment, hazardous waste and proper storage and disposal
- Electrical Equipment, regulations
- Electrical Equipment, where to dispose of
- Electronics (inventory)
- Electronics, considered hazardous
- Electronics, cost involved
- Electronics, hazardous materials
- Electronics, state and local regulation
- Equipment or machinery, cost of disposal
- Everything is simple enough.
- E-Waste
- E-waste
- E-waste
- E-waste
- E-waste or electrical equipment.
- E-waste products like batteries or cables
- Expired Chemical Products like cleaners, proper storage and disposal
- Expired chemical products, knowing what can can't be recycled or disposed of in the trash
- Expired Foods or liquids, keeping waste separate
- Expired paint or related items like primer, knowing the limits that can be dropped off and proper storage
- Expired products, proper handling of hair chemicals
- Fluids, storage

- Food Waste, cost involved
- Food Waste, difficult to separate from other recyclables
- Furniture, cost of removal
- Furniture, fees
- Furniture, getting it picked up
- Glass, transport of the glass to recycle
- Grease is the nastiest and too messy to work with
- Grease stained products as it may damage other products.
- Grease, getting it picked up
- Grease, proper storage and disposal
- Have not run into much difficulty
- Heavy electronics
- Huge electronics, cost
- HVAC Inventory due to removal of refrigerant
- I don't think that recycling is difficult
- If we had stuff to recycle.
- If you learn how to recycle properly, it becomes second nature, it's like riding a bike. practice makes perfect.
- Ink cartridges, can be messy
- Ink Cartridges, dropping them off
- Ink cartridges, getting them to the event
- Ink cartridges, messy
- Inventory (hydraulic parts)
- Inventory (machinery), items are often large
- Large furniture, A lot to deal with to dispose of it
- Large pieces of furniture or chemical supplies, scheduling pick up
- Like I said we don't really recycle
- Liquid waste, regulations for storage
- Machinery/Concrete, hazardous waste regulations
- Medical Equipment, regulations
- Medical Waste, proper disposal
- Medical Waste, regulations for storage, handling and proper disposal
- Medical Waste, regulations, storage and disposal
- More space for the separate container.
- No comment
- No issues
- No issues
- No problems
- None
- None

- [illegible]

- [illegible]

- [illegible]

- Nothing that can be recycled.
- Nothing, everything seems easy enough.
- Oil, removal and storage until picked up
- Oil, so much of it
- Oil/grease from our fryers is very messy and we have a lot of it
- Oil/Liquids, because it is a hazardous waste with a lot of rules
- Oils and liquids, strict regulations about storage and disposal
- Oils/fluids, proper handling of hazard materials
- Old food can't be mixed in with paper and plastic
- Old Inventory (mostly clothing)
- Paint/Chemically related products, proper training of employees for handling
- PVC pipes, finding where to recycle
- The e-cigarettes, considered hazard material due to batteries
- The fishing lines take a very long time to decompose in landfills. Wish a lot of people could understand that.
- Tools, don't know why.
- Tools/equipment, and I don't know
- Treated wood and particle board, storage issues
- Usually food as we are unsure of what can and cannot be recycled.
- We don't have enough space.
- We don't recycle much
- We have a hard time with boxes, like we break them down but they fill up the dumpster fast
- We just don't have the right equipment right now
- We only have a small kitchen for us inside so if we have something that needs to be rinsed out like soda can it can be difficult

Q12: (If yes to Q11) How so?

- Evacuations and flooding
- lots of evacuations and flooding in the area. we were closed down temporarily along with several other businesses in the area
- Some flooding to store so we were closed down until repaired
- We did a lot of storm prep in the community and also storm cleanup. the storm was way more massive and damaging then past storms, we ran out of a lot of space to put a lot of debris and with everything being wet, burning was out of the question.
- We had a lot here before they could come get it
- We had a lot of business lined up, but not at first
- We were closed due to evacuations
- We were flooded
- We were unable to operate at our normal hours due to flooding in the area and downed power lines

Q15: Which of the following educational tools would best help you and your customers understand what materials to recycle or throw away?: Other

- None
- None
- None
- None
- None
- None
- Our website
- Posters and demonstrations
- Practice in home,
- Signs around our restaurant.
- Sometimes to teach our kids we use songs
- Website
- Word of mouth

Q16: I'm going to read you a list of items. Please say yes or no to whether your business generates the following items as waste through either business operations or from employees.: Other

- Only used cars
- Receipts, plastic from clothes
- Tanks
- Tools, and yard waste

Q18: (If yes to Q17) Where did you find out about it?

- An inspector
- County site
- Court house
- I am a good friend of the mayor
- I cant remember to be honest with you, i am very active in the community. we hear A lot of things, but I believe my wife heard it and told me about it.
- I goggled information regarding business recycling
- I have been recycling for quite a while, I am aware of all the underground things
- It's on the county website
- I've seen it online.
- Specific name; redacted for anonymity purposes
- Specific name; redacted for anonymity purposes
- Not sure, I am just aware of the resource
- Not sure, the owner just told me about it.

- One of my friends who owns a restaurant told us about it when we first started running the camp.
- Online
- Online
- Online
- Online
- Online research
- Our landlord.
- We get monthly newsletters from the county I believe I saw it in there a while back

Q20: What is your company's name?

- Not being disclosed to preserve the anonymity of the respondents.

Q21: Please give a brief description of what your company does.

- A marketing agency. What that means is we offer brand development, website design, and other services. We can even help with social media management.
- A sports bar.
- Accountant
- Advertising firm
- Air conditioning repair
- Aircraft rental service
- Airport shuttles
- Ameriprise Financial Services
- Animal Hospital
- Apartment Complex
- Apartment Complex
- Architect
- Art gallery
- At home jewelry
- Attorney
- Auto auction
- Auto Insurance
- Auto Part Store
- Auto Parts Store
- Auto repair
- Auto Repair Shop
- Auto Shop
- Bakery
- Bank
- Bank
- Bank

- Barbecue restaurant
- Beauty Salon
- Bingo
- Boating charter
- Brand strategy interior design web development print designs and marketing.
- Breakfast
- Breakfast restaurant
- Brewery
- Building maintenance contractors repair services and janitorial services
- Camping services
- Camping/RV camping/Motel
- Cancer Treatment
- Cannabis/Medical Clinic
- Carpet Cleaning
- Cell Phone Service Provider
- Cell phone store
- Charity
- Chinese Restaurant
- Chinese restaurant
- Chinese restaurant
- Chiropractor
- Chiropractor
- Chiropractor
- Chiropractor
- Chiropractor
- Church
- Church
- Cleaning
- Cleaning service
- Clinic
- Clothing Store
- Clothing Store
- Clothing Store
- Clothing Store
- Clothing Store
- Clothing Store
- Clothing store
- Coffee Shop
- Coffee Shop
- College

- Computer services
- Concrete contractor
- Concrete contractor
- Construction
- construction
- Construction company
- Convenience store, deli, cubans
- Counseling Services
- Country club
- Credit Union
- Credit Union
- Credit/Debit services
- Cruise Agency
- customize fishing trips, including deep sea fishing
- Dance studio
- Day Care Center
- daycare
- Dental Clinic
- Dental Clinic.
- Dental Lab
- Dental Lab
- Dental Staffing
- Dental supply store
- Dentist
- Dentist
- Dentist
- Dentist
- Dentist
- Dentist
- Discount retail
- Distillery
- Doctors office
- Doner Restaurant
- Electrical supply store
- Electronics
- Electronics supplier
- Elementary School
- Employment agency
- Endodontist

- Engine rebuild service with a display room that offers parts and tools for older ski models and other equipment.
- Engineering Consulting
- Event planner that specializes in audio
- Failure analysis
- Family Doctor
- Fast Food
- Fast Food
- Fast Food
- Fast Food
- Fast Food
- fencing
- Financial planner
- Fire damage restoration
- Fire protection services
- Florist
- Flower shop
- Food
- Food service
- Food service
- Food Services for Inmates
- Funeral Homes
- Furniture store
- Gas Station
- Gas Station
- Gas Station
- Gas Station
- Gas Station
- Gas Station
- General practice attorneys in Seminole
- Glass and Mirror shop
- Glass Services
- Grocery Store
- Gun Store
- Hair Salon
- Hair salon
- Hearing Aid Store
- Herbal Medicine
- Holistic Medicine Practice
- Home Health Care

- Home health care service
- Home health care service
- Home Inspection
- Hotel
- Hotel
- Hotel
- Hotel
- Hotel
- Hotel
- Hotel
- HVAC
- HVAC Contractor
- HVAC Services
- Hydraulic equipment supplier
- Ice Cream
- Indian Restaurant
- Insurance agency
- Insurance agency
- Insurance agency
- Insurance agency
- Insurance agency
- Insurance Agency
- Insurance Agency
- Insurance Agency
- Insurance Agency
- Insurance agency.
- Interior Design
- Italian Groceries
- Italian Restaurant
- Italian restaurant
- Jewelry Store
- junk removal/hauling
- K-bbq
- Kitchen hardware store
- Landscaper
- landscaper with exceptional equipment
- Latin Restaurant
- Latino Restaurant
- Law Firm
- Lawn Care

- Lawn Mowing
- Legal Services
- Legal Services
- Legal Services
- Legal Services
- Legal Services
- Legal Services
- Legal Services
- Legal Services
- Legal Services.
- Legal services.
- Library
- Library
- Linen Store
- Lutheran Church.
- Machine shop
- Manufacturer and supply shuffleboard equipment and accessories.
- Marijuana Dr. we help people get their license.
- Marketing
- Marketing agency
- Marketing Agency
- massage parlor
- Massage therapist
- Medical clinic
- Medical clinic
- Medical Spa
- medical supply store
- Mental Health Services
- Military Mast Office
- Motorcycle repairs
- Moving and Storage
- Moving Services
- Music School
- Nail salon
- Nature Preserve
- Non-Profit
- OBGYN
- Old age home.
- Ophthalmologist
- Optical Services

- Optical Services
- Optical Services
- Optician
- Optician
- Optometrist
- Packaging
- Paint Services
- Paint services
- Paint Shop
- Pediatrician
- Personal Fitness Training
- Personal injury attorney
- Personal Injury Attorney
- Pest Control
- Pest Control
- Pest Control
- Pest Control
- Pet Store
- Pharmacy
- Pharmacy
- Physical Therapy
- Pizza
- Pizza Place
- Plastic fabrication
- Plastic Surgery
- plastic surgery
- Plastic Surgery Clinic
- Plumber
- Plumber
- Plumbing
- Plumbing
- Plumbing
- Pool Product Manufacturer
- Power Washing Service
- Pre school
- Pregnancy Care Center
- Preschool
- Printing
- Printing
- Printing services

- Promotional products supplier
- Property Management
- Property Management Group
- Psychology Office
- Public Park
- Pulmonologist
- Real estate agency
- Real estate agent
- Recreation center
- Recruiting Agency
- Remove mold
- Resin epoxy countertops, top dollar countertops at an affordable price
- Restaurant
- Restaurant
- Restaurant
- Restaurant
- Restaurant
- Retail
- Roofing
- RV storage facility.
- Sales insurance
- Sandwich Shop
- School
- School
- School
- School programs and summer camps for children
- Security System Installation Service
- Sell blinds
- Sell electronics
- Sell firearms
- Sell pizzas, salads, and breadsticks.
- Shredding
- Sign Shop
- Sign Shop
- Small family owned business. we offer several courses on all kinds of different diving, including spear fishing (one of the most unique ones)
- Smoothie Shop
- Software
- Software Company
- Software Company

- Solar Energy
- Solar energy service
- Sporting goods store
- Steak House
- Store that sells all types of items (fishing to sailing to engines)
- Swimming Pool Services
- Tax Services
- Tax Services
- Telecom company
- Therapy
- Title Company
- Transportation service
- Tree removal
- Tree service
- Tree Services
- Tree services
- Truck Rental
- University
- Upholstery Services
- Used auto parts store
- Veterinarian
- Veterinarian office
- Warehouse Store
- Water damage remediation
- We are a dental office
- We are a fitness Center
- We are a plastic fabrication company.
- We are a restaurant, bar, and great place to gather
- We are a retirement community for 55 and older
- We conduct title searches we issue title insurance we hold escrows
- We install and sale cabinets.
- We install furniture
- We offer ac and heat pump services. we repair and do installations. we can do residential or commercial properties.
- We sale arts and crafts.
- We sale golf equipment
- We sale vapes and e-cigarettes
- We sell batteries and we also sell a wide range of light bulbs and we repair cell phones and tablets and we sell vapes and electric toothbrushes

- We sell beautiful gowns that would be used for prom or homecoming, as well as gorgeous bridal dresses and accessories.
- We sell furniture
- We sell pools and pool supplies
- We sell raw and cooked poultry products for food service as well as further processing
- We sell real estate
- Weight Loss Services
- We're a home health agency.
- Window installation service
- Women's care
- Women's clothes and accessories
- Youth organization

Q24: Which of the following most closely describes your business's location?: Other

- Inside of a [store]
- Nature preserve
- Park
- We are in two stores but in a shopping center
- We are located in the [redacted] district apartments

Q25: Who is responsible for coordinating recycling collection at your business?: Other

- I don't know
- Jesus
- maybe the manager
- We don't have anything to recycle.
- We don't really have one

Q27: What is the title of your position?

- Assistant
- Assistant
- assistant
- Assistant Facility Manager
- Assistant Manager
- Assistant manager
- Assistant Manager
- Assistant Manager
- Assistant Manager
- Assistant Manager
- Assistant Manager
- Assistant Manager
- Assistant Manager

- Assistant Manager
- Assistant Manager
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- Assistant Manager
- Assistant Manager
- Assistant Manager
- Assistant Manager
- Assistant Manager
- Assistant Manager
- Assistant Manager
- Assistant Manager
- Assistant manager.
- Assistant Principal
- Assistant.
- Asst store manager
- Call Agent
- Clinic owner
- Co management
- Co owner
- Co owner
- Customer Service
- customer service
- Customer Service
- Customer service
- Customer Service Representative
- Desk Agent
- Desk Assistant
- Desk Assistant
- Desk Assistant
- Director
- Director of Operations
- Director of Operations
- Doctor
- Front Desk
- Front Desk
- Front Desk

- Front Desk
- Front Desk
- Front Desk
- Front Desk
- Front desk
- Front Desk
- Front Desk
- Front desk
- Front Desk
- Front desk
- Front desk
- Front Desk Assistant
- Front Desk Assistant
- Front Desk Assistant
- Front Desk Assistant.
- Front desk services
- Front Desk worker.
- Front Desk.
- Front Desk.
- General Manager
- General Manager
- General Manager
- General Manager
- General Manager
- General Manager
- General Manager
- General Manager
- General Manager
- General Manager
- General Manager
- Head Custodian
- Head teacher
- I am a realtor
- I am responsible for assisting the clients in the dressing rooms.
- I line up the clients
- I strictly answer phones. I am the assistant. However I have been with the company for several years and it is so exciting to work for them and what we do here is amazing things to see and experience.
- Inventory manager
- Kitchen manager
- Law group

- Lawyer/Owner of firm
- Lead
- Librarian
- Manager
- Manager
- Manager
- Manager
- Manager
- Manager
- Manager
- Manager
- Manager
- Manager
- Manager
- Manager
- Manager
- Manager
- Manager
- Manager
- Manager
- Manager
- Manager
- Manager
- Manager
- Marketing
- Office Assistant
- Office Assistant
- Office manager
- Office manager
- Office Manager
- Office Manager
- Office Manager
- Office Manager
- Office manager
- Office manager
- Office manager
- Office manager
- Office manager

- [illegible]

- [illegible]

- [illegible]

- [illegible]

- [illegible]

- Receptionist/HR
- Refused
- Server
- Shift Manager
- Shift Supervisor
- Shift supervisor
- Shift Supervisor
- Shift Supervisor
- Store associate
- Store clerk
- Store manager
- Store manager
- Store manager
- Store manager
- Store Manager.
- Store owner
- Store owner
- Student Services Office Attendant
- Supervisor
- Surgeon/Owner