

OF NOTE



No longer much demand

Over the past decade, the fastest-declining jobs in Utah by percentage were roustabouts, the unskilled or semiskilled workers in the state's oil and gas fields, according to a report from real estate website CommercialCafe. There are 85 percent fewer of these workers — about 1,820 jobs — since 2022. Nationwide, the jobs that declined the most were photograph processors and movie projectionists.

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Business Calendar page 11

Is a recession here, coming or avoidable? Summit crowd split

Brice Wallace
The Enterprise

An economic forecast for 2023 repeatedly stressed that the only thing of which you can be certain is uncertainty.

The fuzzy outlook was manifest in a survey of a crowd gathered for the Zions Bank Economic Outlook event at the Zions Bancorporation Technology Center in Midvale. Asked about the current status of the national economy, about half of the audience indicated it is not in a recession but will be in the next 12 months. The rest were split about whether the economy is currently in a recession and whether it will avoid one.

"Here's the problem: We don't know," surmised Robert Spendlove, the bank's senior economist. "We don't know who is right. ... One of these scenarios is correct, but we just don't know which one."

Spendlove paraphrased recent quotes by Fed Chairman Jerome Powell, warning that no one knows the probability of a recession or how bad one would be. So, the thinking goes, if the top official at the Fed is unsure what will happen, how can anyone else be sure?

"And that really is kind of the theme

see ZION SUMMIT page 15



Giant machinery loads copper ore at Rio Tinto's Kennecott Copper mine in Salt Lake County. A recent study by Utah State University's Department of Applied Economics for the Utah Geological Survey points to the enormous contribution the mining and energy sectors make to Utah's economy.

UGS study: Energy & mining big contributors to state economy, too

Brice Wallace
The Enterprise

While Utah's burgeoning technology sector gets a lot of attention, a couple of longtime stalwarts continue to show their economic muscles.

Utah's energy and mining industries in 2019 contributed over 10 percent to the

state's gross domestic product, supported over 6 percent of total jobs, and contributed 20 percent to Utah state tax revenue, according to a recently released study commissioned by the Utah Geological Survey and completed by Utah State University's Department of Applied Economics.

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Utah consumer sentiment back up in December

Utah's consumer sentiment increased from 64.1 in November to 68.7 in December, according to the Kem C. Gardner Policy Institute's Survey of Utah Consumers. The Gardner Institute has now measured Utah consumer sentiment for 27 consecutive months. The December 2022 Index for both Utah and the U.S. increased over the prior month, suggesting a slightly better outlook.

"Current economic challenges from an overheated economy include high inflation, rising interest rates and slowdowns in construction and real estate. Consumer sentiment has reflected these challenges," said Phil Dean, chief economist at the Gardner Institute. "Yet, there are many often under-appreciated economic buffers. Extremely low employment coupled with improving supply chains and strong overall household, business and state and local government financial reserves provide a hedge against these challenges in the new year."

A similar survey, the University of Michigan's Survey of Consumers, also found sentiment increased from November (56.8) to December (59.5) among Americans nationwide.

The Utah Consumer Sentiment Survey uses comparable questions to the Michigan, which polls the nation as a whole to arrive at its index number. Both surveys include a random sample of consumers, including demographic questions to assess the representativeness of the sample.

Utah's survey of includes five questions concerning current and expected future economic conditions. These questions are identical to those included in the University of Michigan's survey. Two of these questions refer to business or economic conditions in the country as a whole (rather than in one's home state, for example). The Gardner survey supplements these two questions with alternative versions that refer to the state of Utah rather than the whole United States.

The full results of the survey are available online at the Gardner Institute website, <https://gardner.utah.edu>.



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Young workers are ambitious about their jobs so they can retire early

The pandemic years made young workers more ambitious, even as their older colleagues grew less ambitious, according to new research from Provo-based consumers experience management company Qualtrics.

In a study of 3,000 working Americans, Qualtrics found that more than one-third (35 percent) of workers overall say their career ambitions decreased over the past three years. However, younger workers — Generation Z and young millennials (18-34 years old) — are growing more ambitious, with 35 percent reporting higher career goals than they had pre-pandemic.

Combined, Gen Z and millennials make up more than 40 percent of the American population and are a growing share of the labor force. At the same time, there were about 2 million more retirements than expected during the pandemic, concentrated among workers 65 years and older. Gen Z and millennials place a higher priority on aligning with their employer's values than older generations. Qualtrics' research highlights how the workforce culture is shifting with a new generation of workers.

Younger workers are more

likely to aspire to higher job titles than older workers. A larger share of young workers want to found their own business, be part of the C-suite and lead a full department or multiple teams than the percentage of older employees who want to hold those same positions. Just 8 percent of young workers want to be individual contributors and not manage others.

"The pandemic pushed people to think differently about the role that work plays in their lives, and we're seeing the impact of that," said Dr. Benjamin Granger, Qualtrics' chief workplace psychologist. "While it's not surprising that growth and development are important and career ambitions change as we age or enter different stages of life, this data suggests that the levers organizations pull to attract and retain both younger and older workers may need to differ."

This career ambition may be driven by a separate goal, to enjoy their life outside of work obligations, study authors said. The largest motivating factor for young workers to do their best at work is earning money, whereas older workers are more motivated by personal pride in their

work.

These young workers don't plan to work until they can receive full benefits from Social Security. In fact, nearly a quarter (24 percent) of them plan to retire early and 41 percent of those would-be early retirees want to do so by the time they turn 50. By comparison,

21 percent of workers between the ages of 35 and 54 plan to retire before they turn 67.

There are also limitations to how much extra work young workers are willing to take on to advance in their careers. Three-quarters of young workers say they are likely to accept a promo-

tion with a 10 percent pay raise if they have to work up to five extra hours per week, but that drops to 37 percent who would take a similar promotion that required more than eight extra hours of work each week, while 40 percent of workers aged 55 and over would still take that promotion.

Federal COVID-relief programs ending in Utah

Two federal programs that were instituted during the COVID-19 pandemic are slated to end, according to the Utah Department of Workforce Services (DWS). The Supplemental Nutrition Assistance Program (SNAP) emergency allotment and the Emergency Rental Assistance Program, both temporary federal pandemic emergency assistance programs, will end in the coming months.

"These programs have helped thousands of Utah residents to make it through the economic challenges brought about by the pandemic," said Nate McDonald, deputy director of DWS. "But we have always known these programs would be temporary, and, fortunately, Utah's economy has thousands of job opportunities for those who are looking."

Utah's most recently published job growth rate is 2.6 percent and the unemployment rate is 2.2 percent.

When the federal government declared a

public health emergency at the beginning of the COVID-19 pandemic, it allowed for an emergency increase in monthly SNAP or food stamps benefits to SNAP-eligible recipients. The omnibus bill recently passed by Congress included the end date for SNAP emergency allotment as February 2023.

Beginning in March 2023, all 74,000 households in Utah that receive SNAP benefits will no longer receive the federal SNAP emergency allotment, returning SNAP benefits to their pre-pandemic level.

As part of the American Rescue Plan, Utah received \$344 million in federal Emergency Rental Assistance funds, helping individuals pay their rent and utilities during the pandemic. The program launched March 15, 2021. The federal funds are anticipated to be exhausted by the end of March. Applications for Emergency Rental Assistance will no longer be available after Feb. 5.

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Salt Lake Chamber to honor Wilford Clyde as this year's 'Giant in Our City'

The Salt Lake Chamber has announced that Wilford Clyde is this year's "Giant in Our City" honoree.

The award is presented to those with exceptional and distinguished service, as well as extraordinary professional achievement, and is widely recognized as the most prestigious business award given in Utah, the chamber said.



Wilford Clyde

Clyde will be honored at an April 27 gala at the Grand America Hotel in Salt Lake City.

Clyde is chair of Clyde Companies Inc., an Orem-based provider of infrastructure and construction materials and services in the Intermountain West. He is a lifelong resident and former two-term mayor of Springville. After graduating from Brigham Young University in accounting, Clyde began working in the family construction business, Geneva Rock,

eventually becoming president.

In 2001, Clyde was named CEO of Clyde Companies Inc. and has overseen a time of unprecedented growth in its mission to "Build a Better Community." CCI has expanded to nearly 5,000 employees and almost \$2.5 billion in revenue. Its subsidiaries include WW Clyde, Geneva Rock, Sunroc, Sunpro, IHC Scott, Bridgesource, GWC Capital and Beehive Insurance.

Clyde has served the community in many capacities, including past chair of the Salt Lake Chamber, the Utah State Board of Regents, chair of the Utah Manufacturers Association, president of the Utah Associated General Contractors, chair of the Provo/Orem Chamber of Commerce, chair of the Board of Trustees of Utah Valley University, and national president of the BYU Cougar Club.

The April 27 black-tie activities begin with a reception at 6 p.m., followed by a dinner and program at 7 p.m. The cost is \$250. Details are at slchamber.com.

Cotopaxi's Smith moving to board leadership; new CEO announced

Salt Lake City-based Cotopaxi has announced that Damien Huang will become CEO of the company on July 1, replacing current CEO and founder Davis Smith, who will transition to chairman of the board. Cotopaxi is a designer, manufacturer and seller of outdoor products including backpacks, jackets, T-shirts and accessories for men and women.

Smith has been called by The Church of Jesus Christ of Latter-day Saints as a mission president in Recife, Brazil.

Smith launched Cotopaxi in 2013 and has grown the company to over 300 employees, has assisted an estimated 3.5 million individuals living in poverty through Cotopaxi's impact work, and as of 2022, surpassed \$100 million in revenue. Smith said that the remainder of the leadership team, including Stephan Jacob, chief operating officer and co-founder, will remain intact.

Huang currently serves as president of Cotopaxi. He joined the company in May 2022 from Eddie Bauer, where he had served as CEO. He has also held positions at Patagonia as vice president of design and merchandising and at The North Face, where he spent a decade in a number of product roles.

"Cotopaxi has experienced remarkable growth over the last nine years and is proof that do-

ing good and doing well are not mutually exclusive," said Smith. "There is indeed a better way of doing business which is putting people and the planet first. We have a team of leaders who believe deeply in our mission to do good in the world, which gives me a lot of confidence in this transition. I am excited for this next phase in my career as the lifelong steward of Cotopaxi's brand, purpose and mission, while also creating the right conditions for me to pursue something of great importance in my personal life."

"Like all great companies, Cotopaxi thrives not only because of a single visionary leader, but because that leader created and nurtured a culture and team that fuels the vision. We are all part of something more meaningful than our individual roles. This past year, Davis entrusted an expanded leadership team with taking the Cotopaxi brand to its next level, and I am honored to take an elevated role as part of that team," said Huang.

Codex IT acquires Intranet Consulting

Columbus, Ohio-based Codex IT, a healthcare technology and managed services provider, has announced the acquisition of Intranet Consulting Inc, a managed services provider based in Farmington.

"This strategic acquisition is the first for the company this year and will allow Codex IT to secure a more significant presence along the Wasatch Front and the rest of Utah, helping to ensure Codex IT continues as the partner of choice for healthcare groups as it expands West," Codex said in a release. "With a

continued focus on patient-centric technology support and services, Codex IT expands its national footprint to five support centers across the U.S."

"Our strategic acquisition of Intranet Consulting broadens our national reach, boosts our expertise, and enhances our support capabilities," said Codex CEO Wes Strickling. "Now, with technology support centers in Columbus, Charlotte, Detroit, Boston and now Salt Lake City, we are one of the leading healthcare IT companies in the country."

"We are excited about partnering with Codex IT to expand our capacity and to exceed our clients' technology support expectations. Our combined capabilities will allow us to help our progressive clients continue to grow in their respective markets by providing the best experience for both patients and staff," said Intranet Consulting President Glen Schimmelpfenig.

Anfield buys Utah uranium projects

Anfield Energy Inc., a uranium and vanadium mining company based in Vancouver, British Columbia, Canada, has purchased a 100 percent interest in 65 unpatented mining claims in the Marysvale uranium project, located in Beaver County, and in 26 unpatented mining claims of the Calf Mesa uranium project, located in Emery County. The purchase price was \$60,000 in cash and 9 million common shares of Anfield stock. The previous owners were Nedeel LLC and BBL-2 LLC, mining companies formed specifically to hold these specific mining properties.

Corey Dias, Anfield's CEO said, "We are pleased to secure additional claims near our Utah projects, including the Shootaring Canyon Mill, and will continue to seek out prospective assets which fit into our two-fold

strategy of acquiring both near-term and longer-term uranium and vanadium assets which will fit into our overall production plan."

Uranium was discovered in the Marysvale area in 1949 and the area has produced approximately 1.4 million pounds. The project is located within the Marysvale volcanic field approximately 100 air miles west and north of Anfield's Shootaring Canyon uranium processing mill, one of only three licensed uranium mills in the United States.

Companies such as Energy Fuels Exploration Co. and Philips Uranium Corp. have held claims in the area, while both Philips and Trigon Exploration have conducted exploratory drilling projects in the area, one of Utah's most active uranium producing ranges.

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PCF buys TCU Insurance

PCF Insurance Services (PCF), a Lehi-based insurance brokerage firm, has acquired TCU Insurance Agency, an independent insurance agency and a subsidiary of Teachers Credit Union (TCU) of South Bend, Indiana. TCU Insurance offers Michigan and Indiana residents insurance solutions for home, rentals, auto, motorcycle, senior healthcare, business and life.

"TCU Insurance is an important addition to the PCF agency network, expanding our reach and service offerings in the Midwest," said Peter C. Foy, chairman, CEO and founder of PCF Insurance. "PCF's model is built around an ability to tap into our network of industry experience in a way that will allow each of our agencies to continue leading and expanding their respective capacities and product lines."

"TCU Insurance is excited to become a part of PCF," said Rick Van Es, president of TCU Insurance. "We can now offer our clients enhanced insurance options and risk management solutions, all while staying true to the personal service that has been our hallmark for the past 21 years."

The terms of the deal were not disclosed.

Utah gets \$10M from American Rescue Plan

The Utah Broadband Center was recently awarded \$10 million in federal funding through the Coronavirus Capital Projects Fund (CPF) as part of the American Rescue Plan. The Utah Broadband Center is an initiative of the Governor's Office of Economic Opportunity (Go Utah).

The CPF allocates \$10 billion to states, territories and tribal governments to fund critical capital projects that enable work, education and health monitoring in response to the public health emergency. Utah is among five other states awarded CPF funds.

"Utah will receive \$10 million for broadband infrastructure, which we estimate will connect

3,080 households and businesses. This represents approximately 5 percent of locations in Utah still lacking high-speed Internet access," said Jim Grover, Go Utah's managing director of incentives and grants. "The award will fund the Broadband Access Grant, a competitive grant program designed to address gaps in broadband infrastructure. Our goal is to increase reliable high-speed Internet service where it is currently unavailable. Funding from CPF will help Utah continue its efforts to bridge the remaining digital divide."

The Utah Broadband Center has already awarded five rural

recipients. Due to rurality, economic need or high cost, these areas would not otherwise have broadband infrastructure without the grant incentive. These areas include Box Elder County, Croydon, Millard County, West Mountain and Montezuma Creek in the Navajo Nation in San Juan County.

The CPF will address challenges caused by the pandemic, especially in rural America, tribal communities and low and moderate-income communities. It will help ensure all communities can access the high-quality modern infrastructure, including broadband, needed to access critical services.

Heffernan Network Insurance acquires The Bon Agency

Heffernan Network Insurance Brokers, a subsidiary of Heffernan Insurance Brokers of Walnut Creek, California, has acquired The Bon Agency based in Clearfield. The Bon Agency President Kyle Corbridge and Vice President Matthew Tanner along with 12 of their team members joined Heffernan Network in November.

Founded in 1895, The Bon Agency has been family-owned and operated for four generations. Kyle Corbridge joined the business in 2004 and assumed the role of president in 2018, with Matthew Tanner joining in 2017. The

Bon Agency focuses on commercial and personal insurance lines in multiple states in the Mountain West through its two offices located in Clearfield and Casper, Wyoming. The company will operate autonomously as a subsidiary agency of Heffernan Network.

"There is an extremely strong emotional tie to a business when it has been in the family for multiple generations, so choosing the right long-term partnership is more than important; it's critical. Becoming part of Heffernan Network will provide us with the necessary tools and support to move our family business into the next phase,

and do it the right way," said Corbridge.

"The Bon Agency is an extremely exciting acquisition for Heffernan. As a generational family-owned agency with such a strong reputation in their communities, we are excited for them to lead our expansion in Utah, Wyoming and surrounding states," said John Prichard Jr., president of Heffernan Network Insurance Brokers. "Kyle brings a refreshing leadership style and has the energy and drive to take his agency to the next level, and we are committed to working closely with him and his team to accomplish it."

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Business Tech

Understanding NIST: What it does and how that affects your business

Companies large and small are at a heightened risk for data breaches, which could lead to the leak of private customer information, company secrets or other sensitive files. In the cybersecurity space there are two leaders of the cyber response framework: NIST and SANS. In this article we will discuss the National Institute of Standards and Technology (NIST), what it is, who it benefits and its core functions.

What is NIST?

The National Institute of Standards and Technology is a government agency responsible for promoting innovation and competitiveness in science, engineering and technology. It helps set the base standards for companies who don't have something like a Cybersecurity Maturity Model Certification (CMMC) — the Department of Defense's cybersecurity verification mechanism — to follow and can be used as a "best practice" in the cybersecurity space.

NIST's main purpose is to establish best practices — or standards — for organizations handling government data. By improving these security standards, it doesn't just help government agencies, but also private companies, better protect data. The NIST Cybersecurity Framework was created in 2014 to help organizations establish standardized cybersecurity practices. This way, there is a uniform approach that will better protect against data breaches and other types of cyberattacks.

What is NIST Compliance?

NIST compliance is the term used when referring to following one or more NIST publications. NIST standards exist to make sure that cybersecurity efforts between different government agencies or companies working with the federal government are consistent.

In order to do business with the United States federal government, companies need to meet security measures put in place by NIST. Special Publication NIST 800-53 and Special Publication NIST 800-171 are just a few of the standards that businesses sup-

plying products or services to the U.S. might have to fulfill.

NIST 800-171, or "Protecting Controlled Unclassified Information in Non-Federal Information Systems and Organizations," was first established in May 2015.

The purpose of this document is to provide direction to non-federal organizations that want to protect sensitive federal information stored in their own systems. It covers what role the organization would play in data breaches, which types of data require protection and the level of security needed.

The latest edition of this document is NIST SP 800-171 Rev2 from February 2020.

Not only does NIST compliance make it easier to comply with other security frameworks, such as the Sarbanes-Oxley Act (SOx) and the Payment Card Industry Data Security Standard (PCI DSS), but it also provides a solid foundation for your organization's security efforts.

NIST best practices protect your organization's systems, data and networks from cybersecurity attacks, saving you time and money in the future.

Who is NIST Compliance Intended For?

The NIST Cybersecurity Framework (CSF) is designed to ensure that vital IT infrastructure for private companies is secure. The framework provides guidance, but it is not focused on compliance. Organizations are encouraged to prioritize cybersecurity risks in the same way they would handle financial, industrial, personal and operational security risks.

The framework's other goal is to make sure that cybersecurity risk is considered during the normal day-to-day conversations among people in all organizations.

NIST CSF was designed to aid companies in securing their most crucial infrastructure. The framework can be used effectively as follows:

- Examine the current cybersecurity measures to determine their risk.
- Identify potential new cybersecurity standards and policies.

- Make sure everyone is on the same page by communicating new requirements.

- Develop new policies with corresponding cybersecurity measures.

Any company that wants to do business with the United States government needs to follow NIST guidelines. This includes not just U.S. agencies, but also companies and individuals that the government could potentially hire for project work in the future.

The Core Functions of NIST CFC

The core functions of the framework include industry standards, guidelines and practices that enable communication of cybersecurity activities and outcomes across the industry. By using this framework, executives to implementers will all be following the same best practice when it comes to information security.

NIST's CSF framework is composed of five functions that are carried out simultaneously and continuously: identification, protection, detection, response and recovery.

Identification. The identification function is the first priority of the framework because it establishes "an organizational understanding to manage cybersecurity risk for systems, assets, data and resources."

This focus is on how businesses relate to cybersecurity risks, primarily taking resources into account. For example, the main activities associated with this function are:

- Asset management.
- Business environment.
- Governance.
- Risk assessment.
- Risk management strategy.

The identification function is the beginning step for planning future actions related to cybersecurity in your organization. Knowing what you have, what risks are involved with these surroundings and how it affects your business goals is essential for success.

Protection. In general, the NIST framework helps companies communicate their cybersecurity risk management program to others by organizing informa-

tion and sharing it securely. The company can also address threats and learn from previous activities to continually improve its safeguards. This then helps limit or reduce damage from a possible cybersecurity event.

The two- and multi-factor authentication practices that control access to assets and environments, as well as employee training to reduce the risk of accidents and social engineering violations, are examples of application of the protection function.

Because violations are becoming more frequent, it is now crucial to have the right policies and protocols in place to lower the chances of a violation. The protection function within the framework works as a guidebook, outlining what needs to be done in order to achieve this goal.

Detection. The purpose of the detection function is to put into place activities that will enable the early recognition of a cybersecurity event. Some examples of results achieved through this function include:

Anomalies and Events: The program is designed to quickly detect unusual activities, and everyone on your team will be able to understand the consequences of such events. It prepares your team to collect and analyze data from multiple sources so that they can identify a cybersecurity event when it occurs.

Continuous Security Monitoring: By monitoring your information systems and environments at regular intervals, you can spot potential cyber threats before they happen. Having a team that monitors your assets 24/7 gives you peace of mind so that you can focus on other aspects of running your business.

Detection Processes: Test your detection procedures and processes regularly to ensure you are always aware of potential cyber events. The sooner you can learn about a violation, the better, but make sure to follow all disclosure requirements. Your program should be able to detect any unauthorized access to your data immediately.

Cybersecurity threats can be critical for businesses, so the

detection function of your security framework is vital. By following these best practices and implementing these solutions, you will be able to reduce cybersecurity risk and protect your business interests.

Response. The response function aims to reduce the damage of a potential cybersecurity attack through response planning, analysis and mitigation activities to ensure the cybersecurity program is in a state of continuous improvement.

Having a response plan in place is the first step to adopting the response function. This will help ensure compliance with reporting requirements, and that data is encrypted and securely transmitted to the appropriate location and industry.

Recovery. The recovery function of this framework aids in prompt recovery from regular operations to minimize the repercussions of a cybersecurity event. Outcomes that this function supports include:

Recovery Planning: By regularly testing and practicing recovery procedures, your program will be better equipped to handle an event if or when it occurs.

Improvements: Improved recovery planning and processes happen when events occur, areas for improvement are identified and solutions are put together.

Communication: Creating a coordinated effort between all departments and outside agencies leads to greater organization and successful implementation.

The recovery function is essential to not only the business and security team but also to customers. A company's fast recovery time is essential to its success.

Conclusion

The NIST CFC cybersecurity framework is designed to help businesses improve their overall security posture and reduce exposure to cyber threats. By implementing these standards into their operations, businesses can take proactive steps to improve their cybersecurity maturity.

Bahar Ferguson is the president of Wasatch I.T., a Utah IT provider for small and medium-sized businesses.



BAHAR FERGUSON



Walmart's drone delivery has landed in Utah. Two stores in the Salt Lake City area are now offering the new same-day delivery option in partnership with DroneUp, with delivery straight to customers' doors in as little as 30 minutes. Customers living within a mile of participating stores can place orders on more than 10,000 eligible items up to 10 pounds. The participating stores are the Walmart Super Center on State Street in Lindon and the Walmart Neighborhood Market in Herriman.

Over the past year, Walmart's drone program has begun operating 36 drone delivery hubs across seven states. The company has successfully completed its drone hub expansion plans announced last year and has completed more than 6,000 drone deliveries.

"I'm incredibly proud of our team for creating the largest drone delivery footprint of any U.S. retailer and providing customers with an incredibly fast — and innovative — option for delivery," said Vik Gopalakrishnan, vice president for innovation and automation for Walmart U.S. "We're encouraged by the positive response from customers and look forward to making even more progress in 2023."

Walmart customers in Utah can check their eligibility for drone delivery at <https://droneupdelivery.com/>.

Ohio-based NMG Aerospace acquires Matco Manufacturing

Matco Manufacturing, a Salt Lake City-based manufacturer of aircraft wheels, brakes and related components, has been purchased by NMG Aerospace, a maker of experimental and light sport aircraft wheel and brake products based in Stow, Ohio.

"The acquisition of Matco reinforces NMG's commitment to supporting all areas of the aerospace marketplace, particularly in the areas of wheels, brakes and actuation," said Jeremy Earley, NMG's vice president of business development and engineering. "It is exciting to take a core part of our offering at NMG and serve a new, growing market in experimental, light sport and advanced air mobility sectors."

NMG Aerospace is combining Matco's capabilities into its trademark design, manufacturing and testing expertise to make incremental advancements in its own product portfolio, the company said.

Matco Manufacturing was owned and operated by George Happ, a landing systems en-

gineer with decades of experience, including tenures at Cleveland Pneumatic (now Collins Landing Systems) and Honeywell.

"George's experience and passion for designing and manufacturing safe, high-performance landing systems is what sparked NMG's interest in Matco," Earley said.

"NMG's enthusiasm and knowledge for what we have built at Matco made it the perfect partnership to complement our team," Happ said. "Their understanding of the products we produce will bring a level of comfort and expertise to both existing and new customers."

Happ will remain a part of the leadership team both during and after the transition, Earley said.

The acquisition was finalized before the end of 2022. No financial details were released.

NMG Aerospace is a privately held, family-owned company employing more than 350 people across locations in Ohio and Arizona.

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Industry Briefs

Industry Briefs are provided as a free service to our readers. Company news information may be sent to brice@slenterprise.com. The submission deadline is one week before publication.

ARTS/ ENTERTAINMENT

• **US Ghost Adventures**, a tourism company offering ghost tours in the U.S., has launched 12 new locations, with one being downtown Salt Lake City. Tour guides deliver accounts derived from historic research, as well as interviews of firsthand accounts from those who have witnessed the unexplained. US Ghost Adventures launched on the East Coast and started by operating tours and experiences in 20 cities. The company currently operates tours and experiences in more than 50 locations and owns and operates the infamous Lizzie Borden House.

• Hundreds of young ballet dancers ages 9-19 from throughout Utah will audition for **Youth America Grand Prix** scholarships during the 2023 regional semifinals taking place at the Mid-Valley Performing Arts Center in Taylorsville through Jan. 17. They hope to receive scholarships to top schools and companies. Participants have gone on to dance professionally for American Ballet Theatre, Paris Opera Ballet, Dutch National Ballet, New York City Ballet and more. Since YAGP's founding in 1999, over 200,000 young dancers have participated in YAGP's international workshops, audition classes and dance awareness events.

CONTESTS

• **SelectHealth**, a Murray-based nonprofit health plan in Utah, Idaho and Nevada, has announced it is accepting submissions for the **SelectHealth Awards**, a program that will recognize organizations working to build strong communities and helping those in need.

SelectHealth will acknowledge 10 organizations this year with \$3,000 and a marketing package valued at over \$20,000 to further their cause. Submissions are being accepted through Feb. 28 or until 200 submissions are reached. Submissions can be made at selecthealthawards.org. A wide range of organizations have received the SelectHealth Awards since it was first introduced in 2008.

CORPORATE

• The **Larry H. Miller Co.** has named **Alex Dunn** as a managing partner. As part of this transition, **David Smith**, former chief strategy officer, has been promoted to managing partner. Dunn will provide executive leadership throughout LHMCO's portfolio of businesses and help lead the organization's growth and investment strategy. He most recently formed and served as the CEO of Executive



Alex Dunn



David Smith

Network Partnering Corp., a special purpose acquisition entity, which led to the acquisition of Granite Ridge. Dunn also served as president of Vivint SmartHome, co-founder of Vivint Solar, deputy chief of staff to Massachusetts Gov. Mitt Romney, entrepreneur-in-residence at General Catalyst Partners, and co-founder and CEO of Lavastorm. He earned his bachelor's degree from Brigham Young University. Smith joined the Larry H. Miller Co. in 2013 as director of mergers and acquisitions. He has held increasing roles of responsibility, including overseeing the risk/safety, IT, human resources and communications functions, as president of Prestige Financial, and as interim CEO. Prior to joining the company, Smith was the head of M&A for Leucadia National Corp., director of business development for Koch Industries, and worked for Ford Motor Co.'s Divestitures Group. He earned his Bachelor of Science degree in political science/economics from the University of Utah and an MBA from Brigham Young University.

ECONOMIC INDICATORS

• The average **Utahn** has a 2023 **savings goal** of \$8,355, or \$696 per month, according to a survey by coupon and deals discovery engine **CouponBirds**. The national average is \$8,082. The

largest amount is in Nebraska, at \$16,092.70. The smallest is in North Dakota, at \$1,565. Details are at <https://www.couponbirds.com/research-center/data/have-you-set-your-new-years-solution>.

• **Washington County** had the nation's top **luxury second-home market** in 2022, according to a study by **Pacaso**, a real estate platform for people to buy and co-own a luxury second home. The county had an average luxury second-home price of \$1.3 million and its share of luxury second-home mortgage rate locks was up 10.3 percent year over year. To determine the top U.S. markets, Pacaso analyzed second-home mortgage rate lock data, an indicator of second-home buying activity. Utah, Florida and California saw the biggest gains in the nation when it came to the number of people purchasing luxury second homes as compared to 2021. For comparison, Osceola County, Florida, had a 6.1 percent increase and Nevada County, California, saw a 4.5 percent rise. The study defined luxury second homes are as homes sold for \$1 million or more that are designated for seasonal and/or recreational use. Details are at <https://www.pacaso.com/blog/top-second-home-markets-2022>.

• **Salt Lake City** is ranked No. 34 and **West Valley City** is No. 50 on a list of "**Best Cities for Ice Skating**," compiled by **LawnStarter**. It looked at the 200 biggest U.S. cities and rated them for access to ice rinks, skating lessons and hockey equipment. It also considered climate conditions and local popularity based on hockey teams, figure skating competitions and Google searches. The top-ranked city is St. Paul, Minnesota. The bottom-ranked cities are Lancaster and Palmdale, both in California. Details are at <https://www.lawnstarter.com/blog/studies/best-cities-ice-skating/>.

• **West Valley City** is ranked No. 30 and **Salt Lake City** is No. 38 on a list of "**Best Cities for Cookie Lovers**," compiled by **Lawn Love**. It looked for cities with great access to tasty cookies, including late-night cookie vendors and Girl Scout Cookie booths. It also considered TimeOut's list of "the best cookies in the U.S.," as well as local interest indicated by Google searches. On breakout lists, West Valley City tied for No. 2 with several cities for fewest food delivery services. The top-ranked city is Seattle. The bottom-ranked city is Amarillo, Texas. Details are at <https://lawnlove.com/blog/best-cities-cookie-lovers>.

• Given a choice to move to another state in 2023,

Utahns would select **Hawaii**, according to a survey by **FamilyDestinationsGuide.com**, a vacation ideas site. Among locations abroad, they would choose New Zealand. Details are at <https://familydestinationsguide.com/family-relocation-poll/>.

• **Salt Lake City** is ranked No. 122 and **West Valley City** is No. 190 on a list of "**Best Cities for Bagel Lovers**," compiled by **Lawn Love**. That put West Valley City as the 10th-worst city for bagel lovers, tied with Waco, Texas, and Miramar, Florida. Lawn Love ranked 200 cities based on an abundance of high-quality bagel shops and an enthusiastic bagel-loving community, with extra points for hosting a Bagels & Bites Festival. The top-ranked city is New York City. The bottom-ranked city is Shreveport, Louisiana. Details are at <https://lawnlove.com/blog/best-cities-bagel-lovers/>.

EDUCATION/TRAINING

• **101 Financial**, an Orem-based company focused on providing financial education to individuals and families, has promoted **Lei Akina** to vice president of instructor development. Akina has been with the company for over 10 years as a master instructor and in instructor leadership.



Lei Akina

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ENVIRONMENT

• Forty-one percent of **radon** test results in Utah equal or exceed the Environmental Protection Agency action level, according to the Lung Association's "**State of Lung Cancer**" report. Exposure to radon is the second-leading cause of lung cancer and is a naturally occurring radioactive gas emitted from the ground. Radon can enter a home through cracks in floors, basement walls,

foundations and other openings. Do-it-yourself radon test kits are simple to use and inexpensive and high levels can be mitigated.

GOVERNMENT

• **Rachel George Terry** has been appointed director of the **Utah Division of Risk Management**, part of the Utah Department of Government Operations. Terry succeeds **Brian Nelson**, who served as the division director since 2016 and retired after a 20-year career with the state.



Rachel Terry

The division works to insure and protect state assets, promote safety, and help prevent losses for State Risk Fund participants, which include state agencies, state institutions of higher education, school districts and participating charter schools. Terry's experience includes serving as the deputy director of the Utah League of Cities and Towns and as an attorney for the Utah State Office of Education.

HEALTHCARE

• **R1 RCM Inc.**, a Murray-based company that provides solutions designed to transform the patient experience and financial performance of healthcare providers, has appointed **Jennifer Williams** as chief financial officer and **Kyle Hicok** as chief commercial officer.



Jennifer Williams



Kyle Hicok

Williams and Hicok succeed **Rachel Wilson** and **Gary Long**, respectively, who will step down from their roles and remain with the company in advisory roles to ensure a seamless transition. Williams has more than 20 years of experience in financial planning, accounting, M&A and operational finance leadership across several healthcare revenue management, data analytics and technology businesses. She joined R1 following the acquisition of Cloudmed, where she served as chief financial officer since July 2020. Prior to Cloudmed, Williams served as senior vice president and chief financial officer of corporate functions for Change Healthcare. Earlier in her career, she was the corporate controller and global

see BRIEFS next page

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finance leader at First Advantage and held financial leadership positions at LexisNexis Risk Solutions for over 10 years. She began her career with Ernst & Young. Hicok joined R1 following the acquisition of Cloudmed, where he served as president and general manager. Prior to Cloudmed, Hicok has served in numerous positions where he was responsible for multi-state revenue cycle operations, national consulting and shared service operations, including as vice president of revenue cycle management at Optum360 from 2014-17, in various roles at MedeAnalytics from 2011-13, Huron Consulting Group Practice from 2008-09, and Stockamp from 2001-08.

• **Health Catalyst Inc.**, a South Jordan-based provider of data and analytics technology and services to healthcare organizations, has announced that **Paul Horstmeier** will transition from his full-time position as chief operating officer to that of a senior advisor, effective March 31. The leadership of the Church of Jesus Christ of Latter-day Saints has called Horstmeier to serve for three years as the mission president of the Puerto Rico San Juan Mission, beginning in late June.



Paul Horstmeier

INSURANCE

• **Sentry Insurance** has opened a regional office in Denver to better serve businesses in the Mountain states, including Utah. It offers insurance products to companies in construction, manufacturing, retail, wholesale, distribution, real estate, golf courses and service industries (financial, hospitality, restaurants, etc.). The Sentry Mountain region is led by regional executive **Paul Boehm**, who joined Sentry in



Paul Boehm

2021 and oversees underwriting, sales and distribution for the area. Boehm has more than 30 years of experience working with insurance companies and has provided insurance services in the region for more than 17 years. He continues to hire new associates to help serve area businesses. The office will work with locally based insurance agents, which currently include Buckner, Moreton and USI. Based in Wisconsin, Sentry employs more than 4,300 associates across the country.

INVESTMENTS

• **DW Healthcare Partners**, a Canada-based, healthcare-focused private equity firm with an office in Park City, has completed its investment in **Med Learning Group LLC**, based in New York. MLG, previously

a division of Ultimate Medical Academy, is a medical education company. The amount was not disclosed.

• **Savory Fund**, a Lehi-based private equity firm that invests in emerging restaurant concepts, announced that it hired more than 6,100 employees across its 10 brands, as well as more than 50 employees at the corporate level, in 2022. For 2023, the company expects to hire 11,000 employees, including more than 100 corporate positions across its portfolio.

LAW

• **Armstrong Teasdale** has announced that nine attorneys have been elected to the firm's equity partnership, including **Brennan Moss** in Salt Lake City. Moss has experience spanning the corporate, real estate, litigation and white-collar defense areas. His education includes a bachelor's degree in English from the University of Utah.



Brennan Moss

MEDIA/MARKETING

• **Utah Business** has appointed **Burke Olsen** as publisher and hired **Melanie Jones** as vice president of content and marketing. Olsen succeeds **Donnie Welch** as publisher. Olsen has been involved in digital media at the *Deseret News* for the past decade and also has worked in marketing and public relations in both the for-profit and not-for-profit sectors, including at the Pew Research Center and PR firms in Washington, D.C., and Utah.



Burke Olsen



Melanie Jones

His work at the *Deseret News* included serving as the head digital officer and as general manager of digital products and digital content director. Jones has been involved in marketing and content for Utah businesses, including Ultradent and Younique, where she most recently was vice president of global CXM and planning and chief of staff to the chief marketing officer. For the past five years she also has been a volunteer with TEDxSaltLakeCity, where she has selected and coached more than 50 speakers and performers.

PARTNERSHIPS

• **Omada Health**, a virtual, integrated chronic care healthcare provider, and **Castell, Intermountain Healthcare's** value-based care subsidiary, have entered into a partnership that expands the access of Omada's Diabetes Prevention Program and Diabetes Program to patients and caregivers receiving care from Intermountain Healthcare's primary care providers within its Utah Medical Group. Castell will help to target and enroll eligible patients through their existing care pathways. Patients who have, or are at risk for, diabetes will be proactively contacted by Castell care coordinators and Intermountain providers to give them the option to enroll into the appropriate Omada program.

REAL ESTATE

• A joint venture between San Diego-based **RedHill Realty Investors** and Cleveland-based **Citymark Capital** has sold **Downtown 360 to HSR Income and Value REIT2**, a subsidiary of Los Angeles-based **Hill Street Realty**. Financial terms were not disclosed. Downtown 360 is a 98,662-square-foot, 151-unit apartment community at 360 S. 400 W. The five-story building was 98 percent leased at the time of the sale. The sale was arranged by **CBRE**. Patrick Bodnar of CBRE represented the joint venture.

RECOGNITIONS

• **ChamberWest** has announced that **Jon Butterfield** has been selected to be the **Hall of Fame Award** recipient for 2023. He will be inducted in August. Butterfield has been president of the Jordan Valley Medical Center since May 2018. His earlier experience includes serving as administrator/CEO and director of emergency services at the medical center and director of nursing at the Salt Lake County Sheriff's Office. Butterfield also served as a member of the ChamberWest board of directors for five years and has been a member of the West Jordan Chamber of Commerce. His education includes an MBA from Western Governors University, an associate's degree in registered nursing from Weber State University, and a bachelor's degree in registered nursing from the University of Phoenix.



Jon Butterfield

• The **Ogden-Weber Chamber of Commerce** has announced that **Sara Buehler Toliver** will receive the 35th annual **Athena Leadership Award** during a luncheon Jan. 24, 11:30 a.m., at



Sara Toliver

the Timbermine restaurant in Ogden. Toliver is president and CEO of Visit Ogden, the destination marketing organization for Weber County. An Ogden native, Toliver serves on the Destination International Small Bureau Task Force and is the current past president of the Destination Marketing Association of the West. The chamber said that during the COVID-19 pandemic, she sought and wrote grants to support not only Visit Ogden but other small businesses and organizations in the community while also helping other organizations write grants. She was able to secure almost three-quarters of a million dollars. She also was among those who established the Harvest Moon Celebration, an annual event that brings thousands of people to Ogden each year. Toliver received BS and MBA degrees from Utah State University before opening three retail stores on 25th Street in downtown Ogden.

• The **Davis Chamber of Commerce Women in Business** has announced that **Kearston Cutrubus** will receive the 24th annual **Athena Leadership Award** at a luncheon Feb. 23, 11:30 a.m., at the Davis Conference Center in Layton. Cutrubus is the customer and community relations director



Kearston Cutrubus

for her family's multiple automotive dealerships in Northern Utah. She serves on various boards and committees for community organizations. Cutrubus in 2021 was elected as chair of Weber State University's Board of Trustees. She was appointed to the board in 2016 and also served as vice chair. Cutrubus attended WSU.

• **Impartner**, a South Jordan-based channel management platform and partner relationship management provider, has started the year ranked No. 1 in multiple categories by soft-

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BRIEFS

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ware marketplace G2. In its Winter 2022 Report, G2 ranked Impartner No. 1 in Enterprise Partner Management and in Mid-Market Partner Management, and as a leader on the TCMA Grid. Companies achieve leader status by receiving positive reviews from verified business professionals compared to similar products in the category.

RESTAURANTS

• **Beard Papa's**, a cream puffs chain, has opened its first location in Utah. Beard Papa's Sugarhouse Salt Lake City is at 905 E. 2100 S., Salt Lake City. Founded in Japan in 1999, the dessert chain now has more than 400 locations in 15 countries and territories.

• **Jinya Ramen Bar** has opened a location at 3725 N. Thanksgiving Way, Lehi. The location, which will serve ramen bowls, is the company's third in Utah and 49th systemwide. It was founded in 2010.

• **Deer Valley Resort**, Park City, has opened the **Cast & Cut** restaurant at its Snow Park Lodge. It is led by Executive Chef **Peter Menteer** and Executive Sous Chef **Chris Gibson**. It will be open for the winter season through April 16.

TECHNOLOGY

• **Eltropy**, a California-based company with an office in Lehi, announced that in 2022 it completed two company acquisitions, unified the company under one brand, forged multiple key partnerships and saw record-breaking customer growth. Eltropy offers a digital communications platform for community financial institutions. The 10-year-old company now works with more than 550 credit unions and community banks across the United States and Canada.

• **Enveyo**, a Provo-based provider of logistics data management, visibility and shipping optimization software, has hired **Nate Endicott** as senior vice president of growth. Endicott



Nate Endicott

has more than two decades of global logistics and supply chain experience, most recently serving eight and a half years at RateLinx as senior vice president of global sales, marketing and partnerships. He also worked at Control Pay, Intelligent Audit and Trax.

Succeeding in Your Business

Your New Year's resolutions for 2023 (Part 2 of 2)

Here are some more New Year's resolutions for business owners.

1. Find three new sources of salable product.

If your business is selling stuff online, one of your biggest challenges is finding high-quality stuff to sell at a profit.

If you're not currently taking consignments, you're out of your mind. Take out an ad in your local newspaper saying "I Take Consignments!" with a toll-free telephone number. Trust me, you will get calls. Let the local senior citizen community know you are available to help them clean out their houses and apartments when they move into an assisted living facility. Finally, make 2023 the year you cut out the middlepeople in your life — go to www.worldwidebrands.com, www.globalsources.com, www.indiasourcing.net and <https://www.eventbrite.com/e/global-sourcing-fair-vietnam-2023> and find out where you can buy the stuff you're currently selling directly from the manufacturers in Asia and "drop shippers" in the United States.

2. Get your taxes right. If you have been selling things on eBay, Shopify, Etsy or Amazon and haven't been paying taxes, now is the time to get into compliance with the tax laws. The IRS and state tax authorities are losing patience with people who don't know they are in business when they're selling online, and it's only a matter of time before you will be required to pay income and sales taxes in every state where your business has a legal "nexus." Get a copy of my book *The eBay Seller's Tax and Legal Answer Book* and read it cover to cover. It's the best \$20 you will ever spend.

3. Renew your web address.

If your business is dependent on the Internet, make sure you check your domain name registrar at least once each year to make sure your web address hasn't expired. They do send you renewal notices, but often these get picked up as "spam" by your antispam software, so you never see them, your web address expires and gets grabbed by someone else. Pick a date that's easy to remember — like your birthday — and renew each of your important web addresses on that day.

4. Update your software twice a year.

Just about every software

program gets updated at least once or twice a year, but not every software developer sends you an email announcing the latest updates. Make it a point to visit the website homepage of each software company whose products you license and look for a button that says "check for updates" or something like that. It just may save your computer.

You should also consider investing in software that will automatically update the "drivers" for your computer peripherals (such as www.driver-support.com), open any type of file someone sends you (such as "Ultra File Opener" from www.compucliver.com) and back up your entire computer's contents to a location in the "cloud" (such as www.ibackup.com).

5. Sheath your smartphone. Make 2023 the year you stop being a "smartphone slave." Make some rules about when you will use your smartphone or "phablet," and when you won't. Stick to them. Rule No. 1: Do not use any mobile device while driving a motor vehicle. Period.

6. Get control of your bookkeeping.

If your bookkeeping system consists of a shoebox, you have absolutely no idea what's going on in your business. Sign up for your local community college's evening class on QuickBooks Pro and learn to do it the right way.

If you use "live" bookkeepers, meet with them at least three or four times every year, review your chart of accounts and other operating statements with them and get their opinions on things you are doing right and things you need to improve. Because they look at your business from 5,000 feet up, they may see risks, problems and threats that you can't.

7. Start escrowing for estimated taxes.

If you pay estimated taxes to the federal and state governments four times a year and find yourself occasionally without enough cash on hand to make the tax payments, you need to start "escrowing" for these taxes. Take your gross sales each month, withdraw 40 percent of that amount from your business checking account and deposit it in an interest-bearing savings account. Do this every month and learn to operate your business on the remaining 60 percent of revenue. This way you will be sure to have enough cash on hand to make your tax payments when they come due.

And a final resolution: **8. Get involved in the political process.**

A new Congress will be taking office right about the time you will be reading this column. Will they care about the needs of small business? To make sure they do, make your voice heard. Contact your elected representatives periodically. (To find them, go to <http://hq-salsa.wiredforchange.com/o/5950/getLocal.jsp> and type in your zip code.) Offer to serve as an informal (and unpaid) advisor on proposed legislation affecting small business. Or — if they aren't responsive — maybe consider running for local office yourself next year. If you were one of the many people last November asking, "Are these the best candidates my local Republican or Democratic party can come up with?" maybe you are the better choice. As we used to say back in the 1960s, "If you're not part of the solution, you are part of the problem."

8. Get involved in the political process.

A very happy and prosperous new year to all my readers!

Cliff Ennico (crennico@gmail.com) is a syndicated columnist, author and former host of the PBS television series "Money Hunt."

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Calendar

Calendar listings are provided as a free service to our readers. Information about upcoming events may be sent to brice@slenterprise.com. The submission deadline is one week before publication.

Jan. 17-March 21

Veteran Entrepreneur Program (The Startup Training Resources Inspiring Veteran Entrepreneurship, or STRIVE), presented by The Mill Entrepreneurship Center at Salt Lake Community College, in partnership with the Institute for Veterans and Military Families (IVMF) at Syracuse University. Online/hybrid classes are offered every Tuesday, 4:30-6:30 p.m. The course is open to all veterans, active duty, reserve, guard and their spouses. Details are at <https://themillslcc.com/veteran-everyday-entrepreneur-program/>.

Jan. 17, 9 a.m.

"Azerbaijan," a World Trade Center Utah event featuring Ambassador Khazar Ibrahim and including information about energy security, multiculturalism and post-Soviet strategy in Azerbaijan. Location is World Trade Center Utah, 60 E. South Temple, Salt Lake City. Registration can be completed at <https://wtcutah.formstack.com/forms/azerbaijan>.

Jan. 17, 11:25 a.m.-1 p.m.

Leadership Luncheon, a Cache Valley Chamber of Commerce event. Location is The Riverwoods Conference Center, 615 Riverwoods Parkway, Logan. Cost is \$16 for members and \$17 for nonmembers preregistered, \$20 for members and \$22 for nonmembers not preregistered. Details are at cachechamber.com.

Jan. 17, 11:30 a.m.-1 p.m.

Professional Development Series, a ChamberWest event. Speaker Natalie Gochnour, associate dean, David Eccles School of Business, University of Utah; and director of the Kem C. Gardner Policy Institute, will discuss "Utah Economic Insights 2023: What You Need to Know to Make the Best Decisions for Your Business." Location is Embassy Suites, 3524 S. Market St., West Valley City. Cost is \$35. Details are at chamberwest.com.

Jan. 18, 11:30 a.m.-1 p.m.

Business Alliance Networking Luncheon. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Details are at davischamberofcommerce.com.

Jan. 18, 3-4:30 p.m.

"Exploring the Power of AI for Your Small Business," a Utah Microloan Fund event that takes place online and focuses on ways that AI can help streamline operations, generate content and drive growth. Free and open to all. Details are at umlf.com.

Jan. 18, 5:30-6:30 p.m.

Tax Planning Clinic, a Small Business Development Center (SBDC) event that takes place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

Jan. 18, 6-8 p.m.

Marketing Clinic, a Small Business Development Center (SBDC) event that takes place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

Jan. 19, 26; 10:30 a.m.

"Ascent: Elevate Your Business" Information Session, presented by the U.S. Small Business Administration Utah District Office, in partnership with the SBA New Mexico District Office. Session is designed to inform business owners about the upcoming series and the requirements to apply. Sessions are offered Jan. 19 and 26. Series takes place over six weeks online and features women entrepreneurs from Utah and New Mexico rural areas. Registration can be completed at Eventbrite.com.

Jan. 19, 8 a.m.-4 p.m.

Leadership South Valley, a South Valley Chamber of Commerce event that takes place monthly through Nov. 16, 2023. Locations change each month. Cost is \$1,299. Details are at southvalleychamber.com.

Jan. 19, 10-11:30 a.m.

"Business Bridge: Launching a Business," a U.S. Small Business Administration event that takes place online. Free. Details are at https://www.sba.gov/events?district=39&utm_medium=email&utm_source=govdelivery.

Jan. 19, 10:45 a.m.-1 p.m.

Connect 4 Lunch, presented by the American Fork, Point of the Mountain, Pleasant Grove-Lindon and Eagle Mountain chambers of commerce. Location is Nori Sushi Bar & Grill, 821 N.W. State St., American Fork. Details are at thepointchamber.com.

Jan. 19, 11:30 a.m.-1 p.m.

2023 Annual Meeting, a Davis Chamber of Commerce

event. Location is Megaplex Theatres at Legacy Crossing, 1075 W. Legacy Crossing Blvd., Centerville. Cost is \$25 for members, \$35 for nonmembers. Details are at davischamberofcommerce.com.

Jan. 19, 11:30 a.m.-1:30 p.m.

25th Anniversary Lunch Celebration, a Women's Business Center of Utah event. Location is Conference Center at Miller Campus, Salt Lake Community College, 9750 S. 300 W., Sandy. Cost is \$75. Details are at wbcutah.org.

Jan. 19, noon

"Navigating Legal Questions in China," a World Trade Center Utah event featuring Kirton McConkie's legal team addressing China-related questions. Location is Mt. Olympus Room, Kirton McConkie, 36 S. State St., Floor 20, Salt Lake City. Cost is \$15. RSVP by Jan. 16. Registration can be completed at <https://wtcutah.formstack.com/forms/kirtonmconkiechina>.

Jan. 19, noon-2 p.m.

"Strictly Networking Luncheon," a West Jordan Chamber of Commerce event. Location to be announced. Free. Details are at westjordanchamber.com.

Jan. 19, 4-6 p.m.

Women in Business Happy Hour Mixer, a Murray Area Chamber of Commerce event. Location is Gateway Title, 433 W. Ascension Way, Conference Room 1, Murray. Details are at murrayareachamber.com.

Jan. 20, 8 a.m.-noon

Executive Leadership Series, a Small Business Development Center (SBDC) event that is a six-session series designed to bolster communications, evolve companies, and elevate leadership skills. Location is Kaysville SBDC at the Davis Applied Technology Center. Cost is \$1,499. Details are at <https://clients.utahsbdc.org/events.aspx>.

Jan. 20, 8:30-10 a.m.

"Friday Connections" Speed Networking, presented by ChamberWest and the Magna, Utah Hispanic and Utah Black chambers of commerce. Location is Valley Fair Megaplex Theatres Event Space, 3620 S. 2400 W., West Valley City. Cost is \$5 for chamber members, \$10 for nonmembers. Details are at chamberwest.com.

Jan. 24, 11:30 a.m.-1 p.m.

2023 Athena Luncheon, an Ogden-Weber Chamber

of Commerce event. Athena Leadership Award recipient is Sara Buehler Toliver. Location is Timbermine, 1701 Park Blvd., Ogden. Cost is \$35. Details are at ogdenweberchamber.com.

Jan. 24, 11:30 a.m.-1 p.m.

Women in Business, a South Valley Chamber of Commerce event. Speaker is Tami Steggell, founder of RubySnap Bakery in Salt Lake City. Location is Sandy Hilton Garden Inn, 277 W. Sego Lily Drive, Sandy. Cost is \$20 for members, \$25 for nonmembers. Details are at southvalleychamber.com.

Jan. 24, 2-3:30 p.m.

"Starting Your Business 101," a Salt Lake Small Business Development Center (SBDC) event that takes place online. Free. Registration can be completed at Eventbrite.

Jan. 24, 4-10 p.m.

Demo Day, an Altitude Lab event celebrating Utah's fastest-growing healthcare startups. Activities include startup demos, co-founder speed dating, networking, an after-party and People's Choice Awards. Location is Industry SLC, 650 S. 500 W., Salt Lake City. Details are at altitudelab.org.

Jan. 24, 4:30-5:30 p.m.

"Business Before 5," a West Jordan Chamber of Commerce event. Location is Chili's, Jordan Landing. Free (pay for food and drinks). Details are at westjordanchamber.com.

Jan. 25

"Phase II Proposal Preparation," part of a two-part Utah Innovation Center seminar series designed to help small businesses in the federal Small Business Innovation Research (SBIR) and Small Business Technology Transfer (STTR) programs. Second part of series is Feb. 28 and is titled "SBIR/STTR Cost Proposal & Government Accounting." Both seminars are taught by Jim Greenwood of Greenwood Consulting Group. Both seminars take place online. The series is funded in part through a cooperative agreement with the U.S. Small Business Administration. Details are at <https://business.utah.gov/innovation-center/utah-innovation-center-welcomes-national-sbir-expert-for-seminar-series/>.

Jan. 25, 8:30-10:30 a.m.

"Welcome to The West Quarter," a ULI (Urban Land Institute) Utah event. The development team, architect and hos-

pitality group will discuss the unique features of the project and the plans for The West Quarter mixed-use development (a guided tour follows the discussion). Location is Le Meridien Hotel, 131 S. 300 W., Salt Lake City. Cost is \$25 for members (public/YLG/students; \$30 private-sector), \$10 more for nonmembers. Registration can be completed at <https://utah.uli.org/events-2/>.

Jan. 25, noon-1 p.m.

"Solve the Business Puzzle: How to Create a Social Media Strategy," a Women's Business Center of Utah event that takes place online via Zoom. Free. Details are at wbcutah.org.

Jan. 25, 3-4:30 p.m.

"Future-Proofing Your Business: Exit Strategies and Contingency Plans," part of the Utah Microloan Fund weekly "Building Your Business" series that takes place online. Interactive workshop will include an open discussion about exit strategies, contingency plans and how to maximize the value of a business. Presenter is Diane Hartz Warsoff, CEO and co-owner of Transworld Business Advisors of Utah County. Free and open to all. Details are at umlf.com.

Jan. 25, 6-7:30 p.m.

"Online Marketing Fundamentals," a Small Business Development Center (SBDC) event that takes place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

Jan. 26, noon-1 p.m.

Women in Business, a Box Elder Chamber of Commerce event. Location is Bridgerland Technical College, 325 W. 1100 S., Brigham City. Cost is \$10. Details are at boxelderchamber.com.

Jan. 26, 3-5 p.m.

"Brand Power: Unlocking the Purpose of Brand Strategy," Presenter is Ryan Pilkington, CEO of DeSign Hemp. Location is The Mill, 9690 S. 300 W., Room 333, Sandy (online streaming is available). Registration can be completed at Eventbrite.com.

Jan. 26, 4-6 p.m.

Open House, a Utah Valley Chamber event. Location is 2696 N. University Ave., Suite 220, Provo. Details are at thechamber.org.

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Jan. 26, 5-7 p.m.

"Business After Hours," a Salt Lake Chamber event. Location is The Leonardo, 209 E. 500 S., Salt Lake City. Free for members and \$30 for nonmembers before Jan. 24, \$20 for members and \$40 for nonmembers after Jan. 24. Details are at slchamber.com.

Jan. 31-Feb. 3, 8 a.m.-4:30 p.m.

OSHA 30-Hour General Industry Course, offered by the Utah Manufacturers Association and designed to educate workers on workplace and jobsite safety. Facilitator is Joshua Davis, UMA director of workplace safety. Location is Mountainland Technical College, 2301 W. Ashton Blvd., Lehi. Details are available at joshua@manufacturingutah.com.

Jan. 31-April 25

Everyday Entrepreneur Program, a Mill Entrepreneurship Center 12-week program (every Tuesday, 4-6 p.m.) designed to take an idea and turn it into a business in 12 weeks. Cost is \$600, with scholarships available. Details are at <https://themillatlcc.com/education/everyday-entrepreneur/>.

Jan. 31, 8-9:30 a.m.

Annual Membership Meeting, a ChamberWest event. Location is Viridian Event Center, 8030 S. 1825 W., West Jordan. Cost is \$20 for members, \$25 for nonmembers. Details to be announced at chamberwest.com.

Jan. 31, 8:30-10 a.m.

"Better Your Business" Employer Seminar, presented by Utah Department of Workforce Services Workforce Development Division and the Wasatch Front South Employer

Connection Advisory Board. Speaker Mark Knold, chief economist at the Department of Workforce Services, will discuss "State of the Economy." Location is 5735 S. Redwood Road, Taylorsville. Virtual option is available. Free. RSVPs can be completed by emailing jlay@utah.gov.

Jan. 31, noon-1:30 p.m.

Membership Luncheon, a Utah Valley Chamber event focusing on insights into the growth and prosperity of Utah County from Mallory Bateman, director of demographic research at the Kem C. Gardner Policy Institute, and former Gov. Gary Herbert. Location is doTerra Headquarters, 389 S. 1300 W., Pleasant Grove. Cost is \$20 for members, \$30 for nonmembers; livestream price is \$15. Details are at thechamber.org.

Feb. 1, 8, 15, 22

"Ms. Biz: Stepping Stones for Your Business Journey," a Women's Business Center of Utah series taking place 6-8 p.m. each day. Topics are Feb. 1, "Business Description"; Feb. 8, "Finances & Bookkeeping"; Feb. 15, "Marketing & Target Audience"; and Feb. 22, "Social Media, Building Your Team & Resources." Presenters are Sara Barstow and Jana Hassett. Events take place online via Zoom. Free. Details are available by emailing sarah@wbcutah.org.

Feb. 1, 11 a.m.-1 p.m.

Business Bootcamp, a South Valley Chamber of Commerce event. Cost is \$50 for members, \$75 for nonmembers. Details to be announced at southvalleychamber.com.

Feb. 1, 11:15 a.m.-1 p.m.

"Women Making a Difference in the Public Sphere," a ULI (Urban Land Institute) Utah event. A panel of women serving in city, county and regional organizations will discuss the unique land-use challenges and opportunities Utah communities are facing and how these women are making a difference. Speakers are Nann Worel, mayor, Park City Municipal Corp.; LaNiece Davenport, planning director, Mountainland Association of Governments; and Nicole Cottle, West Valley City Inc. Location is 650 Main, 650 Main St., Salt Lake City. Cost for members ranges from \$25 to \$30; cost for nonmembers ranges from \$35 to \$40. Details are at <https://utah.uli.org/events-2/>.

Feb. 1, 11:30 a.m.-1 p.m.

Business Alliance Networking Luncheon. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Details are at davischamberofcommerce.com.

Feb. 1, 11:30 a.m.-1 p.m.

"Park City Business University: Marketing/Lead Generation Systemization," a Park City Chamber/Bureau event. Location is Blair Education Center, Intermountain Park City Hospital, 900 Round Valley Drive, Park, City. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

Feb. 2, 10-11 a.m.

"How to Become a NEPA Ninja," a Utah Division of Outdoor Recreation event focusing on preparing and writing environmental documents and performing environmental assessments. Presenters are Jenna Jorgensen, Jones and Demille environmental lead, and Carissa

Watanabe, UDOT environmental performance manager. Event takes place online. Registration can be completed at Eventbrite.com.

Feb. 3, 8-9:30 a.m.

"First Fridays Networking," a West Jordan Chamber of Commerce event. Location is Miller Free Enterprise Center, Salt Lake Community College, 9750 S. 300 W., Room 203, Sandy. Cost is \$5. Details are at westjordanchamber.com.

Feb. 7, 9-10:30 a.m.

"Coffee Chat with the CEO," a Park City Chamber/Bureau event that is an opportunity for a friendly, informal conversation with the organization's CEO. Location is Kimball Junction Visitor Information Center, 1794 Olympic Parkway Blvd., Park City. Free. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

Feb. 7, 9-11 a.m.

Business Accelerator, a South Valley Chamber of Commerce event also taking place Feb. 21, March 7, March 21, April 4 and April 18. Location is Salt Mine Productive Workspace, 7984 S. 1300 E., Sandy. Details are at southvalleychamber.com.

Feb. 8, 11:30 a.m.-1 p.m.

"Let's Do Lunch," a South Valley Chamber of Commerce event. Location to be announced. Cost is \$20 for members, \$25 for nonmembers. Details are at southvalleychamber.com.

Feb. 8, 11:55 a.m.-1 p.m.

Women in Business, a Cache Valley Chamber of Commerce event. Location varies each month. Cost is \$16 for members, \$18 for nonmembers, \$20 at the door. Details are at cachechamber.com.

Feb. 8, 5-7 p.m.

"Business After Hours," an Ogden-Weber Chamber of Commerce event. Location is Birdie Golf, 2325 B Ave., Ogden. Free for chamber members and first-time guests, \$10 for non-member guests. Details are at ogdenweberchamber.com.

Feb. 9, 11 a.m.-1:30 p.m.


2023 Economic Forecast, an Ogden-Weber Chamber of Commerce event. Speakers to be announced. Location is Ogden Eccles Conference Center, 2415 Washington Blvd., Ogden. Cost is \$49 for chamber members (two tickets), free for chamber part-

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CALENDAR

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ners, \$49 for nonmembers (one ticket). Details are at ogdenweberchamber.com.

Feb. 14, 9-11 a.m.

"Pay the IRS Less Without Going to Jail," a Small Business Development Center event that takes place online. Cost is \$16. Details are at <https://clients.utahs-bdc.org/events.aspx>.

Feb. 15, 11:30 a.m.-1 p.m.

Business Alliance Networking Luncheon. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Details are at davischamberofcommerce.com.

Feb. 16, 11:45 a.m.-1 p.m.

Connect 4 Lunch, a Point of the Mountain Chamber event. Location to be determined. Details are at thepointchamber.com.

Feb. 16, noon-2 p.m.

"Strictly Networking Luncheon," a West Jordan Chamber of Commerce event. Location to be announced. Free. Details are at westjordanchamber.com.

Feb. 18, 8-9:30 a.m.

"Eggs & Issues," a Utah Valley Chamber event. Location is Colliers International, 2100 Pleasant Grove Blvd., Suite 200, Pleasant Grove. Free (no registration required). Details are at thechamber.org.

Feb. 21-24, 8 a.m.-4:30 p.m.

OSHA 30-Hour General Industry Course, offered by the Utah Manufacturers Association and designed to educate workers on workplace and jobsite safety. Facilitator is Joshua Davis, UMA director of workplace safety. Location is Mountainland Technical College, 2301 W. Ashton Blvd., Lehi. Details are available at joshua@manufacturingutah.com.

Feb. 21, 11:25 a.m.-1 p.m.

Leadership Luncheon, a Cache Valley Chamber of Commerce event. Location is The Riverwoods Conference Center, 615 Riverwoods Parkway, Logan. Cost is \$16 for members and \$17 for nonmembers preregistered, \$20 for members and \$22 for nonmembers not preregistered. Details are at cachechamber.com.

Feb. 22, noon-1 p.m.

"Solve the Business Puzzle," a Women's Business Center of Utah event that takes place online via Zoom. Free. Details to be announced at wbcutah.org.

Feb. 22, 3-8 p.m.

"Emotional Wellness Summit 2023," designed for business executives, community leaders, healthcare professionals and educational stewards to broaden their awareness of mental health, emotional prosperity, and the resources available in the community. Location is Utah Valley University, Sorenson Student Center, 800 W. University Parkway, Orem. Details are at thechamber.org.

Feb. 23, 11:30 a.m.-1 p.m.

Athena Award Luncheon, a Davis Chamber of Commerce event. Athena Leadership Award recipient is Kearston Cutrubus. Location is Davis Conference Center, 1651 N. 700 W., Layton. Cost is \$30 for members, \$40 for nonmembers. Details are at davischamberofcommerce.com.

Feb. 23, noon-1 p.m.

Women in Business, a Box Elder Chamber of Commerce event. Location is Bridgerland Technical College, 325 W. 1100 S., Brigham City. Cost is \$10. Details are at boxelderchamber.com.

Feb. 24, 5:30-9 p.m.

Annual Awards Banquet, a Box Elder Chamber of Commerce event. Theme is "When You Can't Stand Up, Stand Out." Social hour begins at 6 p.m., followed by the program at 6:30 p.m. Location is Box Elder County Fairgrounds, Fine Arts Building, 320 N. 1000 W., Tremonton. Cost is \$50. Details are at boxelderchamber.com.

Feb. 27-28

2023 Intermountain Deal-Source Summit and Ski Event, an ACG (Association for Corporate Growth) Utah event. Location is Pendry Park City, 3720 N. Sundial Court, Park City. Cost before Feb. 2 is \$350 for members, \$450 for nonmembers, \$1,600 for private equity group members, \$1,200 for intermediary capital providers. Registration deadline is Feb. 21. Details are at <https://www.acg.org/utah/events>.

Feb. 28

"SBIR/STTR Cost Proposal & Government Accounting," part of a two-part Utah Innovation Center seminar series designed to help small businesses in the federal Small Business Innovation Research (SBIR) and Small Business Technology Transfer (STTR) programs. First part of series is Jan. 25 and is titled "Phase II Proposal Preparation." Both seminars are taught by Jim Greenwood of Greenwood Consulting Group. Both seminars take place online. The series is funded in part through a coop-

erative agreement with the U.S. Small Business Administration. Details are at <https://business.utah.gov/innovation-center/utah-innovation-center-welcomes-national-sbir-expert-for-seminar-series/>.

Feb. 28, 10-11:30 a.m.

Virtual Member Showcase, a Park City Chamber/Bureau event in which four to five chamber members will introduce themselves and their businesses. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

Feb. 28, 11:30 a.m.-1 p.m.

Women in Business Luncheon, an Ogden-Weber Chamber of Commerce event.

Location is Jeremiah's Lodge & Garden, 1329 W. 12th St., Marriott-Slaterville. Cost is \$25 for members and first-time guests, \$35 for nonmembers. Details are at ogdenweberchamber.com.

Feb. 28, 11:30 a.m.-1 p.m.

"Women in Business on the Hill," a South Valley Chamber of Commerce event. Location is Utah State Capitol Building (rotunda), 350 State St., Salt Lake City. Cost is \$20 for members, \$25 for nonmembers. Details are at southvalleychamber.com.

Feb. 28, 4:30-5:30 p.m.

"Business Before 5," a West Jordan Chamber of Commerce event. Location is Chili's, Jordan

Landing. Free (pay for food and drinks). Details are at westjordanchamber.com.

March 1-April 12

"Ascent: Elevate Your Business," presented by the U.S. Small Business Administration Utah District Office, in partnership with the SBA New Mexico District Office. Event is a six-week, virtual series featuring women entrepreneurs from Utah and New Mexico rural areas. The Rural Ascent Cohort program is for women-owned small businesses that are located in rural Utah or rural New Mexico. Businesses must be less than

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five years old and have an average annual revenue that is under \$50,000. Details are at jackie.hobson@sba.gov or (435) 632-0355.

March 1, 11:30 a.m.-1 p.m.

Business Alliance Networking Luncheon. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Details are at davischamberofcommerce.com.

March 1, 11:30 a.m.-1 p.m.

"Park City Business University," a Park City Chamber/Bureau event. Location is Blair Education Center, Intermountain Park City Hospital, 900 Round Valley Drive, Park, City. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

March 3, 8-9:30 a.m.

"First Fridays Networking," a West Jordan Chamber of Commerce event. Location is Miller Free Enterprise Center, Salt Lake Community College, 9750 S. 300 W., Room 203, Sandy. Cost is \$5. Details are at westjordanchamber.com.

March 8, 5-7 p.m.

"Business After Hours," an Ogden-Weber Chamber of Commerce event. Location is Wasatch Peaks Credit Union, 4723 Harrison Blvd., Ogden. Free for chamber members and first-

time guests, \$10 for nonmember guests. Details are at ogdenweberchamber.com.

March 9, 11:30 a.m.-1 p.m.

Women in Business Luncheon, a Davis Chamber of Commerce event. Location is 525 Deseret Drive, Kaysville. Cost is \$25 for members, \$35 for nonmembers. Details are at davischamberofcommerce.com.

March 13, noon-1:30 p.m.

Legislative Review Member Luncheon, a Utah Valley Chamber event. Location is Utah Valley University, 800 W. University Parkway, Orem. Details are at thechamber.org.

March 15-May 17

Executive Certificate of Global Business Management, a Salt Lake Community College course offered to business executives, professionals, working staff, entrepreneurs and qualified students who wish to increase their knowledge and improve their strategies in global business practices. Application deadline is Feb. 24. Location is SLCC's Miller Campus, Sandy. Cost is \$995, with scholarships and discounts available. Details are at <https://themillatslcc.com/education/certificate-global-management/>.

March 15

Marketing Accelerator Program (MAP), a Mill Entrepreneurship Center event taking place every Tuesday for

20 weeks and designed for business owners ready to scale their marketing. Cost is \$3,500. Details are at <https://themillatslcc.com/map/>.

March 15, 11:30 a.m.-1 p.m.

Business Alliance Networking Luncheon. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Details are at davischamberofcommerce.com.

March 16-17

2023 Wilson Sonsini Entrepreneur & Investor Life Sciences Summit. Location is Cleone Peterson Alumni House at the University of Utah. Details to be announced.

March 16, 11:30 a.m.-1 p.m.

Chamber Luncheon, a Davis Chamber of Commerce event. Location is 450 Simmons Way, Kaysville. Cost is \$25 for members, \$35 for nonmembers. Details are at davischamberofcommerce.com.

March 16, noon-2 p.m.

"Strictly Networking Luncheon," a West Jordan Chamber of Commerce event. Location to be announced. Free. Details are at westjordanchamber.com.

March 17, 8 a.m.-1 p.m.

Box Elder Business Summit. Keynote speakers include Mike Schlappi, Paralympian and motivational speaker, and Michael Jeanfreau, senior economist for the Utah Department of Workforce Services. Summit includes two breakout sessions: "Managing Change and Using It to Our Advantage" and "Networking: Better Your Business Through

B2B." Concluding panel consists of local economic development professionals. Location is Utah State University's Brigham City Regional Campus, 989 S. Main St., Brigham City. Cost is \$40. Details are at boxelderchamber.com.

March 21, 2-5 p.m.

Utah Valley Job Fair, a Utah Valley Chamber event. Location is Utah Valley Convention Center, 220 W. Center St., Provo. Free. Details are at thechamber.org.

March 22, 2-5 p.m.

Utah Valley Job Fair. Location is Utah Valley Convention Center, 220 W. Center St., Provo. Details are at thechamber.org.

March 23, noon-1 p.m.

Women in Business, a Box Elder Chamber of Commerce event. Location is Bridgerland Technical College, 325 W. 1100 S., Brigham City. Cost is \$10. Details are at boxelderchamber.com.

March 23, 7:30-10:30 p.m.

Annual Gala, an Ogden-Weber Chamber of Commerce event featuring a celebration of annual award recipients and the official change in chamber board officers. Location is Peery's Egyptian Theater, 2415 Washington Blvd., Ogden. Cost is \$25. Details are at ogdenweberchamber.com.

March 28, 11:30 a.m.-1 p.m.

Women in Business Luncheon, an Ogden-Weber Chamber of Commerce event. Location is Jeremiah's Lodge & Garden, 1329 W. 12th St.,

Marriott-Slaterville. Cost is \$25 for members and first-time guests, \$35 for nonmembers. Details are at ogdenweberchamber.com.

April 5, 11:30 a.m.-1 p.m.

Business Alliance Networking Luncheon. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Details are at davischamberofcommerce.com.

April 12, 5-7 p.m.

"Business After Hours," an Ogden-Weber Chamber of Commerce event. Location is Mountain Luxury Real Estate & Lodging, 3632 N. Wolf Creek Drive, Eden. Free for chamber members and first-time guests, \$10 for nonmember guests. Details are at ogdenweberchamber.com.

April 12, 6-9 p.m.

"Pillar of the Valley 2023," a Utah Valley Chamber event. Location is Utah Valley Convention Center, 220 W. Center St., Provo. Cost is \$250 for members, \$300 for nonmembers. Registration closes April 5 at 5 p.m. Details are at thechamber.org.

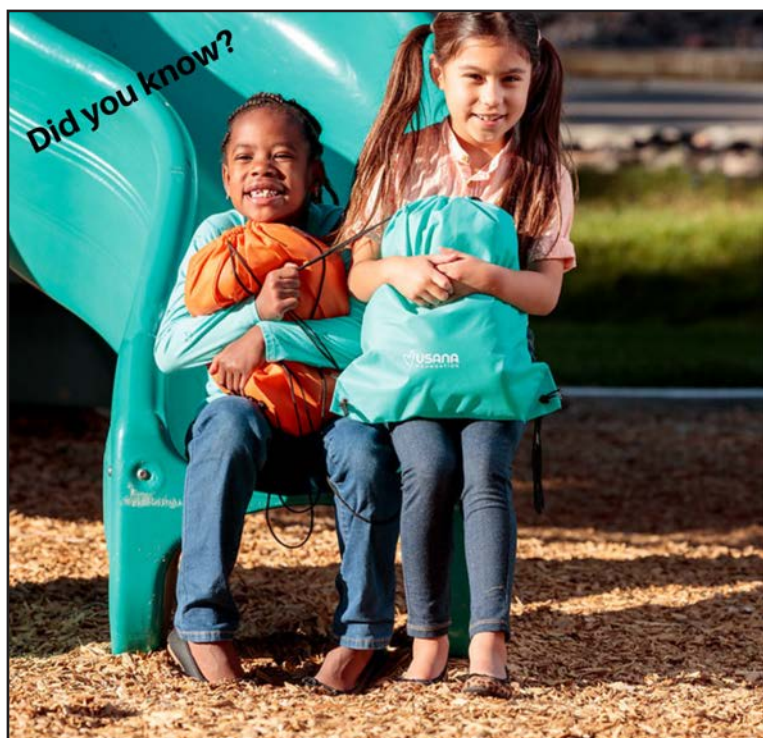
April 13, 6-9 p.m.

Pillar of the Valley 2023. Location is Utah Valley Convention Center, 220 W. Center St., Provo. Details to be announced at thechamber.org.

April 19, 11:30 a.m.-1 p.m.

Business Alliance Networking Luncheon. Location is Boondocks Fun Center, 525

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ENERGY

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The state-funded study looked at GDP, jobs and tax revenue that are the sums of direct, indirect and induced effects. The study focused on 2019 because 2020 was an unusual year due to the effects of the COVID pandemic.

"The energy and mining industries are important contributors to Utah's economy," said Michael Vanden Berg, Energy and Minerals Program manager for UGS. "In particular, the upstream segments of these industries are deeply rooted in rural areas of the state. In addition, the mining industry will only become more important as energy sources evolve and society becomes more reliant on electricity and power storage, which depend on lithium, copper, tellurium, indium and more."

The study concluded that Utah is fortunate to have abun-

dant and diverse energy and mineral resources, including large reserves of conventional fossil fuels, several areas suitable for renewable resource development, and vast quantities of vital mineral resources needed for all aspects of modern life.

However, it noted, effectively managing these energy and mineral resources and their associated supply chains requires knowledge of their economic value and how they currently contribute to Utah's economy.

By the numbers, energy in 2019 contributed \$12.1 billion to the state GDP, or 6.3 percent of Utah's economy. It accounted for 74,300 jobs, or 3.3 percent of the state total. It provided state tax revenue totaling \$1.5 billion, or 14.4 percent of Utah's total. The energy sector includes crude oil, natural gas, electricity and other associated industries.

Mining in 2019 contributed \$7.7 billion to the state GDP, or 4 percent of Utah's economy. It em-

ployed 56,700 people, or 2.7 percent of the state total. It provided state tax revenue totaling \$600 million, or 5.6 percent. The mining sector includes coal mining, metal mining, non-metal mining and related industries.

The study also noted that those industries also create high-paying jobs. The average annual wage for energy were calculated to be 45 percent higher than the overall state average wage, while the mining industry paid 28 percent more than the state average.

"We appreciate working with the state of Utah on this economic contribution report," said Tanner McCarty, report co-author and assistant professor of the Department of Applied Economics at USU. "Understanding the value of these vital industries is important for proper management and support."

The report is available at https://ugspub.nr.utah.gov/publications/misc_pubs/mp-176.pdf.

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Deseret Drive, Kaysville. Details are at davischamberofcommerce.com.

April 25, 11:30 a.m.-1 p.m.

Women in Business Luncheon, an Ogden-Weber Chamber of Commerce event. Location is Jeremiah's Lodge & Garden, 1329 W. 12th St., Marriott-Slaterville. Cost is \$25 for members and first-time guests, \$35 for nonmembers. Details are at ogdenweberchamber.com.

April 27, 11:30 a.m.-1 p.m.

"Engaging, Recognizing & Retaining Employees," a Box Elder Chamber of Commerce event. Location is Bridgerland Technical College, 325 W. 1100 S., Brigham City. Cost is \$10. Details are at boxelderchamber.com.

April 27, 1-5 p.m.

Business Expo, a Davis Chamber of Commerce event. Location is Davis Conference Center, 1651 N. 700 W., Layton. Free. Details are at davischamberofcommerce.com.

April 27, 6-9 p.m.

"Giant In Our City 2023," a Salt Lake Chamber black-tie event honoring Wilford Clyde, chair of Clyde Companies. Reception begins at 6 p.m., followed by dinner and program at 7 p.m. Location is Grand America Hotel, 555 S. Main St., Salt Lake City. Cost is \$250. Details are at slchamber.com.

ZION SUMMIT

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right now of the economy, is this great level of uncertainty," Spendlove said. "We're in a historic period in the economy, and we continue to see trends that we weren't expecting and we continue to see impacts that are truly historic. ... The biggest question is that economic growth. It is uncertain. We just don't know for sure because we're seeing those continued impacts — whether it's the [COVID] pandemic, whether it's disruptions in China, the war in Ukraine — continue to create these disruptions that we're dealing with."

A traditional indicator of a national recession is an inverted Treasury yield curve, in which returns are higher on short-term investments than long-term ones. That's happening now, as well as the Federal Reserve raising interest rates in an attempt to cool the hot economy. It has raised those rates over 4 percent during the past nine months. But, Spendlove said, "the Fed messed-up," with those increases failing to bring down inflation to the desired 2 percent level. It was 7.1 percent in November.

"I think that inflation is probably going to continue dropping, but then it's going to

get sticky right around 4 percent," he said.

Expect the Fed to continue raising interest rates, perhaps to around 5 percent, he predicted.

"One of the things we've learned is that the Fed has not been very good about anticipating where they need to take those rates," he said. "So, in a lot of ways, the Fed has lost a credibility with markets and with Wall Street because they were so wrong about where they had to go."

Meanwhile, the nation's nonfarm job growth was strong in November, adding 263,000 jobs. "The labor market is still overheating," he said. The Fed's goal is to slow the economy through interest rate increases, "and we're just not seeing it," he added.

Concerns linger about whether Fed interest rate changes could push the economy into a recession, as seen several times in the 1970s, Spendlove cautioned.

"We're just starting this process. If the Fed doesn't get that inflation back down to 2 percent, we could have a repeat of what we saw in the 1970s, so that's why the Fed is going to keep on this and, in my opinion, I think the Fed is going to keep those rates higher for a longer period of time until that inflation is solidly back to where it needs to be."

The national unemployment rate is another economic sticking point, sitting at 3.7 percent. "The biggest struggle right now is the labor shortage and employers finding the employees they need. We're starting to hear, both regionally and nationally, about small businesses not being able to operate because they don't have the employees that they need. So this is our biggest struggle," Spendlove said.

The national labor participation rate is 62.1 percent, far below the 67.3 percent rate in March 2000 before COVID hit.

"We've got millions of people that have left the labor force that are sitting on sidelines and are not coming back in, at least the data indicates that they are not coming back in," he said. The main group consists of people who retired early and aren't returning "even with tightening financial conditions," he said.

High demand for labor is driving up wages. The average wage inflation from 2007 to 2022 was 2.9 percent, but in November it reached 5.1 percent.

"Now, it's great if you're an employee. It's great if you're getting a 5 percent raise — and you know, this is the average, so a lot of people are getting more than that — [but] it's really tough on em-

ployers," Spendlove said.

That could cause a spiral of higher consumer prices due to employers constantly needing to pay their workers more, he said.

However uncertain the national economy's future is, Spendlove expressed optimism about the Mountain States region and Utah specifically. While its inflation rate of 8.3 percent was above the nation's 7.1 percent in November, the region saw large job growth during the pandemic. Utah is seeing growth in nearly all sectors and its unemployment rate is 2.2 percent.

"And that is making it difficult for the economy to grow," he said. "It's making it difficult for businesses to expand, and it's constraining that overall economic growth," he said.

"While we are exposed to that national risk, while we are exposed to some of the struggles of the nation, our region is resilient, our economic conditions look good," Spendlove concluded.

"I'd refer you back again to the Great Recession of 2009. That's when Utah emerged as the strongest state in the country. Utah was the best state coming out of the recession because of our unique characteristics. I think we still have those and I think our state is really well-positioned for success in the future."

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