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You can't just sit there

The popular Starbucks Coffeehouse Co. is reversing a nearly seven-year policy that has allowed folks to come into its retail outlets and just sit and enjoy the ambiance. This month, the chain is rolling out a new "code of conduct" in its stores across North America that it says is designed for the safety and convenience of its guests. Among other changes, customers will be required to make a purchase to hang out in the stores or use the restrooms. (Starbucks photo)

COMPANY'S TOWERS & STRUCTURES UNIT

Nucor plans \$204.5 expansion with 200 jobs

Brice Wallace
Business Journal

Steel company Nucor Corp. is looking skyward as it grows its operations in Utah.

The North Carolina-based company's Towers & Structures Inc. business unit will add 200 jobs in a \$204.5 million project that will produce utility structures — tapered tubular steel poles for high-voltage electricity transmission lines among

them — at its existing Brigham City campus.

The Utah production facility will join the business unit's other utility structures production facilities under construction in Alabama and Indiana that are expected to be operating this year. Nucor established the Towers & Structures business unit in 2022 when it acquired Summit Utility Structures LLC, a Pennsylvania producer of steel poles and steel structures for utility infrastructure. That location, which primarily serves customers in the north-

eastern part of the country, is currently being modernized and automated to increase production.

"We decided we wanted to serve this market nationwide really well and follow the need where it is, and decided we needed to have a footprint out West," Laurent De Mey, vice president and general manager of Nucor Towers & Structures, told the Utah Governor's Office of Economic Opportunity board at the board's January meeting.

The GOEO board awarded a tax credit incentive of up to \$2.1 million over 10 years for the project. Also assisting the company is the Utah Inland Port Authority, whose board approved a property tax rebate for the project.

"We really see this market of energy is in a transition, a major transition," De Mey said. "People are moving, there's population growth, there's a strong growth of renewable energy and the requirement for energy is just booming."

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Nucor Corp., a North Carolina-based steel fabrication company, will launch a \$204.5 million expansion project at its Brigham City plant in Box Elder County. The company's Towers & Structures unit will produce tapered tubular steel poles for high-voltage electricity transmission, like those shown in this Nucor company photograph.

Gardener report shows economic impact of Utah's defense industry

A new report from the Kem C. Gardner Policy Institute at the University of Utah highlights the substantial contributions to the state's economy from Utah's military and defense industry. The report from shows that the defense industry directly and indirectly supports over 173,000 jobs and contributed an estimated \$22.2 billion in gross domestic product in 2023.

"Our research shows Utah defense installations make large purchases from local businesses," said Levi Pace, a senior economist at the Gardner Institute and lead author of the report. "The Departments of Defense and Veterans Affairs provide high-paying jobs across the state and offer substantial benefits to employ-

ees and retirees. Annually, Utah receives considerable federal funding for the contributions of service members and civilians to the military and veteran support."

According to the report, in fiscal year 2023, Utah's defense industry directly provided 49,540 military and civilian jobs, 2 percent of the state's employment. Utah's federal defense workforce earned over \$3.5 billion in compensation in 2023, representing 2.5 percent of the statewide total. Federal defense jobs in Utah offered \$102,115 in average compensation, about one-third more than the \$77,801 average paid by all other jobs.

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UTAH CONSUMER SENTIMENT INDEX RISES TO 3-YEAR HIGH

Utah's consumer sentiment increased again as 2024 came to an end, jumping 3.6 percent, from 88.1 in November to 91.3 in December, according to the Kem C. Gardner Policy Institute's Survey of Utah Consumer Sentiment.

A similar survey conducted by the University of Michigan found a slightly smaller change (3.1 percent increase) in sentiment among Americans as a whole during December — from 71.8 to 74.

"This latest month marks the highest level of consumer sentiment among Utah residents in over three years," said Phil Dean, chief economist at the Gardner Institute. "It also represents the largest disparity between the U.S. and the state's consumer sentiment since the Utah index began in October 2020. This gap likely reflects several factors, including Utah's strong economic performance at the end of

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News

U.S. Supreme Court will not hear Utah’s lawsuit to control public lands

Kyle Dunphey
Utah News Dispatch

The U.S. Supreme Court announced last week it will not hear Utah’s sweeping public lands lawsuit, where the state argued it should take over 18.5 million acres of federally controlled land within its borders.

The state can still file another, similar lawsuit with a lower court. But as of last Monday morning, Utah’s ambitious legal challenge, which could have set the precedent for a massive land transfer across the West, is at a dead end.

Filed in August, the state had petitioned directly to the nation’s high court, asking justices to declare it unconstitutional for the Bureau of Land Management, or BLM, to hold on to land without a formal designation.

About 34 percent of the entire state, roughly 18.5 million acres, is “unappropriated land.” Controlled by the BLM, that land is still leased for grazing, mining or recreation, but lacks a designation, like a national forest or national park. Much of that land is in Utah’s West Desert.

In its complaint, Utah argued that

it’s unconstitutional for the BLM to hold that unappropriated land in perpetuity. Utah invoked original jurisdiction, which allows states to petition directly to the U.S. Supreme Court in certain cases rather than go through lower courts first.

The lawsuit had the potential to unravel the federal government’s system of land management, as it would have likely set a precedent for other states to take over unappropriated land. A number of conservative politicians and Republican-led states filed briefs in support of the suit.

State leaders called the lawsuit “historic” — the state is better poised to manage land within its borders, they argued. The red tape that stymies forest management, permitting and industry would be gone, and local governments could generate more tax revenue. They launched a media campaign called “Stand for Our Land,” which included billboards, print, TV and radio ads and a website advocating for the state’s position in the lawsuit. That PR campaign, along with attorney fees, cost taxpayers more than \$1 million.

Environmental groups called the suit a “land grab” — they have little faith in state leaders who promised they wouldn’t privatize the land if they got it, and wor-

ried that it would result in environmental degradation while costing the state an unknown amount.

“I don’t even know if Utah has the infrastructure to manage 18.5 million acres. How are we going to pay for this?” Utah House Minority Leader Luz Escamilla, D-Salt Lake City, said recently during a public lands rally.

But last week, the Supreme Court succinctly wrote: “The motion for leave to file a bill of complaint is denied,” marking an end, for now, to the lawsuit.

It’s unclear what the state’s next steps are. Gov. Spencer Cox previously told reporters that if the Supreme Court declined to hear the case, it would file in a lower court. The Utah attorney general’s office did not immediately provide comment.

Environmental groups celebrated the decision, including the Southern Utah Wilderness Alliance, which just a few weeks ago sued Utah over its Supreme Court challenge. The group argued that Utah had to dispose of that land for it to become a state, therefore any attempt to take it over violates the Utah Constitution.

“For more than 100 years, the Supreme Court has affirmed the power of the federal government to hold and man-

age public lands on behalf of all Americans,” said Steve Bloch, the Southern Utah Wilderness Alliance’s legal director. “If successful, Utah’s lawsuit would result in the sale of millions of acres of public lands in redrock country to the highest bidder, an end to America’s system of federal public lands, and the dismantling of the American West as we know it.”

The Center for Western Priorities, a public lands advocacy nonprofit, called the announcement an “embarrassment” for the state, which has already “wasted millions of taxpayer dollars on this misguided lawsuit.”

“Even this staunchly conservative Supreme Court refused to take up Utah’s complaint, likely because it relies on a blatant misreading of the Constitution and would disrupt over a century of legal precedent and property law,” said the group’s executive director, Jennifer Rokala. “The state of Utah should give up on its wild goose chase and not waste even more taxpayer money fighting this losing battle in the lower courts.”

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North Salt Lake's OxEon Energy to spend \$100M on expansion

Brice Wallace
Business Journal

A North Salt Lake company focused on sustainable energy solutions will get state help in its effort to expand to full-scale manufacturing of industrial systems producing fuel and chemicals.

OxEon Energy LLC plans to add 103 high-paying jobs in a nearly \$100 million project over six years. The company was approved for a tax credit incentive of \$1.4 million over six years by the Governor's Office of Economic Opportunity board, at the board's January meeting.

OxEon has been focused on solid oxide technology, developing technologies capable of decarbonization. Its technology suite converts carbon dioxide and water into sustainable fuels and chemicals. One milestone was extracting oxygen on Mars as part of NASA's Perseverance rover mission.

Now, with \$36.3 million in funding from the U.S. Department of Energy and about \$60 million through fundraising, the company aims to manufacture a solid oxide stack, a device of advanced ceramic materials that allows the separation of oxygen from water and carbon dioxide. The scale-up of the North Salt Lake pilot manufacturing facility would transform the company from small demonstration projects to large-scale industrial systems producing fuel and chemicals.

“This nearly \$100 million project will take OxEon from research, development and demonstration efforts to outright manufacturing with over 100 times the manufacturing capacity of our current operations,” Jessica Elwell, the company’s chief operating officer, told the GOEO board.

The goal is for the company to boost production to meet the growing demand for sustainable fuels. The scale-up in North Salt Lake could portend the establishment of other full-scale manufacturing facilities.

Elwell said the project could pave the way for the company's first gigawatt manufacturing facility "and aligns not only with the state's strategic goals of economic growth and stability, but adds to Utah's booming target industries of aerospace and defense as well as advanced manufacturing."

Utah, she said, “offers a unique combination of skilled professionals, supportive business environments, and access to critical infrastructure, making

it the perfect place to scale our efforts in advancing sustainable energy solutions.”

“This is an exciting company,” North Salt Lake City Manager Ken Leetham told the GOEO board. “We couldn’t be more supportive....”

“We 100 percent support OxEn and their expansion,” added Chanel Flores, Davis County’s economic development director. “They are an awesome organization and they really have become almost like our poster company when it comes to getting funding from our Davis loan fund.”

“We’re excited about this [project]. It meets one of our targeted industries. They’re bringing, high-paying jobs ... and we 100 percent support OxEon and

this expansion.”

The project is expected to generate new total wages of about \$40.2 million over six years, with the new jobs paying an average of \$84,960. New state tax revenue is projected at nearly \$6 million during that time. The state incentive is part of the Economic Development Tax Increment Financing (EDTIF) program.

“Utah is committed to advancing clean energy solutions and creating jobs that fuel economic growth,” Ryan Starks, GOEO’s executive director, said in a prepared statement. “This incentive helps build a more sustainable future by supporting companies like OxEon as they develop groundbreaking technologies to shape the future of energy.”

"OxEon's growth is a testament to

the remarkable energy innovation happening right here in Utah,” said Scott Cuthbertson, president of the Economic Development Corporation of Utah. “This project showcases our commitment to fostering the success of local companies and highlights the potential for groundbreaking innovation within our communities. EDCUtah will continue to champion initiatives that support the growth of Utah-based businesses and strengthen our state’s economy.”

GOEO does not provide upfront cash incentives. Each year that an incentivized company meets the obligations in its contract with the state, it will qualify to receive a portion of the new, additional state taxes the company paid to the state.

Savage Transload Terminal to provide crude-by-rail connection to N. American refineries for Uinta Basin

Utah supply chain infrastructure and solutions company Savage has announced plans to develop a new crude-by-rail transload terminal to connect supply chains for transporting Uinta Basin crude oil from wellheads to refinery markets across North America. The new terminal, located near Wellington in Carbon County, will unload Uinta Basin yellow and black wax crude from tanker trucks into two heated tanks. The crude will then be loaded into trains of insulated rail cars, via two rail loops, for delivery to end-market destinations.

“Developing a new Savage transload terminal in Wellington will allow Uinta Basin producers to increase their production and access new markets without the logistical challenges of long-haul trucking or waiting on other logistical solutions requiring long lead times,” said Jason Ray, president of Savage Infrastructure. “We believe this transload terminal will be the most efficient and cost-advantaged terminal in the area for producers and also for refineries seeking Uinta Basin crude.”

“Utah has a long history of contributing to the U.S. energy supply, and this new transload terminal will build on that legacy,” said Gov. Spencer Cox. “By unleashing Utah’s energy to markets across North America, this project not only strengthens our state’s economy but also enhances energy security for the entire nation. This is a win for our producers, our rural communities, and America’s energy independence.”

The Savage Wellington Transload

Terminal is located with connections to both Union Pacific and BNSF railroads, which will provide customers with access to the national rail network and every refinery center in the United States.

"We're excited to develop this new market solution," said Phillip Hoskins, vice president of business development at Savage. "We've completed the purchase of 277 acres of land zoned for heavy industrial use and obtained necessary permits to start operations. The terminal engineering and design have been completed and we are working closely with the railroads to obtain final design approval."

The Wellington terminal is part of the Savage transload network of over 50 transload terminals across North America, and will also be capable of handling other industrial bulk and liquid commodities to support regional growth. Located about a half-mile north of the Savage Energy Terminal in Price, the new Wellington terminal will be developed within the Utah Inland Port Authority's Castle Country Project Area.

“The port is proud to support Savage as they develop this new facility within the boundaries of our Castle Country Project Area,” said Ben Hart, executive director of the Utah Inland Port Authority. “Projects like this are critical to elevating Utah’s logistics system and spurring rural economic growth.”

“We remain bullish about the growth of the Uinta Basin, and one of the keys to this growth is the export

market,” said Rikki Hrenko-Browning, president of Utah Petroleum Association. “We’re proud to have Savage as members, and this project is one of many infrastructure investments we hope to welcome as we look toward the future of the Uinta Basin.”

Established in 1946, Savage is a privately held, global provider of supply chain infrastructure, particularly in the energy industry, with more than 4,000 employees in about 200 locations across the United States, Canada, Mexico and Saudi Arabia.

SENTIMENT

from page 1

2024 and optimism among many Utahns about the incoming administration.”

The Utah consumer confidence survey uses key questions from the University of Michigan's Survey of Consumers. These questions measure residents' views of the present economic situation and their expectations for the economy in the future. Data gathered from the key questions are used to create the consumer confidence index for Utah. Demographic questions are included in the questionnaire to allow for additional analysis of the data and to assess the representativeness of the sample.

The full results of the monthly Utah Consumer Sentiment survey can be accessed through the Gardner Institute website at gardner.utah.edu.

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GSBS Architects purchases Atlas

GSBS Architects, a Salt Lake City-based general services architectural and consulting firm, has acquired Atlas Architects, also of Salt Lake City. The transaction was effective Dec. 3, with Atlas staff completing its move to GSBS’s Salt Lake City offices on Jan. 6.

The acquisition includes Atlas’s name, portfolio and staff, GSBS said. The firm’s founder Jason Foster, and three professional staff members, including architects Cindy Bithell and Ashley Iordanov and associate Trayce Webb, have joined GSBS.

Established in 2008, Atlas is known for pioneering the revitalization of Salt Lake City’s transit-oriented Central 9th neighborhood. It started with Building No. 1, housing Atlas’s offices and a coffee shop. Modern buildings for Spyhop Media Arts Center, the Salt Lake Bicycle Collective, Infinite Scale and other businesses followed, along with rowhouses and multi-family structures, centered around the Utah Transit Authority’s 900 South TRAX light rail station.

“The combination of GSBS and Atlas uniquely aligns with both firms’ vision and values as diverse groups of talented, creative and passionate people who seek to improve our communities and environment,” said Foster, who worked for GSBS for three years before leaving to start Atlas. “GSBS is the only firm where I knew I

and my team would feel at home.”

“This isn’t a typical acquisition where we’re looking to add expertise in new product sectors,” said Kevin Miller, GSBS president and CEO. “We aim to become even better at what we do well. Atlas and GSBS have done similar projects, and we work for some of the same clients. With the insight and inspiration of Jason’s team, we will deepen our expertise and our commitment to the communities we work in.”

“Atlas has made a huge impact on the Salt Lake community in a relatively short time, and we’re excited to gain the skills, talents, passions, perspectives, insights, and experience of an innovative and focused firm,” Miller added. “Combining with GSBS provides the Atlas team with the resources of a larger firm, collaboration with new colleagues, and participation in a wider range of projects and product sectors.”

Founded in 1978, GSBS Architects employs nearly 100 professional and support staff in offices in Salt Lake City and Fort Worth, Texas. GSBS provides a wide range of creative and consulting services, including architecture, landscape architecture, interior design, planning and urban design, sustainability and experiential graphic design. Its work includes structures such as Salt Lake City’s Public Safety Building, the Natural History Museum of Utah and the Utah Olympic Oval.

Diamond Lake Minerals acquires Solutions Naturopathic Clinics

Diamond Lake Minerals Inc. (DLMI), a Salt Lake City company that specializes in the development and support of digital assets and SEC-registered security tokens, has acquired Solutions Naturopathic & SoftWave Acupuncture Clinics in Arizona. Led by the Dr. Steven Ehrlich, Solutions specializes in holistic health care by integrating its proprietary SoftWave wellness treatments.

“This acquisition represents DLMI’s commitment to revolutionizing health care by offering non-invasive, drug-free pain management solutions and a clear path to vitality and longevity for patients across the United States,” said Brian J. Esposito, CEO of DLMI

“The acquisition ... marks a pivotal moment for DLMI, as we plan to grow this clinic model nationally. This also hits very close to home for me after losing my father to a form of ALS and seeing him constantly in discomfort and pain without any help from doctors or modern medicine,” said Esposito “With Dr. Ehrlich’s decades of experience and the transformative power of SoftWave technology, we envision a future where we can help patients reclaim their quality of life without invasive procedures or lifelong dependence on medications.”

“At Solutions, we have always strived to give people a way back to vibrant health and freedom from pain,” said Ehrlich. “Our approach combines the latest in medical technology with natural, step-by-step healing processes, and we are thrilled to partner with Diamond Lake Minerals to expand this vision. This acquisition will allow us to reach a much wider audience, helping patients manage their health proactively, avoid surgeries, and reduce dependence on pain medications.”

Terms of the acquisition were not released.

Canyon Labs acquires Iuvo BioScience

Canyon Labs, a Salt Lake City-based provider of analytical and packaging lab testing and consulting for medical devices and pharmaceuticals, has acquired the laboratory and consulting divisions of Iuvo BioScience, an ophthalmic medical device and pharmaceutical clinical research services company based in Rush, New York.

The transaction positions Canyon Labs to deliver comprehensive end-to-end solutions in pharmaceutical and medical device development and strengthens Iuvo BioScience’s focus on transformative ophthalmic clinical development contract research, the companies said. The transition includes the integration of Iuvo’s laboratory and consulting personnel into Canyon Labs’ operations, while Iuvo BioScience retains its clinical research team and leadership structure.

“This acquisition marks a significant milestone in the growth of Canyon Labs’ capacity and capabilities,” said Sarah Ptach, president of Canyon Labs. “By strategically aligning our organizations, we are delivering immediate value to our global client base through fast-

er lead times, expanded capacities, and unparalleled expertise at every step of the process. This integration strengthens our commitment to raising the standard of service in outsourced testing and consulting for the health care industry.”

In addition to its Salt Lake City headquarters, Canyon Labs has locations in San Diego and Rochester, New York. The company is backed by Utah-based MedVenture Health.

A leadership team from Iuvo BioScience will join Canyon Labs, including David Kudla, Donnalee Ventura, Nancy Rakiewicz and Christopher Dietz.

“This transaction marks a defining moment for Iuvo,” said Ben Burton, president and CEO of Iuvo. “This strategic decision reinforces our fundamental mission of accelerating patient access to breakthrough vision care treatments. By sharpening our focus on our ophthalmic clinical contract research business, we’re strengthening our ability to provide the high-touch, science-driven solutions our customers and partners have come to expect from Iuvo.”

HB Workplaces buys MBI Seattle

Salt Lake City-based HB Workplaces, a workplace furnishings solutions company, has acquired MBI Seattle, a full-service office furniture dealer. Effective immediately, MBI will be fully integrated into HB Workplaces’ operations.

MBI Seattle is a 50-year-old company serving the Northwest with workplace furnishings, space planning, delivery, installation and facility management services. It is the oldest MillerKnoll office furniture dealer in Seattle.

“This strategic acquisition allows HB Workplaces to expand its presence and better serve clients in Seattle, Salt Lake City, Boise, St. George, Las Vegas, Reno and surrounding areas,” HB Workplaces said in announcing the acquisition. “By merging MBI’s five decades of experience with HB Workplaces’ expanded resources and capabilities, the company aims to offer more comprehensive solutions, support, and expertise, equipping MB’s customers with the tools and solutions needed to meet the challenges of today’s dynamic work environments.”

“We are thrilled to welcome MBI

into the HB Workplaces family,” said Dan Sprague, HB Workplaces’ market president for Idaho and Washington. “MBI’s exceptional legacy of customer service and innovative design will continue as HB Workplaces. This acquisition will allow us to enhance our offerings and provide our clients in western Washington and beyond even greater resources and solutions to meet the evolving needs of today’s workplaces.”

HB Workplaces, a MillerKnoll certified dealer since 1983, provides services including workplace strategy, creative space planning, furniture, prefabricated interior construction, specialty storage and project management.

“With a long-standing history of serving MillerKnoll customers, we are looking forward to our continued partnership with the talented team at HB Workplaces’ new Seattle location,” said John Michael, president of the Americas for MillerKnoll. “This acquisition creates a strong dealer partner serving customers across the Seattle market and we can’t wait to see what HB Workplaces does next.”

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NEWS

UWLP publishes new statewide data on Utah women in the workplace

The Utah State University Utah Women & Leadership Project (UWLP) has released its first of six white papers reporting the results of a statewide study conducted in the fall of 2024. The study supports efforts of UWLP’s “A Bolder Way Forward,” a statewide movement focused on ensuring that more Utah girls, women and their families thrive.

The first white paper shares the findings from four topic areas: organizational strategies and workplace culture, childcare/pre-K programs, gender pay gap and sexual harassment and gender-based discrimination. The 82-item survey, taken from Oct. 1 to Nov. 20, included two samples (representative and convenience), with 4,721 Utah participants, including 1,123 men.

“For those who want to more deeply understand the perceptions and attitudes around the challenges Utah women and girls face, this 40-page report contains a significant amount of critical data that can help,” said lead researcher and author Susan Madsen, UWLP director and Karen Haight Huntsman Endowed Professor of Leadership in the USU Jon M. Huntsman School of Business. “We invite the public to view the report in its entirety. This is our second year of data collection, so the report addresses how data may have changed since the inaugural 2023 survey.”

Findings of the four topic areas of the

study include:

Organization Strategies & Workplace Culture. Four survey items assessed Utahns’ perceptions of the organizational strategies and workplace cultures of their companies. For example, when respondents were asked if they agreed that their organization offered family-friendly policies to meet their needs, the results hovered around “somewhat agree” (5.10 on a scale of 1 to 7).

Even though 67.6 percent of Utahns work for employers with at least some family-friendly policies, 32.5 percent were unsure or disagreed. An open-ended question asked participants’ concerns for women, and one woman stated, “Women are given the same amount of leave/sick time for work; however, from my experience, they need to use it more to care for their families and therefore are left without any for themselves.”

Respondents most likely to agree with the statement were full-time, married employees with children. They also had higher household incomes and more education.

“Although it is great that many Utah companies have family-friendly policies, so many of our residents, including those among our most vulnerable, don’t have the workplace policies they need to support their families,” Madsen said.

Childcare and Pre-Kindergarten Programs. Madsen said Utah families

face significant challenges navigating the childcare landscape, with issues related to accessibility, affordability, and quality complicating the personal, critical decisions families face.

When respondents were asked if they believe government has a role in addressing childcare, the findings hovered between “somewhat agree” and “agree” (5.54). Utahns agreed — with 31.9 percent strongly agreeing and 45.8 percent agreeing or somewhat agreeing. Only 8.4 percent of study participants disagreed with the statement at any level. One participant stated, “Access to affordable childcare is a constant struggle for working mothers.”

Those most likely to agree with the statement were women, 54 or younger, parents with multiple children, more highly educated, and full-time employees and students. In addition, study respondents who selected Pacific Islander, white, and Asian had the strongest agreement, along with those who selected atheist, agnostic, Judaism and spiritual but not religious as their religious affiliation.

Gender Pay Gap. This topic assessed Utahns’ perceptions of the gender pay gap in Utah, which is that women earn approximately 30 percent less than men.

Respondents believe that the gender pay gap exists in Utah, with a statistical mean of 6.24 (on an agreement scale of 1 to 7) for the convenience sample and 5.69 for the combined samples. Most Utahns agreed, with 41.3 percent strongly agreeing and 35.9 percent agreeing or somewhat agreeing. Only 7.2 percent of participants disagreed at any level.

When participants were asked if Utah women make less money than their male counterparts even with the same/similar experience, education, and position, most Utahns agreed. In fact, 37.3 percent strongly agreed, another 39.9 percent either agreed or somewhat agreed, while only 7.6 percent disagreed at any level.

“The results make it clear that most Utahns understand the gap is not a myth and that it is not all about women’s own choices,” Madsen said.

Sexual Harassment and Gender-Based Discrimination. This topic assessed Utahns’ perceptions of sexual harassment and gender-based discrimination in Utah.

When survey respondents were asked if they trusted that organizations in Utah would appropriately handle a sexual harassment report, the findings hovered slightly below “neither agree nor disagree” (mean of 3.96). Many Utahns (57 percent) selected a level of disagreement or ambivalence, while 20 percent chose “somewhat agree” and 23 percent agreed or strongly agreed.

“The findings tell us that sexual harassment and other types of gender-based discrimination against women are serious concerns of Utahns,” Madsen said.

“Although the six white papers are designed for those who want to explore the data deeply, the reports can be helpful for anyone who wants to help their workplaces and communities find ways to ensure that more girls, women and families in Utah thrive,” Madsen concluded.

The full white paper is available online at <https://www.usu.edu/uwlp/files/wp/no-11.pdf>.

Sandy's Arbiter buys rSchoolToday

Arbiter, a Sandy-headquartered provider of athletic and event management, today announced the acquisition of rSchoolToday, a provider of primary and secondary school software solutions based in Tampa, Florida. Known for its tools supporting online forms, payments, assigning, scheduling and facilities management, rSchoolToday has helped simplify administrative processes for educational institutions nationwide for over 25 years.

“Individually, our products provide immense value, saving time and automating daily administrative tasks,” said Kyle Ford, president and CEO of Arbiter. “Together, as a fully integrated suite, we unlock transformative potential. This partnership extends our commitment to empower schools with innovative tools that not only improve efficiency but make athletics a meaningful and formative experience for young people. We are thrilled to welcome the rSchoolToday team and their customers into the Arbiter family. Their entrepreneurial passion and dedication to customer success align

seamlessly with our mission. Together, we are setting a new standard in K-12 athletic and event management.”

“Our mission has always been to simplify and improve school operations with innovative tools that deliver real value to educators and administrators,” said Ray Dretsky, founder of rSchoolToday. “By joining forces with Arbiter, we are taking that mission to the next level. This partnership will bring even greater benefits to schools, helping them succeed in ways that were not previously possible.”

Customers can expect continuity in the tools and services of both companies, said Ford. Both Arbiter and rSchoolToday platforms will continue operating as usual, providing the same support and maintaining existing integrations.

“We’re focused on ensuring a smooth transition for our customers while prioritizing new features designed with their needs in mind,” said Ford. “Our goal is to maintain and enhance the reliability that schools and associations trust.”

ICM to acquire Compass Equipment

ICM Solutions, a Salt Lake City crushing and screening equipment dealer for the construction industry, has agreed to acquire Compass Equipment Inc., a crushing and screening dealership based in Oroville, California.

“This acquisition marks an exciting milestone, as ICM continues to grow its distribution footprint and expands its capabilities to deliver enhanced solutions to its customers,” the company said in a release.

In addition to its Salt Lake City headquarters, ICM Solutions has locations in Hurricane and Huntington; North Las Vegas and Reno, Nevada; Phoenix; and Boise. The acquisition expands ICM’s authorized distribution sales and service territory as a Metso aggregates technology franchisee to include Northern California and all of Nevada, the company said.

Compass Equipment has been a pro-

vider in the crushing and screening industry for over 50 years, offering not only Metso equipment but also custom design and fabrication of crushing chassis, bins, feeders and other specialized solutions.

“ICM is thrilled to welcome Compass Equipment’s team, customers and legacy into the ICM family,” said Scott Gardner, president of ICM. “Compass has built a strong reputation for quality and innovation. We are committed to a seamless transition for Compass customers while maintaining the high standards they’ve come to expect. This acquisition allows us to deepen our relationships with customers in Northern California and Nevada and provide even greater value through ICM’s resources, expertise, and dedication.”

The transaction is expected to close early February. Terms of the transaction were not disclosed.

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Work Daze

Detach yourself. It's later than you think

Now is the winter of our detachment.

The fall, the spring and the summer, too.

According to a recent report from the Nosey Norberts at Gallup, "employees across America are feeling detached from their jobs." Really, what choice do they have? It would be nice if everyone with a job they didn't like would do the decent thing and resign on principle, but we do develop certain habits, like eating, that are hard to break. So, "after struggling to make the leap to a new employer in a cooling job market and an economy marred by inflation, they are left feeling stuck with their discontent."

Detached employees are a big problem for businesses. Management initiatives fall by the wayside. Sales lag. Marketing sags. You could step in and remind your co-workers that by throwing off their apathy and reconnecting with shared business goals, they will generate better results and greater personal satisfaction for everyone. But why bother?

It would be easy to blame employees for their detachment, but the real cause of the problem lies with management.

In the good old days, bosses were the embodiment of detachment. They peacocked around, trying to look important and pretending to care. Today, with a challenging economy and increased competition, bosses have become involved and invested in the way their employees work. Unfortunately, their initiatives have not worked out.

The return-to-office movement is one highly visible example. Whether you stay at home resisting or decide to cave and come into the office, RTO has resulted in major RTA — return to alienation. If you go back, you have to detach to survive. If you

stay home, you are definitely, definitionally detached. ("Fully remote workers are consistently less connected to their organization's mission or purpose," says Gallup. To which I say — duh!)

If the demands coming at you from management are not enough to detach you — and they are — increased demands from customers can also spoil your chi. Get this: "56 percent of employees report noticing changes in customer expectations since the pandemic," Gallup has found, "with 71 percent of those employees attributing changes to higher expectations for a better digital experience."

I can neither explain nor excuse these customer complaints. It used to be that people enjoyed spending a relaxing 30 to 90 minutes listening to peppy on-hold music. They took comfort from the electronic reminders that "this call is important to us." And everyone loved the surprise when the music stopped and the call was disconnected.

Employees, too, share blame for the new detachment. No longer satisfied with a cheery "attaboy" to start the year and a honey-baked ham to end it, today's employees expect both generous annual raises and lavish benefits. The opportunity to drive their boss's new Rivian to the charging station during lunch hour is no longer enough to satisfy these insatiable ingrates.

Employees have also lost faith in their company's performance management systems. Disconnected workers do not believe they will get credit for their hard work. Of course, this is 110 percent their fault. If they spent less time focused on their jobs and more time focused on kissing up to their managers, they would see immediate results. No manager

remembers your all-nighters but stay an extra 15 minutes after 5 to compliment the boss on the inspirational force of their brilliance, and your rise in the company will be meteoric.

The Gallup report ends with recommendations for managers who want to reattach to the detached. The remedies include letting employees "know what is expected of them" and "connect individual contributions to mission and purpose."

The problem with these recommendations is obvious: It requires your manager to talk to you.

Is there anything worse than listening to a manager "communicate an inspiring vision that people want to get behind"? I don't think so. Add a coda in which your manager spells out "the connection between employees' jobs and the mission or purpose of their organization," and I suspect

the next Gallup poll will report a large number of workers responding with an energetic "Yuck."

The prospect of these conversations, repeated with sickening regularity through the year, should be more than enough for you to put aside your qualms, questions and objections. 2025 will be the year you enthusiastically reconnect with your work ethic. Seeing your enthusiasm, your manager will detach themselves, no longer worrying about what you do or don't do and where you do or don't do it.

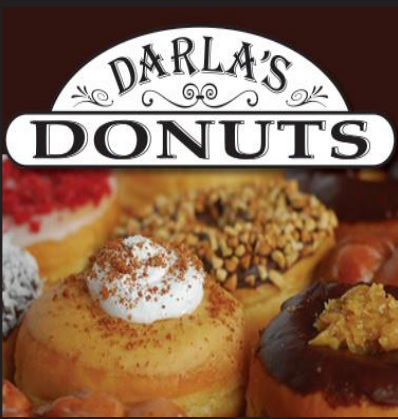
Now, that is a situation to which you can definitely attach.

Bob Goldman was an advertising executive at a Fortune 500 company. He offers a virtual shoulder to cry on at bob@bgplanning.com.

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ACCOUNTING

• **Tanner LLC**, a Salt Lake City-based audit, tax, transaction advisory, technology, cybersecurity, strategic planning and leadership development company, has named **Charley Shumway** and **Steve DeWidt** as tax partners of the firm. Shumway has nearly 30 years of experience in tax and consulting services, specializing in multi-tiered partnerships, LLCs, private equity and venture capital-backed companies, and family-owned businesses. Before joining Tanner, he worked at a Big 4 accounting firm as well as smaller local and regional firms. He earned both his bachelor's and master's degrees in accounting from Southern Utah University. DeWidt has nearly 13 years of public accounting experience, serving clients in industries such



Charley Shumway



Steve DeWidt

as technology, manufacturing, and life sciences. He has worked extensively on federal and state income tax compliance, merger and acquisition transactions, and international tax issues. At Tanner, he focuses on corporate tax and accounting for income taxes under ASC 740, serving clients ranging from large public companies to small private businesses. Prior to joining Tanner, DeWidt worked in the biotechnology and health care industries for more than eight years. He earned a Bachelor of Science degree in molecular biology from Brigham Young University and a Master of Accounting degree with a tax emphasis from the University of Utah.

ASSOCIATIONS

• **47G Utah Aerospace & Defense** has named **Kori Ann Edwards** as chief strategy officer. She will oversee the 47G Institute, which was established after last year's merger between 47G and the Utah Advanced Materials and Manufacturing Initiative; will support the development of Project Alta, a 47G initiative that seeks to create a well-functioning transportation system in the air that connects seamlessly with Utah's transportation system on the ground; and will serve as the organization's legislative liaison, working closely with state legislators and members of Congress to advance policies that strengthen a thriving aerospace and defense ecosystem in Utah. A founding UAMMI board member, Edwards has over three decades of public- and private-sector experience in economic development, strategic leadership, program development and



Kori Ann Edwards

stakeholder engagement. Most recently, she served as the managing director of strategic initiatives for the Governor's Office of Economic Opportunity. Prior to GOEO, Edwards worked for 20 years at Logistics Specialties Inc., including as senior vice president and chief operating officer. She serves on numerous executive boards and committees across Utah. Edwards earned a Bachelor of Science in Political Science degree from Utah State University.

• The **National Association for Catering and Events** now has a chapter in Salt Lake City. The chapter will offer local professionals a community for networking, education and career development. It is dedicated to providing event planners, caterers, venues and other event professionals with access to the full range of NACE's educational programs, resources and events. NACE was founded in 1958.

CONTESTS

• The **Governor's Office of Economic Opportunity's** Startup State Initiative is launching the **"Get Started: Business Idea Challenge,"** a monthly opportunity to bring early-stage business ideas to life. This challenge, in partnership with the **Lassonde Entrepreneur Institute** and the **University of Utah**, aims to help entrepreneurs take their first big leap by presenting their concept and competing for non-equity funding. Open to all Utah residents 18 and older, the challenge awards up to \$500 to help founders start or advance their businesses. Applications are due by the first Wednesday of each month, with live pitch events the third Wednesday monthly. Details are at <https://startup.utah.gov/get-started/>.

DATA

• **Data Quality Co-op**, a Salt Lake City-based independent first-party data quality clearinghouse, has hired **Venu Bendapudi** as head of sales, market research, and **Katie Casavant** as head of commercial. Bendapudi will spearhead sales strategies, develop key business plans, drive expansion efforts, and cultivate relationships with market research firms. He has more than 20 years of experience in the market research industry, including sales across business and consumer research in verticals including health care, media, retail, finance and IT. He began his market research operations career in India and quickly moved to work in sales. He has worked mostly in the United States but has also worked in Asia Pacific and Middle East markets, while based in Kuala Lumpur and Dubai. Casavant will lead commercial strategy, oversee go-to-market planning, and manage business development and customer relationships. She is a serial entrepreneur with a passion



Venu Bendapudi



Katie Casavant

for building data, analytics and insights businesses to create incremental value and drive transformative growth. She began her career in behavioral data analytics, founded Cannondale Associates' retail consulting practice in 2004, Kantar Shopcom in 2011 and Kantar Activate in 2017. She led the commercial transformation of Optimus Analytics, facilitating its successful exit and acquisition by Dynata in 2021. Casavant led Dynata's global consulting and investing channel until 2024.

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DIRECT SALES

• **Young Living Essential Oils LC**, a Lehi-based company focused on essential oils and wellness products, in February will launch **Wyld Notes**, a sister company designed to complement and enhance Young Living's network marketing model. Wyld Notes has introduced a collection of five fragrances, paired with a first-of-its-kind affiliate program. Young Living said the move is not a shift away from its direct-selling roots but instead an additional tool to expand its reach and re-engage with a broader audience.

ECONOMIC INDICATORS

• **Utah** is ranked No. 40 on a list of **"best states for entrepreneurs"** in 2025, compiled by **Simplify LLC**. The state fell from No. 9 in the 2024 study. Simplify LLC analyzed six categories of data from the Census Bureau, Bureau of Economic Analysis, Tax Foundation and U.S. Senate. Utah ranked No. 15 for maximum corporate tax rate (5 percent), No. 51 for new business growth (down 21.7 percent), No. 32 for consumer spending growth (1.9 percent), No. 31 for regional inflation (22 percent), No. 12 for job creation rate (16.89) and No. 33 for net migration of educated workers (down 10,937). The top-ranked state overall is Washington. The worst-ranked state is Alabama. Details are at <https://www.simplifyllc.com/best-and-worst-states-for-entrepreneurs-2025/>.

• **Only 0.22 percent of homes** in Salt Lake City are **affordable for the average buyer**, according to a study by **NetCredit**. It used U.S. Bank's affordability metric, which is housing payments costing no more than 28 percent of household income, as the basis of the study. Salt Lake City is ranked No. 14 for the lowest figure. Nine of the 100 largest cities in the U.S. have zero houses listed on Zillow that are affordable on 28 percent of their local average incomes. The highest figure was Toledo, Ohio, at 53 percent. Details are at <https://www.netcredit.com/blog/how-much-house-can-i-afford/>.

• **Workers in Utah** who had stayed in their job for at least 12 months saw their wages increase 4.8 percent year-over-year in December, according to the **ADP Pay Insights** report. ADP also found the median annual salary in Utah in December was \$52,600. Nationally, the median annual pay for job-stayers in December increased slightly to \$59,400, while the median annual wage growth slowed to 4.6 percent, the slowest pace of gains since July 2021. Nationally, wage growth for job-changers declined to 7.1

percent. Details are at <https://payinsights.adp.com/>.

• **Jan. 8** was the most optimal day for **submitting a speculative resume in Utah**, according to a study by **Resume.io**, based on a survey of hiring managers. Nationally, the prime day was Jan. 13. The time was Jan. 14 in the biggest states, California and New York. It was Jan. 10 in Colorado and Indiana and Jan. 17 in Nebraska. Details are at <https://resume.io/blog/optimal-day-to-submit-resume-study>.

• Four **Utah bars** in Salt Lake City are ranked on a list of the top spots for **"Dry January mocktails,"** or non-alcoholic drinks, compiled via a survey by **Wealth of Geeks**. They are No. 55 **Citizens Cocktails & Kitchen**, No. 84 **Back Door on Edison**, No. 154 **Tavernacle Social Club**, and No. 223 **Bar X**. The top-ranked location overall is Garage in Austin, Texas. Details are at <https://wealthofgeeks.com/bars-dry-january-mocktails/>.

ENERGY

• **Sky Quarry Inc.**, a Woods Cross-based integrated energy solutions company focused on waste asphalt shingle recycling, has received permission to operate and maintain a fractionation facility at the Eagle Springs Refinery in Nevada, a key component of the company's plan to expand the capabilities of its Foreland Refinery. The operational permit from the U.S. Department of the Interior Bureau of Land Management is for a 40-acre right-of-way on public lands at the Eagle Springs Refinery. The term extends through Dec. 31, 2055, a 30-year period from the effective date. The company said the refurbishment of the Foreland Refinery, along with the Fractional Facility, will allow Sky Quarry to capitalize on emerging market opportunities created by the closure of the Phillips 66 refinery in late 2025. The Phillips 66 refinery is responsible for 8 percent of California's gasoline supply. The Foreland Refinery will operate with Sky Quarry's PR Spring hydrocarbon extraction facility in Utah to refine sustainably produced oil. With PR Spring's operations projected to commence in 2025, production is expected to reach up to 1 million barrels of sustainable oil annually.

GOVERNMENT

• The **Governor's Office of Economic Opportunity** has produced comprehensive **community profiles** for every county in Utah. The profiles provide detailed analysis of Utah and its 29 counties, showcasing each county's unique strengths and resources to inform community selection decisions. Communities can utilize these profiles to identify gaps and view their competitive advantages as they market themselves to site selectors. Profiles also can be used internally, helping communities discover data gaps through GOEO-sponsored information and reports that provide a dive into spe-

from previous page

cific areas. Interested businesses can use the profiles to gain insights into labor force characteristics during site selection searches. The profiles are available at business.utah.gov under the “About” section of the home page.

• The **Redevelopment Agency of Salt Lake City** has changed its name to the **Salt Lake City Community Reinvestment Agency**. The move, it said, reflects its mission to “reinvest in and uplift Salt Lake City’s communities through projects that create meaningful and lasting benefits for all residents” and also aligns with Utah state statute.

• The **U.S. Department of Housing and Urban Development** has announced over \$140 million in funding to 836 existing grantees through the **Family Self Sufficiency Program**. The awards will fund 1,537 service coordinator positions across the country. Utah and four other states received a total of \$3.3 million in funding. Funding in Utah is for housing authorities in **Salt Lake City**, \$194,492; **Ogden**, \$79,112; **Salt Lake County**, \$312,752; **Utah County**, \$56,215; **Provo**, \$136,692; **St. George**, \$20,570; and **Tooele County**, \$73,469. The FSS program provides grants to public housing agencies and multifamily property owners to support the salary of program coordinators. The coordinators assist participating families to capitalize on their housing assistance by connecting them with training and services to improve their economic self-sufficiency. The FSS program is offered to families in HUD-assisted housing.

• The **Salt Lake County Office of Regional Development** has been awarded a \$2 million grant under the **U.S. Department of Housing and Urban Development** to expand the **Healthy Homes Production** program. The funding will empower the county to address significant health and safety hazards in homes. The Housing and Community Development team within Salt Lake County spearheaded the application process. The county’s grant is part of HUD’s broader announcement of more than \$226 million in funding distributed to state, county, city and tribal governments, as well as nonprofit organizations.

HOUSING

• **Salt Lake City** officials and community leaders have celebrated the opening of the city’s newest affordable housing development, at 144 S. 500 E. The **144 South** apartments will provide 110 affordable studio and one-bedroom units for residents earning at or below 60 percent of the area median income. The six-story building also offers amenities that include a coworking business center, clubhouse, fitness facility, outdoor deck, dog wash, bike storage room, and a 420-square-foot retail space in the

main lobby. The development was made possible through a \$1.7 million loan from the RDA’s **Housing Development Loan Program**, which provides critical financial assistance to affordable housing initiatives. The 144 South team, selected through a competitive process, led the project in collaboration with the **Utah Housing Corp., Cedar Rapids Bank and Trust Co., the Olene Walker Housing Loan Fund, Salt Lake County, JZW Architects** and **Kier Construction Co.** The property will be managed by **EMG Management**, which manages thousands of affordable housing units in Utah.

• **Bridge21 Park City** is accepting applications for residency. Bridge21 was founded by a group of parents and professionals concerned with the lack of options for neurodiverse people as they transition into adulthood. Construction on the house will finish in March 2025 at Silver Creek village, and Bridge21 plans to expand into a scattered network of homes, allowing for a broader range of housing options.

INDOOR ENTERTAINMENT

• **Urban Air Adventure Park**, an indoor adventure park brand that is part of Unleashed Brands, has completed a lease for a new location in Fort Union. It is projected to open this year. Spanning over 40,000 square feet, the park will feature attractions including Sky Rider, slides, air court, ropes course, climbing walls, dodgeball, trampolines and more. It will employ about 70. Urban Air Adventure Park has more than 350 parks open or under development.

OUTDOOR RECREATION

• **Ticaboo Lodge & Offshore Marina Inc.**, also known as North Lake Powell, has promoted **Ray Golden** from general manager to president. He will oversee all aspects of the resort’s operations, including strategic planning, business development, and guest services. Ray and Amy Golden, with over 30 years in the outdoor adventure industry, began their journey in West Virginia’s whitewater rafting business, later establishing their own company in Costa Rica. They moved to Maine and then the Outer Banks of North Carolina, where they opened their first bait & tackle store, eventually expanding to charter fishing and marina operations in Savannah, Georgia. In 2016, they joined Ticaboo Lodge to develop the adventure operations and oversee the company rebranding to North Lake Powell.

PARTNERSHIPS

• **Survivor Healthcare**, a Salt Lake City-based specialty provider of primary supportive care for cancer patients, has

announced a strategic partnership with **Utah Cancer Specialists**, Utah’s largest community-based oncology and hematology practice. This partnership enables UCS oncologists to connect their patients with primary care providers specializing in cancer care from the point of diagnosis. Through the collaboration, cancer patients will receive primary care services that address the most common health-related illnesses that accompany cancer treatment, such as anxiety, fatigue, chronic pain, and cognitive decline.

PHILANTHROPY

• **Lifting Hands International** has rallied the Utah community to provide critical, emergency relief to those impacted by the Southern California fires. Volunteers and donors came together at LHI’s Humanitarian Aid Warehouse in American Fork to assemble and send supplies to support the victims. LHI’s Emergency Response Program has mobilized to provide resources to those displaced by the fires. Volunteers have worked quickly to pack blankets, hygiene items, food, water, N-95 masks, and other essentials to be sent to the affected areas. Donations of money or items can be dropped off directly at the warehouse in American Fork or at any one of more than 60 drop-off points throughout the state. Details are at www.LiftingHandsInternational.org/needs-list or www.lhi.org/emergency-response.

• **Rydalch Electric Inc.**, a Commonwealth company based in Salt Lake City, through its **Commonwealth Cares** initiative, has donated \$25,000 to the **Mountain West Chapter of Breakthrough T1D**, formerly Juvenile Diabetes Research Foundation. Breakthrough T1D strives to enhance everyday life for those with Type 1 diabetes while driving toward cures. Jacob Hancock, a project engineer for Rydalch Electric, nominated Breakthrough T1D for the Commonwealth Cares initiative due to his personal experience with T1D and the organization.

RECOGNITIONS

• The **Central Utah Correctional Facility** in Gunnison has again earned accreditation from the **National Commission on Correctional Health**

Care. The CUCF health care staff received the reaccreditation after demonstrating 100 percent compliance with NCCHC’s nationally recognized standards of care for correctional health services in prisons. CUCF was last accredited in 2019 and has maintained that accreditation while going through this process. To maintain NCCHC accreditation, CUCF underwent rigorous professional assessments in April and a follow-up in October.

RETAIL

• **Swig**, a Lehi-based beverage brand, has named **Todd Smith** as chief commercial officer. Smith has nearly 20 years of restaurant business experience,



Todd Smith

starting at Yum Brands in brand management and continuing to roles with KFC, Wendy’s, Sonic and Cafe Rio, plus serving as president of Sonic Drive-In. Smith also served as an independent director on the board of directors for Potbelly

Sandwich Works. Established in 2010, Swig finished 2024 with over 100 stores in 14 states.

• **Radiant Waxing**, a waxing brand providing hair removal services, has signed its largest development agreement to date. The 15-unit deal in Utah has been secured with **HenHouse Holdings**, a roll-up platform in the beauty and wellness franchising ecosystem co-led by Stef Fisher-Sample and Rilee Buttars. Fisher-Sample, CEO of HenHouse Holdings, has over 17 years of experience as a multi-brand franchisee, having owned and operated brands including Taco Bell and Massage Envy. Buttars, the COO, co-founded a fintech/HR tech startup. HenHouse Holdings has purchased five existing Radiant Waxing salons and plans to develop the other 10 salons throughout Utah. Financial terms were not disclosed. Radiant Waxing is owned by Radiant Waxing Franchise LLC and is part of the WellBiz Brands portfolio of beauty and wellness brands. Colorado-based WellBiz Brands now has nearly 900 locations across all of its portfolio brands.



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News

Reopened Emery Co. coal mine will benefit Permanent School Fund

When officials cut the ribbon earlier this month to reopen the Fossil Rock Mine near Orangeville in Emery County, it marked the beginning of what Utah School and Institutional Trust Lands Administration (SITLA) officials hope will be a major source of income for the state’s Permanent School Fund.

The Trust Lands Administration originally acquired the coal reserves from the federal government in the 1998 Grand Staircase Escalante land exchange. The Fossil Rock Mine lessee, Fossil Rock Resources, which announced the reopening of the mine last fall, expects to eventually extract as many as 3 million tons of coal a year from the mine. Utah’s schoolchildren are the beneficiaries of royalties paid under the coal leases. If production from the mine reached expectations, the portion of

the proceeds from the mine that the Trust Lands Administration will eventually deposit into the Permanent School Fund is approximately \$10 million annually.

Michelle McConkie, the director of SITLA, was on hand with Fossil Rock Resources leaders and local officials to take part in the ribbon-cutting ceremony.

“Trust Lands is one of the biggest leasing agents for energy production in the state,” said McConkie. “We lease lands for coal extraction, solar energy production, wind farms, geothermal resources, hydrogen storage and more. We have a clear constitutional mandate to generate the most revenue possible for our beneficiaries.”

“We are pleased to partner with Trust Lands to support Utah’s public schools. Fossil Rock Mine will also provide fuel for the generation of low-cost electric power,” said Carson Pollastro, CEO of Fossil Rock Resources.

“I live just a few minutes down the road from here, and I can tell you, everyone around here is thrilled to see the mine open again,” said State Sen. David Hinkins, (R-Orangeville), who represents the area where the mine is located. “It simply would not be possible without SITLA’s resources.”

“The coal industry is critical for so many things there are too many to list,” said Utah Rep. Christine Watkins (R-Logan). “We’re grateful to the Trust Lands Administration for working with the mine owners to help see it start producing again.”

SITLA manages 3.3 million acres of trust lands in Utah. Trust lands are not public lands. Congress allocated trust lands specifically to generate revenue to support designated state institutions — specifically schools in Utah. SITLA is constitutionally mandated to manage the lands and revenues generated from them in the most profitable manner possible for the current beneficiaries and preserve trust assets for future beneficiaries, the institution’s website says.

Randall new CEO of Scientia Vascular

Scientia Vascular, a West Valley City neurovascular medical devices provider, has announced that Rick Randall will replace founder John Lippert as CEO of the company. Lippert will transition to chief technology officer, focusing on advancing next-generation patient solutions and therapies.

Randall has over 35 years in the medical device industry leading neuro-focused organizations, including guiding companies through public offerings and overseeing mergers and acquisitions. His background encompasses strategic planning, product marketing and commercialization of minimally invasive therapeutic products. He served as CEO of Target Therapeutics, where he was pivotal in bringing the neuro-interventional company public and developing pioneering technologies.

“Rick’s leadership will be instrumental in expanding our sales efforts and leading our new marketing team,” said Lippert. “His expertise in commercialization will be invaluable as we bring new products to market, allowing me to concentrate on driving innovation as CTO. Together with our experienced executive team, we anticipate a bright future dedicated to bettering patient outcomes while building a thriving business.”

“Scientia’s next-generation vascular access technology is perfectly suited to the demands of the rapidly growing interventional stroke treatment landscape,” said Randall. “I look forward to working with the Scientia team as we continue to redefine the way the neurovascular system is accessed and cerebral disease states are treated.”

“This leadership transition positions Scientia Vascular to continue its trajectory of innovation and growth, reinforcing its commitment to developing advanced medical devices that improve patient care in the neurovascular space,” a Scientia statement said.

NACE launches Salt Lake chapter

Members of the catering and events industry have united to form a Salt Lake City chapter of the National Association for Catering and Events (NACE). The aim of the association is to offer local professionals a community for networking, education and career development, the association said in forming the new chapter.

“The Salt Lake City chapter of NACE is dedicated to providing event planners, caterers, venues and other event professionals with access to the full range of NACE’s educational programs, resources and events,” said a release from the organizations. “The chapter is designed to foster collaboration, knowledge-sharing and support among local event professionals, enhancing both individual careers and the local events landscape.”

“We are incredibly excited to be launching the first NACE chapter in Utah. This is a monumental milestone, not just for the local catering and events community, but for Utah as a whole,” said Bailee George, resident of the chapter. “The establishment of NACE SLC is a testament to the growth and vibrancy of the events industry here in Utah. It speaks volumes about the exciting opportunities available, and we’re proud to be part of this transformative moment for our state’s growing event scene.”

The new chapter held a launch event on Jan. 14 at the Grand America Hotel.

Founded in 1958, NACE connects professionals with the resources and community needed to excel in the events industry, offering education, certification, networking opportunities and industry recognition, the association said.

Additional information about NACE SLC, including membership details and upcoming events, is available at nace.net.

NFIB research: Finding employees still major problem for small business

The latest monthly jobs report released by the National Federation of Independent Business (NFIB) again says that finding employees remains a big problem for Main Street entrepreneurs.

The NFIB Jobs Report is a national snapshot of NFIB-member, small-business owners not broken down by state. The federation said its typical member employs 10 people and reports gross sales of about \$500,000 a year.

“Finding qualified workers remained a major headwind for stronger job growth on Main Street in December,” said NFIB Chief Economist Bill Dunkelberg. “In the meantime, compensation increases have softened among small businesses, but remained solid as the year came to an end.”

The Jobs Report found that 35 percent (seasonally adjusted) of small-business owners reported job openings they could not fill in December, down one point from November. Seasonally adjusted, a net 29 percent of small-business owners reported raising compensation in December, down three points from November and the lowest reading since March 2021.

The report further found 19 percent of owners plan to create new jobs in the next three months, up one point from November.

Job openings were the highest in the transportation, construction and manufacturing sectors and the lowest in the agriculture and finance sectors. Job openings in construction were down 13 points from November and down 17 points from the prior year, with 41 percent reporting an open position they can’t fill.

The full NFIB Jobs Report can be found at nfib.com.



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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.w@thecityjournals.com. The submission deadline is one week before publication.

Jan. 21, 11:30 a.m.-1 p.m.
Professional Development Series Luncheon, a ChamberWest event. Speaker Brandon Fugal, chairman and co-owner of the Intermountain office of Colliers International, will discuss “West Side 2025: Economic Forces Shaping the Future and Opportunities Ahead.” Location is Embassy Suites, 3524 Market St., West Valley City. Cost is 35 for nonmembers and members. Details are at chamberwest.com.

Jan. 21, 11:30 a.m.-1 p.m.
Leadership Luncheon, a Cache Valley Chamber of Commerce event. Location is Logan Golf & Country Club, 710 N. 1500 E., Logan. Cost is \$25 for members pre-registered, \$32 for nonmembers pre-registered, \$35 for nonmembers. Details are at cachechamber.com.

Jan. 21, noon-1:30 p.m.
“Peru,” a World Trade Center Utah event featuring a luncheon with Eduardo Salhuana Cavides, president of the Congress of the Republic of Peru. Location is World Trade Center Utah, 60 E. South Temple, Suite 300, Salt Lake City. Cost is \$15. Details are at <https://www.wtcutah.com/events>.

Jan. 22, 7:30 a.m.-noon
The Point Classic Pickleball Tournament, presented by CCIM and the Point of the Mountain Chamber of Commerce. Location is Royal Court Pickle Ball Club, 15892 S. Rockwell Park Cove, Herriman. Details are at thepointchamber.com.

Jan. 22, 11 a.m.
“Working Capital for Global Export Growth,” a U.S. Commercial Service Rural Export Center event featuring information about how the U.S. Small Business Administration helps small to mid-sized business owners and entrepreneurs reach their international business objectives; the power of website localization and international online marketing strategies; and strategies and trends for search engines, social media marketing, regulations, reporting and analytics. Presenters include James Bledsoe, eCommerce Solutions Center director, U.S. Commercial Service; Susanna Hardy, chief content officer, IBT Online; and Stephen Sullivan, senior international trade specialist, U.S. Small Business Administration. Event takes place online. Free. Details are at <https://info.ibt.onl/uscommercialservice-state-trade-program-grants-for-international-business-growth-jan-22>.

Jan. 22, 11 a.m.-noon
“Digital Management: Running & Scaling Your Business Online,” the third of a three-part series presented by SCORE and the Women’s Business Center of Utah. First session Jan. 8 was “Digital Literacy 101: Building Your Foundation.” Second session Jan. 15 was

“E-Commerce Essentials: Establishing an Online Storefront.” Presenters are Patty Ross, founder of Golden State Marketing, and Kara Laws, CEO of Launched. Event takes place online. Free. Registration can be completed at <https://www.score.org/utah/event/digital-literacy-101-building-your-foundation>.

Jan. 22, 11:30 a.m.-1 p.m.
“Chamber Connections,” a Davis Chamber of Commerce event. Location is Fat Cats, 2067 W. 1800 N., Clinton. Free (food available for purchase). Open to the public. No RSVP needed. Details are at davischamberofcommerce.com.

Jan. 22, 11:30 a.m.-12:30 p.m.
“Prioritizing Life to Achieve Success at Work,” a Utah Women & Leadership Project event. Event takes place online (register online in advance). Free. Details are at <https://www.usu.edu/uwlp/events/upcoming-events>.

Jan. 22, 11:30 a.m.-noon
“Culture & Capability: Tips from an HR Manager,” a South Valley Chamber of Commerce event exploring strategies for addressing poor performance, including real and actionable tips, tricks, systems and resources. Event takes place online via Zoom. Free. Details are at southvalleychamber.com.

Jan. 22, noon-1 p.m.
“Strictly Networking Luncheon,” a West Jordan Chamber of Commerce event. Location to be determined. Details are at <https://wjc-ut.com>.

Jan. 22, 6-7 p.m.
“Driving Website Traffic for Free,” a Small Business Development Center event that takes place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

Jan. 23, 9-11 a.m.
Altabank Business Accelerator, a Utah Valley Chamber of Commerce event featuring 10 sessions on Thursdays through March 28. Location is IHub, 1555 N. Freedom Blvd., Provo. Cost is \$750. Details are at thechamber.org.

Jan. 23, 11:30 a.m.-1 p.m.
“Utah Women in Leadership: A 2025 Utah Economic & Community Outlook,” an ACG (Association for Corporate Growth) event featuring Salt Lake City Mayor Erin Mendenhall and a discussion of the latest trends and opportunities in the Utah middle market. Location is World Trade Center Utah, 60 E. South Temple, Salt Lake City. Details are at <https://www.acg.org/utah/events>.

Jan. 23, noon-3 p.m.
“Designing Corporate Women’s Networks, Initiatives and Leadership Programs,” a Utah Women & Leadership Project event designed for company representatives who are interested in creating, designing, developing or restructuring women’s networks, groups, programs and/or other initiatives in their organizations. Location is Clearlink, 42 E. Future Way, Draper. Cost is \$99. Registration can

be completed at Eventbrite.com. Details are at <https://www.usu.edu/uwlp/events/upcoming-events>.

Jan. 23, noon-1 p.m.
“For Small Businesses: Grow Your Sales Through Trade,” a Small Business Administration Office of International Trade event focusing on small-business international sales. Event takes place online. Free. Registration can be completed at Eventbrite.com.

Jan. 23, noon-1 p.m.
Women in Business, a Box Elder Chamber of Commerce event. Location is available by calling the chamber. Cost is \$10. Details are at boxelderchamber.com.

Jan. 23, noon
“Mental Health Town Hall,” presented by Silicon Slopes and Promise2Live. Theme is “Setting Mental Health Goals and the Art of Mindfulness and Meditation.” Speakers are Brandy Vega, founder of Promise2Live; Dr. David Morgan, director of mental health awareness, Silicon Slopes; Celestia Spong, mental health expert, psychotherapist and international speaker; Mike Allen, “Foundations Before Goals”; and Lacey Byrd, behavior change expert. Details are at <https://app.siliconslopes.com/events>.

Jan. 23, 5-6 p.m.
Legal Workshop (in English and Spanish), a Small Business Development Center event. Location is Orem/Provo SBDC at Utah Valley University. Details are at <https://clients.utahsbdc.org/events.aspx>.

Jan. 24, 8:30 a.m.-4 p.m.
“Boots to Business Reboot,” for military-connected people (veterans, active duty, reserve, National Guard, spouses) who are thinking about getting started in business. Program is facilitated by subject matter experts from the Big Sky Veterans Business Outreach Center (VBOC), the Small Business Administration’s Utah District Office, Utah Veteran Business Resource Center (VBRC) and the Salt Lake Small Business Development Center (SBDC). Speakers are Rick Brown, director, Big Sky Veteran Business Outreach Center; Becky Guertler, manager, Utah Veteran Business Resource Center; Jim Herrin, director, Salt Lake Small Business Development Center; and Leonardo Oliveira, business advisor, Utah Veteran Business Resource Center. Location is The Mill, Salt Lake Community College, Room 101, 9750 S. 300 W., Sandy. Free. Details are at <https://sba.my.site.com/s/reboot-course-information>.

Jan. 27-Feb. 1
Utah Tech Week, taking place at various locations in downtown Salt Lake City and in Utah County and with events hosted by startups, venture capital firms and community organizations. Details to be announced at <https://www.utahtech-week.com/>.

Jan. 27, 11:30 a.m.-12:30 p.m.
“The Impact of Women’s Health on Work and Life,” a Utah Women & Leadership Project event. Event takes

place online (register online in advance). Free. Details are at <https://www.usu.edu/uwlp/events/upcoming-events>.

Jan. 28, 8-9:30 a.m.
Annual Membership Breakfast Meeting, a ChamberWest event. Location is Viridian Event Center, 8030 S. 1825 W., West Jordan. Cost is \$25 for members, \$35 for nonmembers. Details are at chamberwest.com.

Jan. 28, 8 a.m.-6 p.m.
“Utah Tech Day on the Hill,” a Utah Tech Leads event designed for making connections with state legislators. Location is Utah State Capitol, 350 State St., Salt Lake City. Details are at <https://lu.ma/uw565vx8>.

Jan. 28, 9-11 a.m.
Business Women’s Forum 2025: “Why Health and Wellness Boost Business Success.” Presenters are from Regence BlueCross Blueshield of Utah: Kim Frost (moderator), public affairs and government relations director; Jennifer Olsen, director of account management; and Dr. Mike Woodruff, executive medical director. Location is Ken Garff University Club, Rice-Eccles Stadium, 451 S. 1400 E., Salt Lake City. Cost is \$35 for members, \$50 for nonmembers. Details are at slchamber.com.

Jan. 28, 9-11 a.m.
“Altabank Business Accelerator,” presented by the South Valley Chamber of Commerce and Altabank, with 10 sessions, every other Tuesday through June 3. Presenter is Ralph Little, former founder and CEO of a nationwide financial services company. Location is Salt Mine Productive Workspace, 7984 S. 1300 E., Sandy. Cost is \$500 for chamber members, \$750 for nonmembers. Registration deadline is Jan. 24. Details are at southvalleychamber.com.

Jan. 28, 11:30 a.m.-1 p.m.
2025 Athena Leadership Award Ceremony and Luncheon, an Ogden-Weber Chamber of Commerce event. Award recipient is Rosemary Lesser. Location is Timbermine, 1701 Park Blvd., Ogden. Cost is \$35. Registration deadline is Jan. 21 at noon. Details are at ogdenweberchamber.com.

Jan. 28, 11:30 a.m.-1 p.m.
“Unleashing Potential: Lucy Andre’s Pursuit of Innovation and Opportunity,” a South Valley Chamber of Commerce Women in Business event. Speaker is Lucy Andrew, CEO of Stadler Signalling North America and chief of staff and corporate secretary of Stadler US Inc. Location is the chamber offices, Mountain America Credit Union, 9800 S. Monroe St., Sandy. Cost is \$23 for members, \$35 for nonmembers. Details are at southvalleychamber.com.

Jan. 28, 1-2:30 p.m.
“Starting Your Business 101,” a Small Business Development Center

Is AI the new electricity? Institute founder thinks so

Becky Ginos
Davis Journals

Artificial Intelligence (AI) is the wave of the future and has already become part of everyday life. According to a World Economic Forum report, AI may displace up to 85 million jobs by 2025, and it is also expected to create 97 million new roles, many requiring specialized AI knowledge.

To meet the demands of the burgeoning industry, Saras AI Institute, an AI-exclusive higher education institute, has launched in Utah, offering

associate and bachelor's degree programs in the field.

"I consider myself a dreamer and a builder," said Anil Singh, founder and president of Saras AI Institute. "That's a fancy way of saying that I'm an entrepreneur."

Singh was co-founder and CEO of Hanu Software Solutions. After 15 years, the company was acquired by Insight in 2022. "It was a successful exit," he said. "I stayed with them through the end of the year to help them with the transition. On



Anil Singh

Jan. 1, 2023, I was like a free bird. I had just turned 50 and at that time I thought I'd have at least 10 more productive years left but I didn't know what to do."

Being a dreamer and a builder, Singh said he wanted to build something again from the ground up. "Just like what I had done in the past, but I didn't know what to build. So I was at a loss. Fortunately, I worked with a coach (Ayse Birsal) who helped me reflect on my journey up to that point."

Singh said what came out of those discussions is that education is something that's very close to his heart. "I strongly felt that the foundation of my success was built on good, quality education that I received in India as well as in the U.S. So now my life's purpose is to help students get a quality education that is affordable and make higher education more accessible to students across the globe."

The last 25 years have been about computer science and programming, he said. "We feel that the next 25 years are going to be about AI and that's why we started."

Saras launched in October 2024. "We are based in Utah," said Singh. "We are licensed to do business as a degree drafting higher education institute and that license is given to us by the State of Utah."

Singh said when they were looking at finding a home for Saras they looked at at least 10 different states. "Utah is one of the top states for both education as well as from a technology perspective. Another aspect is we have received an overwhelmingly positive response from everyone in Utah. So the warmth of the people was another reason."

Saras is the first AI only 100 percent online higher education institute, he said. "So any student anywhere in the world can attend one of our programs. The first program is the Associate of Science degree in AI and the second program is Bachelor's of Science in AI."

Singh said Saras is building the institute as the most student-centric educational institution on the planet. "So what does that mean? It means that we are outcome-focused. There are two specific outcomes that we are driving toward: one to help our students gain meaningful and rewarding employment in AI and the second is to help them become future AI leaders, compassionate and responsible leaders of tomorrow who are ready to change the world."

Looking at the AI landscape, Singh said they identified the top three jobs in the AI space.

"They are: AI/ML engineer, data scientist and Gen AI engineer. For each of these jobs we identified what technical skills are required for these jobs. So we went from jobs to skills and then once we had the list of skills that's when we started designing our courses."

It's very different from a certification program, he said. "We're helping students become real AI experts. So this is a longer program. We are looking for someone who is passionate about AI."

Saras is currently offering a full-ride scholarship contest for Utah students, with one full-ride scholarship for an associate degree in AI and two half-ride scholarships for runners-up. It is open to current and prospective students. Go to sara-sai.org/essay-contest-apply for more information.



SOUTH VALLEY CHAMBER

What We Do:



Connect: Business is done with people you know and trust. The Chamber is committed to connecting like-minded business owners, operators and leaders.



Educate: The Chamber offers a full suite of business education and professional development courses for businesses of all sizes through our Business Institute.



Advocate: The Chamber is the voice of business for the South Valley. We are committed to monitoring and taking action on local, state and national policies that impact businesses.



Grow: The Chamber offers many tools to help promote your brand and connect with potential customers. We do this by providing exposure through our online member directory, social media, and a variety of sponsorship opportunities.

SOUTH VALLEY CHAMBER

Who We Are:

The South Valley Chamber of Commerce (SVC) is committed to Connecting, Educating, Advocating, and Growing for businesses.

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event that takes place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

Jan. 28, 3-4:30 p.m.

“The Next Frontier: How Deep Tech Will Shape America’s Future,” presented by 47G and Mercato Partners. Panelists include Aaron Starks, 47G CEO and president; Nate Walkingshaw, Torus CEO and co-founder; Joe Kaiser, Mercato Partners CEO and managing director; and a representative of BETA Technologies. Location is Salt Lake City (register to see the address). Details are at <https://lu.ma/the-next-frontier>.

Jan. 29, 11:30 a.m.-12:30 p.m.

“A Conversation with Pat Jones and Women and Leadership,” a Utah Women & Leadership Project event featuring Pat Jones, CEO of the Women’s Leadership Institute. Event takes place online (register online in advance). Free. Details are at <https://www.usu.edu/uwlp/events/upcoming-events>.

Jan. 29, 3:30-5 p.m.

“Industry 4.0: The Automation Era,” presented by 47G and iImpact Utah and focused on insights from leading experts in manufacturing as they explore the latest advancements in automation, robotics and AI technology. Location is 175 W. 200 W., Salt Lake City. Details are at <https://lu.ma/at98k224>.

Jan. 30, noon

“TikTok Shop: Lunch & Learn,” presented by Commerce Catalyst and Silicon Slopes Consumer Chapter. Speakers are moderator Paige Hope; Hans Harris, head of growth at BruMate; and

Jordan West, founder of Social Commerce Club. Location is Silicon Slopes, 2600 W. Executive Parkway, Lehi. Details are at <https://app.siliconslopes.com/events>.

Jan. 30, 3-5 p.m.

“Lifecycle of a Utah Technology Company,” a Utah Tech Week event presented by The Mill at Salt Lake Community College and the Governor’s Office of Economic Opportunity Utah Innovation Center. Activities include Ted McAleer of Park City Angels discussing Utah history and the current resources/ecosystem, and a panel discussion. Location is The Mill at SLCC, 9690 S. 300 W., Sandy. Details are at <https://app.getriver.io/events/lifecycle-of-utah-technology-company-rp9>.

Jan. 30, 4:30-6:30 p.m.

“Burnout,” a Tech Lake City and Utah Black Artists Collective event exploring art’s role in healing burnout. Featuring artwork by local black artists, the event will include brief talks from artists and mental wellness experts who will share insights on how art can nurture mental health and provide meaningful respite. Location is 702 S. Main St., Salt Lake City. Details are at <https://www.utahtechleads.com/event/burnout>.

Jan. 30, 6:30-9 p.m.

“Crypto Bootcamp,” a Utah Tech Week event presented by Coinbase and featuring information about setting up a crypto wallet, earning with DeFi, minting NFTs, tracking your crypto portfolio, and more. Location is RSM Conference Center, Cottonwood Corporate Center, 2795 E. Cottonwood Parkway, Cottonwood Heights. Details are at <https://lu.ma/xvdo-suzq>.

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

Outdoor Recreation Day on the Hill, a Utah Division of Outdoor Recreation event featuring exhibits, breakfast, and an opportunity to meet with local organiza-

tions and brands to learn about the outdoor industry’s impact on Utah’s economy and quality of life. Location is Utah Capitol Rotunda, 350 State St., Salt Lake City. Free and open to the public. Registration can be completed at [Eventbrite.com](https://www.eventbrite.com).

Feb. 3, 11:30 a.m.-12:30 p.m.

“Building Bridges: Leading as Women in Local Government,” a Utah Women & Leadership Project event. The seventh webinar in the series features Susan R. Madsen moderating a discussion with Michelle Kaufusi, Provo mayor; and Dawn Ramsey, South Jordan mayor. Event takes place online (register online in advance). Free. Details are at <https://www.usu.edu/uwlp/events/upcoming-events>.

Feb. 4, noon-1 p.m.

“Bites & Insights” February Networking Lunch, a ULI (Urban Land Institute) Utah event. Location is Hunt Electric Technology Building, 1811 S. Alexander St., Salt Lake City. Free. Details are at <https://utah.uli.org/events-2>.

Feb. 5, 8-11:30 a.m.

Wilson Sonsini SLC Competition Law Symposium, focusing on the current state of competition law at both the federal and state levels and including coverage of issues such as the FTC’s attempted ban of non-competition clauses and the FTC’s current enforcement priorities; the direction of restrictive covenant law at the state level (with a particular focus on Delaware law); trade secret, data breach and related competition disputes involving the misappropriation of sensitive information; best practices for protecting a company’s legitimate competitive interests and sensitive information; and related topics. Location is 95 State St., Salt Lake City. Registration can be completed at https://info.wsgr.com/EV-2025-02-05-SLCCCompetitionLawSymposium_Registration.html.

Feb. 5, 11 a.m.-2:30 p.m.

“Utah Business of Health,” presented by Get Healthy Utah, the Utah Worksite Wellness Council and Utah Community Builders. Theme is “Good Health is Good Business.” Event will focus on how employers can improve professional and personal networks, team engagement, burnout prevention and leadership development. Speakers include Dr. Courtney Flint, Utah State University director of Utah Wellbeing Project and professor; Dr. Amy Locke, University of Utah chief wellness officer and director of the Resiliency Center; and Nicole Carpenter, Women’s Leadership Institute director and Gallup-certified strengths coach. Location is Loveland Plant Living Aquarium, 12033 Lone Peak Parkway, Draper. Cost is \$35. Details are at <https://utahworksitewellness.org/events/utah-business-of-health-event-attendees/>.

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

“Lunch and Learn,” a West Jordan Chamber of Commerce event. Topic to be determined. Location is Legacy Retirement Center, 1617 Temple Lane, West Jordan. Details are at <https://wjc-ut.com>.

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

Business Alliance Networking Luncheon. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Free (lunch is available for purchase). No RSVP needed. Details are at davischamberofcommerce.com.

Feb. 5, 11:30 a.m.-12:30 p.m.

“Women and Policy, Strategy, Politics and Change,” a Utah Women & Leadership Project event. Susan R. Madsen will interview Maura Carabello, president and owner of the Exoro Group, on her thoughts about the role of women in politics, policy, strategy, communication, problem-solving, and change work in today’s world. Event takes place online (register online in advance). Free. Details are at <https://www.usu.edu/uwlp/events/upcoming-events>.

Feb. 6, 11 a.m.

“Startup Stories,” a Silicon Slopes event. Speaker is Karalynne Call, founder and CEO of Just Ingredients. Location is iHub, 1555 N. Freedom Blvd., Provo. Registration can be completed at [Eventbrite.com](https://www.eventbrite.com).

Feb. 7, 8-10 a.m.

First Fridays Speed Networking, a West Jordan Chamber of Commerce event. Location is Legacy Retirement Center, 1617 Temple Lane, South Jordan. Cost is \$5. Details are at <https://wjc-ut.com>.

Feb. 8, 9 a.m.-5 p.m.

Second Annual Salt Lake Winter Roundup, a Visit Salt Lake event, in partnership with the Days of ‘47 Rodeo. Event features activities on West Temple, between City Creek Center and Abravanel Hall, celebrating Salt Lake’s heritage in sports, arts and culture. Activities include skijoring (a fusion of rodeo and ski racing) from 1-4 p.m., plus live music, arts and cultural performances, interactive brand activations, food vendors and family-friendly experiences. Beyond the Winter Roundup, Salt Lake will host a lineup of events, including the Professional Bull Riding competition at the Delta Center, arts and culture performances from Ballet West and the Utah Symphony, and a variety of dining and nightlife options to complete a memorable winter getaway. Details are at www.visitsaltlake.com/winterroundup.

NUCOR

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Large data centers and artificial intelligence also are impacting the power grid, he added.

“Nucor has a strong presence in the West, and locating this new facility in Utah positions us to meet growing demand for utility infrastructure in the region resulting from distributed energy projects, data centers and population growth,” Leon Topalian, chairman, president and CEO of Nucor Corp., said in a prepared statement. “As a global leader in sustainable steelmaking, we believe our nation’s energy infrastructure should be built with American-made low embodied carbon steel.”

The Utah production facility will be highly automated and use rail to bring in plate and sheet products from other Nucor locations to meet its raw material needs and produce a fully engineered product.

The GOEO incentive is part of the state’s Rural Economic Development Tax Increment Financing (REDTIF) program. GOEO documents indicate the project will result in new wages of more than \$114.5 million over 10 years, with an average wage of \$86,481. New state tax revenue is estimated at nearly \$8.5 million during that time.

The UIPA incentive allows a maximum of 30 percent of Nucor’s property tax liability to be rebated over 25 years. Businesses eligible for incentives in UIPA project areas must align with targeted industries identified by local governments and meet capital expenditure

thresholds.

In a prepared statement, De Mey said Utah’s robust infrastructure and skilled workforce make it the ideal location for the investment.

Nucor Towers & Structures joins three other Nucor facilities in Brigham City, expanding the company’s presence in Box Elder County.

“We are well-acquainted with Nucor’s quality and integrity and look forward to working with them on a fourth project within our city,” said Mayor Dennis J. Bott. “Our staff has worked with Nucor, the Utah Inland Port Authority and GOEO on this project for over a year. Nucor Towers & Structures’ decision to locate in Brigham City is a validation of the positive business environment we have worked hard to cultivate. We look forward to many years of partnership with Nucor Towers & Structures.”

“Utah is proud to support sustainable initiatives that foster growth and opportunities for businesses and residents,” said Ryan Starks, executive director of the Governor’s Office of Economic Opportunity. “Companies like Nucor strengthen Utah’s infrastructure, empower local businesses, and provide lasting career opportunities that support families across our state.”

The Nucor project “is a testament to the power of collaboration in driving economic growth,” said Ben Hart, UIPA’s executive director. “Nucor’s expansion underscores our mission to attract industries that align with Utah’s long-term vision for innovation and sustainability. The addition of skilled jobs and significant investment will be a catalyst for continued development in the region.”

“Nucor’s continued investment in Brigham City highlights their long-term commitment to manufacturing in Utah,” said Scott Cuthbertson, president of the Economic Development Corporation of Utah. “Their growing presence in Brigham City, now with multiple facilities, underscores the region’s strategic importance. Nucor’s focus on cleaner, more sustainable steel manufacturing sets a standard for innovation, and the addition of steel galvanization capabilities helps address supply chain needs within Utah’s manufacturing ecosystem.”

Both the GOEO and UIPA incentives are post-performance. GOEO does not provide upfront cash incentives. Each year that an incentivized company meets the obligations in its contract with GOEO, it will qualify to receive a portion of the new, additional state taxes the company paid to the state.

Nucor and its affiliates manufacture steel and steel products, with operating facilities in the United States, Canada and Mexico. Products produced include carbon and alloy steel in bars, beams, sheet and plate; hollow structural section tubing; electrical conduit; steel racking; steel piling; steel joists and joist girders; steel deck; fabricated concrete reinforcing steel; cold finished steel; precision castings; steel fasteners; metal building systems; insulated metal panels; overhead doors; steel grating; wire and wire mesh; and utility structures. Through the David J. Joseph Co. and its affiliates, Nucor brokers ferrous and nonferrous metals, pig iron and hot briquetted iron/direct reduced iron; supplies ferro-alloys; and processes ferrous and nonferrous scrap.

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Feb. 10, 11:30 a.m.-12:30 p.m.

“A Fireside Chat with Gail Miller: Making a Difference,” a Utah Women & Leadership Project event. Susan R. Madsen will interview Gail Miller, co-founder and owner of the Larry H. Miller Co. and chair of the Larry H. & Gail Miller Family Foundation. Event takes place online (register online in advance). Free. Details are at <https://www.usu.edu/uwlp/events/upcoming-events>.

Feb. 11-March 11

“Solve the Business Puzzle: The Financial Series,” a Women’s Business Center of Utah event designed to help entrepreneurs and small-business owners navigate key aspects of running a successful business. The five-week training series takes place Tuesdays, noon-1:30 p.m. Presenter is Kim Tolman. Event takes place online. Free. Details are at wbcutah.org.

Feb. 11, 8-10 a.m.

2025 Economic Forecast, presented by the Ogden-Weber Chamber of Commerce and Bank of Utah. Speakers are Lindsay Piegza, chief economist with Stifel, and Michael Jeanfreau, senior economist with the Utah Department of Workforce Services. Location is Ogden Eccles Conference Center, 2415 Washington Blvd., Ogden. Cost is \$25 for members, \$35 for nonmembers. Details are at ogdenweberchamber.com.

Feb. 11, 9-11 a.m.

“Pay the IRS Less Without Going to Jail,” a Small Business Development Center event that takes place online. Cost is \$20. Details are at <https://clients.utahsbdc.org/events.aspx>.

Feb. 12, 7:15-9 a.m.

Breakfast Speaker Series, an ACG (Association for Corporate Growth) Utah event. Speaker is Hayden Wadsworth, co-founder and CEO of HydroJug. Location is Willow Creek Country Club, 8505 Willow Creek Drive, Sandy. Free for members, \$40 for nonmembers. Details are at <https://www.acg.org/utah/events>.

Feb. 12, 8:30-11 a.m.

Economic Summit, a Davis Chamber of Commerce event. Speakers are Lauren G. Henderson, vice president, economist, Stifel Financial; and Garrett Gunderson, author, speaker and standup comedian. Location is Davis Tech Campus Allied Health Building, 435 Simmons Way, Kaysville. Details are at davischamberofcommerce.com.

Feb. 12, 11:30 a.m.-12:30 p.m.

“Crossing the Divide: Making an Impact in Career and Community,” a Utah Women & Leadership Project event. The last webinar in the series, Susan R. Madsen will moderate a discussion with Jennifer Smith, executive vice president and chief information officer, Zions Bancorporation; and Lavonya Mahate, entrepreneur, restaurateur and community builder. Event takes place online (register online in advance). Free. Details are at <https://www.usu.edu/uwlp/events/upcoming-events>.

Feb. 12, 11:30 a.m.-1 p.m.

“Chamber Connections,” a Davis Chamber of Commerce event. Location is Fat Cats, 2067 W. 1800 N., Clinton. Free (food available for purchase). Open to the public. No RSVP needed. Details are at davischamberofcommerce.com.

Feb. 12, 11:30 a.m.-1 p.m.

“Women in Business Lunch and Learn,” a West Jordan Chamber of Commerce event. Topic to be determined. Location is Legacy Retirement Center, 1617 Temple Lane, West Jordan. Details are at <https://wjc-ut.com>.

Feb. 12, 11:30 a.m.-1 p.m.

“State of the Chamber,” a South Valley Chamber of Commerce event featuring a reflection on the chamber’s achievements in 2024 and sharing the vision for driving business success and strengthening the South Valley economy in 2025 and the years ahead. Location is Salt Lake Community College’s Miller Campus, Karen Gail Miller Conference Center, Building 2, 9750 S. 300 W., Sandy. Cost is \$23 for members, \$35 for nonmembers. Details are at southvalleychamber.com.

Feb. 12, 5-7 p.m.

“Business After Hours,” an Ogden-Weber Chamber of Commerce event. Location is Snap Fitness Pleasant View, 380 W. 2750 N., Suite 100, Pleasant View. Free for members and first-time guests, \$10 for nonmembers. Details are at ogdenweberchamber.com.

Feb. 12, 6-7 p.m.

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

Feb. 13, 8:30 a.m.-5 p.m.

Employer Tax Workshop, a Small Business Development Center event. Location is the Salt Lake SBDC at Salt Lake Community College, Building 5,

see CALENDAR next page

DEFENSE

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In FY 2023, Utah companies received \$5.9 billion in defense contracts, of which \$5.2 billion (88 percent) went to 10 contractors, including Northrop Grumman, with \$3.5 billion.

The report said the defense industry directly and indirectly supported 173,713 full- and part-time jobs, mostly related to Hill Air Force Base, federal support for Utah veterans, defense contracts and grants and the Utah National Guard.

The defense industry’s direct and indirect contribution to the state GDP of \$22.2 billion represented 7.8 percent of the statewide total for all industries. Defense-related activity in Utah generated net fiscal impacts of \$431.3 million for the

state government, based on estimated revenues of \$841.5 million and expenditures of \$410.2 million.

“The Kem C. Gardner Policy Institute has once again delivered a comprehensive analysis of Utah’s military and defense industry,” said Kevin Sullivan, executive director and chief operating officer of the Utah Defense Alliance Board. “Utah continues to host many national defense businesses and military installations that provide vital contributions to our country’s national security. This report captures the statewide economic magnitude of those activities. The Utah Defense Alliance Board of Directors appreciates the Gardner Institute’s work producing this valuable study.”

The full study can be accessed through the Gardner Institute website at gardner.utah.edu.



PUBLIC NOTICES

NOTICE TO WATER USERS

The applications below were filed with the Division of Water Rights in Davis County. These are informal proceedings per Rule 655-6-2. Protests concerning an application must be legibly written or typed, contain the name and mailing address of the protesting party, STATE THE APPLICATION NUMBER PROTESTED, CITE REASONS FOR THE PROTEST, and REQUEST A HEARING, if desired. Also, A \$15 FEE MUST BE INCLUDED FOR EACH APPLICATION PROTESTED. Protests must be filed with the Division of Water Rights on or before Feb. 13, 2025 either electronically using the Division’s online Protest of Application form, by hand delivery to a Division office, or by mail at PO Box 146300, Salt Lake City, UT 84114-6300. Please visit waterrights.utah.gov or call (801)538-7240 for additional information.

NONUSE APPLICATION(S)
31-5322 (U2915): Joshua E. Hughes is/are seeking a nonuse period for 0.0558 cfs from the Underground Water Well (Syracuse) for IRRIGATION; STOCKWATERING.
Teresa Wilhelmsen, P.E.
State Engineer
Published in Utah Business Journal on Jan. 20, 2025 & Jan. 27, 2025

ANNOUNCEMENT OF APPOINTMENT AND NOTICE TO CREDITORS

Estate of MICHAEL LYNN OAKDEN, deceased Probate No.: 243700749
Crystal Oakden of 270 E 100 N, Beaver, UT 84713, and Heather Marshall of 22 N 4950 W, West Point, UT 84015 have been appointed Personal Representatives of the above-entitled estate. Creditors of the estate are hereby notified to: (1) deliver or mail their written claims to the Personal Representatives; (2) deliver or mail their written claims to the attorney of record, David T. Gustin, at 38 W 13775 South, Ste 300, Draper, UT 84020; or (3) file their written claims with the Clerk of the Second District Court of Davis County, or otherwise present their claims as required by Utah law within three months after the date of the first publication of this notice or be forever barred.
Date of first publication: Jan. 6, 2025
Publishing: 1/6/2025, 1/13/2025, 1/20/2025

NOTICE TO CREDITORS

In the matter of the Estate of Steven Kent Bagley, **deceased**:
Rebecca Brooke Zumbrunnen, whose address is

c/o HAYMOND LAW, 1526 W. Ute Blvd. Ste 203, Park City UT 84098

is an affiant under Sec. 75-3-1201, **Trustee**, and the prospective Personal Representative to be appointed in the above-entitled estate in the Second District Court of Davis County. Creditors of the estate are hereby notified to: (1) deliver or mail their written claims to HAYMOND LAW at the address above; or otherwise present their claims as required by Utah law within three months after the date of the first publication of this notice or be forever barred.

Randy J. Morris (16521) SCALLEY READING BATES HANSEN & RASMUSSEN, P.C. Attorney for Applicant
15 West South Temple, Suite 600 Salt Lake City, Utah 84101 Telephone: (801) 531-7870 Facsimile: (801) 326-4669
E-mail: rmorris@scalleyreading.net
IN THE SECOND JUDICIAL DISTRICT COURT IN AND FOR WEBER COUNTY, STATE OF UTAH
IN THE MATTER OF THE ESTATE OF:
MATTHEW MICHAEL GROVER a.k.a. MATTHEW M. GROVER, Deceased.
Probate No. 243900489
Judge Camille Neider

NOTICE TO CREDITORS

In the Matter of the Estate of MATTHEW MICHAEL GROVER a.k.a. MATTHEW M. GROVER, deceased, JEREMY J. GROVER, 1457 N 3000 W, Clinton, Utah, 84015, has been appointed Personal Representative of the estate of the above-named decedent. Creditors of the estate are hereby notified to present their claims to the above Personal Representative or the clerk of the court within three (3) months after the date of the first publication of this notice or be forever barred.
DATED this 19th day of August 2024.
Publication to be in:
Utah Business Journal
/s/ Jeremy J. Grover
JEREMY J. GROVER
(Original signature on file with Scalley Reading)

DEPARTMENT OF HOMELAND SECURITY

FEDERAL EMERGENCY MANAGEMENT AGENCY

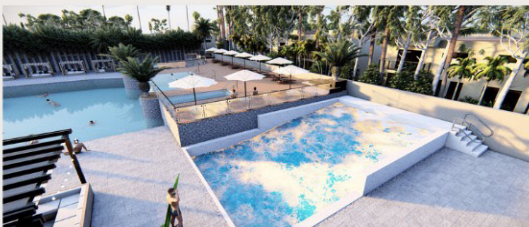
Proposed Flood Hazard Determinations for the City of Layton, Davis County, Utah, Case No. 24-08-0320P.

The Department of Homeland Security’s Federal Emergency Management Agency (FEMA) solicits technical information or comments on proposed flood hazard determinations for the Flood Insurance Rate Map (FIRM), and where applicable, the Flood Insurance Study (FIS) report for your community. These flood hazard determinations may include the addition or modification of Base Flood Elevations, base flood depths, Special Flood Hazard Area boundaries or zone designations, or the regulatory floodway. The FIRM and, if applicable, the FIS report have been revised to reflect these flood hazard determinations through issuance of a Letter of Map Revision (LOMR), in accordance with Title 44, Part 65 of the Code of Federal Regulations. These determinations are the basis for the floodplain management measures that your community is required to adopt or show evidence of having in effect to qualify or remain qualified for participation in the National Flood Insurance Program. For more information on the proposed flood hazard determinations and information on the statutory 90-day period provided for appeals, please visit FEMA’s website at https://www.floodmaps.fema.gov/fhm/BFE_Status/bfe_main.asp, or call the FEMA Mapping and Insurance eXchange (FMIX) toll free at 1-877-FEMA MAP (1-877-336-2627).

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CALENDAR
from previous page

MCPC 110, 9750 S. 300 W., Sandy. Details are at <https://clients.utahsbdc.org/events.aspx>.

Feb. 13, 9 a.m.

Amazon Workshops, presented by the Utah Veteran Business Resource Center, the Small Business Development Center of Utah, Salt Lake Community College and AshTec. First workshop at 9 a.m. is titled “How to Start Selling in Amazon’s Store, Part II.” Second workshop at 10:30 a.m. is “Build a Business with Amazon.” Location is The Mill Entrepreneurship Center, 9690 S. 300 W., Room 101, Sandy. Registration for one or two sessions is at https://bit.ly/Amazon_Utah.

Feb. 13, 6-8 p.m.

“Business Essentials,” a Small Business Development Center event that takes place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

Feb. 17-19

Frontiers Symposium on Transformation and Cancer Care Delivery, a Huntsman Cancer Institute event. Keynote speaker is Dr. Robin Vanderpool, National Cancer Institute. Topics include “Innovations in Cancer Care Delivery”; “AI Integration and

Digital Health”; “Enhancing Patient Experience Reducing” and “Healthcare Disparities.” Location is Salt Lake Marriott, 75 S. West Temple, Salt Lake City. Costs vary. Details are at <https://healthcare.utah.edu/huntsmancancerinstitute/events>.

Feb. 17-20

BioHive Week, celebrating the Utah life science and health care community. BioHive Live is Feb. 20, 9 a.m.-3 p.m., at the Hale Centre Theatre, 9900 Monroe St., Sandy. Cost is \$149, VIP pass is \$350. Best of BioHive Awards Ceremony takes place Feb. 20, 6 p.m., at The Depot. Cost is \$199. Details are at <https://lu.ma/biohive>.

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

Leadership Luncheon, a Cache Valley Chamber of Commerce event. Location is Logan Golf & Country Club, 710 N. 1500 E., Logan. Cost is \$25 for members pre-registered, \$32 for non-members pre-registered, \$35 for non-members. Details are at cachechamber.com.

Feb. 19, 11 a.m.-1 p.m.

“Business Boot Camp,” a South Valley Chamber of Commerce event. Location is Salt Mine Productive Workspace, 7984 S. 1300 E., Sandy. Cost is \$35 for members, \$55 for nonmembers. Details are at southvalleychamber.com.

CLASSIFIED

CAREERS

PROJECT MANAGER

Project Manager sought by Vivint LLC (f/k/a Vivint, Inc.), in Lehi, UT to prioritize development items for a single engineering team to align w/ business roadmap. Telecommuting may be permitted. When not telecommuting, must report to 3401 N Ashton Blvd, Lehi, UT 84043. Salary: \$50,440 - \$78,412 per year. Email resume to: recruiting@vivint.com, Specify Ad Code ASAP in subject line.

SENIOR MANAGER, FINANCE-OPERATIONS

Senior Manager, Finance - Operations sought by Vivint LLC (f/k/a Vivint, Inc.), in Provo, UT to act as Finance Business Partner & lead FP&A team providing business performance management support. Domestic travel required up to 10% of the time. Telecommuting may be permitted. When not telecommuting, must report to 4931 N 300 W, Provo, UT 84604. Salary: \$101,046 - \$124,800/ year. Email resume to: recruiting@vivint.com Specify Ad Code DMAS in subject line.

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