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## OF NOTE



### But let's keep on truckin'

The average Utah worker is predicted to “burn out” on July 26 this year — just 208 days into the work year, according to a survey conducted by SoftwareConnect.com.

“Burnout” is defined as a state that straddles the line between stress and a depression born of overwork. But Utah shines compared to Delaware, where burnout arrives in mid-March.

## UTAH ECONOMIC OUTLOOK & POLICY SUMMIT

# Without home ownership, 'American dream' is dead



Photo courtesy Vecteezy

### Brice Wallace

Salt Lake Business Journal

Utah’s housing affordability crisis could turn the “American dream” into a nightmare for future generations.

That was the sentiment expressed at a recent economic outlook event in Salt Lake City. Several speakers said that if Utah cannot get a handle on high housing

costs, the economic and societal ramifications could last for decades.

“I think the single greatest threat to our future prosperity is the price of housing in our state,” Gov. Spencer Cox said at the Utah Economic Outlook & Public Policy Summit, presented by the Salt Lake Chamber and Kem C. Gardner Policy Institute. “By the way, it’s not just a Utah problem. It’s happening in every state. It’s actually happening in just about every developed country in the world, but it’s es-

pecially true here in the Mountain West because of our economic success.

“And I’m just here to tell you, the American Dream is dead if you cannot own a home. I believe that homeownership is central to everything that makes us prosperous, keeps us rooted, helps with our economy, helps with our culture, helps with our neighborhoods — everything

**see HOUSING page 14**

## Mars-owned Nature's Bakery to open facility near SLC airport

### Brice Wallace

Salt Lake Business Journal

A bakery manufacturing facility will rise in Salt Lake City as a Mars Inc. subsidiary establishes a 339,000-square-foot facility and adds over 190 jobs over the next decade.

The announcement by Nature’s Bakery came after being approved for a state tax credit incentive tied to the creation of 65 high-paying jobs at the project, which represents a \$237 million investment by the company.

Founded in 2011 and based in Reno, Nevada, Nature’s Bakery LLC is a wholly owned subsidiary of Mars Inc. that produces soft baked snacks that are plant-based, nut-free and dairy-free. Founded in 2011, the company offers Whole Wheat Fig Bars, Gluten Free Fig Bars, Oatmeal Crumble Bars and Double Chocolate

Brownie Bars. It is part of Mars’ Health & Wellness Division, which also includes Tru Fru, a West Valley City-based company that Mars acquired in early 2023. Nature’s Bakery products are sold at more than 100,000 Target, Walmart, Costco and other stores.

The new Utah facility is expected to begin operations in July 2025. Dennis Smith, vice president of engineering for the Mars Health & Wellness Platform, told the Governor’s Office of Economic Opportunity that the company closed on the plant site near the Salt Lake City International Airport in December.

“We’re super-excited to be in Salt Lake City and the state,” he said at GOEO’s December meeting, adding that the company is looking forward to strengthening its partnership with Tru Fru.

**see GOEO page 15**

## GSL TEAM PRESENTS LEGISLATURE WITH 2024 ACTION PLAYBOOK

The Great Salt Lake Strike Team, a policy group formed by the state’s public research universities — the University of Utah and Utah State University — and state government agencies, has released a document containing data and insights to help decision-makers during the 2024 Utah General Legislative Session. The new report, “Great Salt Lake Data and Insights Summary,” makes clear that no single solution will cure the lake, data and modeling investments will make a significant difference and water shepherding is critical to raising water levels in the lake.

“Restoring Great Salt Lake to health will not be a one-year, one-policy, one-constituency solution,” said Brian Steed, who co-chairs the Strike Team and serves

**see GSL page 14**

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# NEWS

## UofU mining safety program brings new perspectives to underground hazards

An educational collaboration between the Rocky Mountain Center for Occupational and Environmental Health (RMCOEH) and the Department of Mining Engineering at the University of Utah will bring new perspectives to tackle tough problems in mining safety.

Mining technology in the United States has advanced immeasurably from minecarts and “jack-legs” (very large jackhammers), but working in or around mines still presents unique and serious hazards, said W. Pratt Rogers, associate professor in mining engineering at the UofU. He describes the dangers of mining labor in terms of “high-energy zones”: regions where large and powerful machinery or heavy objects have the potential to exert massive amounts of force. “If you make one snap decision wrong in a high-energy zone, you can lose a leg — or your life,” he said. “We’ve made a lot of progress, but there are still fatalities. There are still massive injuries.”

### Disrupting Tunnel Vision

Addressing these hazards will take the best minds from across a wide variety of disciplines. One of the big-

gest strengths of the program, Rogers said, is that it will tap into that variety. Classes in the mining safety program will be taught by faculty members from the Department of Mining Engineering. But unlike standard engineering courses, these will be geared toward a broad spectrum of students within RMCOEH, with backgrounds ranging from industrial hygiene and emergency management to psychology and public health.

Charles Kocsis, chair of the Department of Mining Engineering and director of the Center for Mining Safety and Health Excellence, said that the collaboration will be a new development for the department. “We’re very excited, because it’s the first time that mining engineering steps out of the box.” The program is expected to begin accepting students in March.

By connecting people with differing perspectives, the program aims to arrive at new solutions for recalcitrant safety problems. Like in any discipline, if experts only collaborate with others who share a similar background, ideas about what’s possible can become set in stone.

“You can get a lot of tunnel vision in these disciplines,” Rogers said. “They’re conservative in terms of risk-taking and thinking outside the box. Bringing people in from outside disrupts that cycle and makes people think about how to do things differently.”

### New Tech Brings New Perspectives

But interdisciplinarity also introduces unique challenges, and newcomers to the field will have a lot to learn.

“The underground environment is a completely different environment, a different world,” Rogers said. Confined spaces, airborne contaminants, and limited visibility combine into an experience that can be difficult to prepare trainees for.

“When people are underground and there is an emergency such as an underground fire, work areas fill up with smoke immediately, within five to 10 minutes,” Kocsis said, “and when you cannot see, panic starts to take over.”

Both Kocsis and Rogers are working to develop technological solutions to mining safety issues, including virtual reality simulations that train participants to respond to underground

emergencies. Unlike traditional safety trainings, “it’s very interactive,” said Kocsis. “You are immersed into this VR and you need 100 percent attention.” Kocsis added that his research team is also working to develop other advanced technologies intended to improve safety and health at mines in Utah and worldwide, including smart glasses designed to guide mine workers during an emergency and innovative monitoring devices to reduce the risk of heat stroke underground.

Virtual reality tools will be especially useful for the mining safety program, Rogers said, because they can convey the hazards of mining to people from a wide variety of disciplines. “With VR, you can simulate some of that environment to prepare people with different backgrounds to participate in there.”

Bringing together a broad spectrum of experts will help participants in the program design better approaches to mining safety, according to Rogers. “This is the true value of diversity in general. You get a lot of different perspectives looking at the problem, and you get closer to the truth.”



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# Cox, business leaders tout Southern Utah at 'What's Up' summit

Although the possibilities are limitless for business development in Southern Utah, stakeholders will need to work together to make it happen — abandoning “me” in favor of “we.”

That was the general message conveyed by speakers at the recent 28th annual What's Up Down South Economic Conference held at the Dixie Center in St. George. Speakers included Gov. Spencer J. Cox; Mark Knold, chief economist at the Utah Department of Workforce Services; and keynoter Lincoln Nadauld, CEO of Culmination Bio, a St. George-based biotech company.

The What's Up Down South Economic Conference is an annual meeting of business leaders, clients, influencers and public officials. Attendees take the opportunity to shift the business spotlight from the Wasatch Front and Silicon Slopes to Southern Utah and its Greater Zion visitors and tourism efforts and the new Tech Ridge technology center.

Among the announcements made at the conference, St. George Economic Development Director Chad Thomas highlighted the 2025 arrival to St. George of outdoor goods retailer REI's first Southern Utah store. He also said Hobby Lobby is coming to St. George but didn't specify a date. He said they are still no word on the long-rumored arrival of Trader Joe's.

Speaking below a video backdrop of Southern Utah scenery, Cox kicked off the conference, calling his presentation “Keeping Utah Weird.” He said the original set-

ters were weird people who “nobody else wanted.” Today's weirdness is that Utahns can rise from poverty to prosperity and the attitude that if someone else wins, they win too, Cox said. He said that is what separates Utah and its southern area from the rest of the nation.

“There's this weird state, this weird place called Utah, where we still work together to solve our problems right here,” Cox said. “More people nationwide are continuing to separate into ideological tribes that are keeping business and industry initiatives from being done. We are builders in Washington County. You are builders. We are building something great, something that will outlive us. We will make sure that our kids and grandkids have a better life than we have. And we'll do it by taking care of each other the right way.”

Cox reiterated a common theme for the conference — the need for better housing solutions.

“That's where we build wealth, right?” Cox said. “What happens 50 years from now in our country if we have a generation that was never able to own their own home? We can be the first state in the United States to figure this out. We can build. We must build and we will.”

Knold drew laughter from his audience when he told those gathered in the Dixie Center's ballroom, “I'm retiring in April so that frees me up so I can say anything I want. I'm thinking more of our legacy.”

Knold said one reason for some cur-

rent economic woes, including a worker shortage, is that the baby boomers are retiring and there just aren't the same numbers in the later generations to replace them in the labor force.

“I'm one of the issues,” Knold said. “We're going to retire but we're still going to be buying things and not helping produce those things at the same time.”

He said it is a bigger problem nationwide than in Utah, which unlike many other states experienced a second baby boom in the 1980s. He said local businesses are facing the quandary of how to build the lo-

cal labor force. He offered possible solutions, including pressuring baby boomers to hold off retirement and remain in the labor force, importing products and increasing the use of immigrant labor, offsetting departing labor with automation and artificial intelligence and allowing the economy to shrink naturally. But he cautioned that AI and robotics ultimately won't boost the economy.

“Robots don't buy houses, don't buy groceries, don't buy healthcare,” Knold said. “They're not taking money out of their wallets to make the economy bigger.”

## Crucial Learning acquires Core Strengths

Crucial Learning, a Provo-based learning company with courses in communication, performance and leadership, has acquired Core Strengths, a Carlsbad, California-based assessment and training company.

Core Strengths developed the Strength Deployment Inventory (SDI), an assessment program that delivers insights into why people behave the way they do and how they relate to others. With the software, people learn how their core motives and values drive their behaviors, both in productive collaboration and in moments of conflict. The self-awareness gained from these insights helps people improve their performance and strengthen relationships, Crucial Learning explained in a press release announcing the acquisition.

Effective immediately, Crucial Learning has acquired Core Strengths' products, technology, processes and workforce. In coming months, and Core Strengths platform will be integrated into the Crucial Learning product suite which includes the

courses Crucial Conversations for mastering dialogue, Crucial Conversations for accountability, Crucial Influence, The Power of Habit and Getting Things Done.

“We have been looking for a world-class assessment tool to help us respond to client interest and demand,” said Andy Shimberg, CEO of Crucial Learning. “We are confident we've found the right partner in Core Strengths. The SDI meets our high standards of quality and client experience. Not only does it deliver performance-enhancing personal insight, but it has also helped organizations improve collaboration, teamwork and bottom-line results for the last 50 years. We are thrilled to add the Core Strengths products and team to Crucial Learning. Not only does this acquisition allow us to better serve our clients, but we are better equipped than ever to deliver on our mission to improve the world by teaching people skills to improve themselves.”

Financial details of the acquisition were not disclosed.

## 'Economic Report to the Governor' highlights resilient Utah economy

The Kem C. Gardner Policy Institute recently presented its 36th Economic Report to the Governor to Gov. Spencer Cox at the 2024 Economic Outlook and Public Policy Summit, hosted by the Salt Lake Chamber. The report highlights the resilience of the U.S. economy in 2023 and projects continued, albeit slowed, economic growth in 2024.

“The remarkably resilient U.S. economy successfully navigated 2023's choppy waters of rising interest rates, banking turmoil and moderating-but-still-elevated inflation,” said Phil Dean, chief economist at the Gardner Institute. “Entering 2024 amid full employment, the economy sails into unsettled normalcy. While many economic relationships now follow a path to more normal operation, some still haven't fully stabilized. Key questions remaining are whether inflation will continue downward, interest rate declines will follow suit, and labor markets remain tight.”

Some of the key highlights of the report are:

**U.S. Economic Growth:** The U.S.

economy expanded in all four quarters, buoyed by strong labor markets (with employers resistant to shed scarce employees), continued robust consumer spending and carryover effects from massive pandemic-era economic stimulus.

**Strong Utah Economy:** Utah's strong economic performance continued in 2023, although with some year-end tapering. Preliminary estimates show the highest labor force participation rates since 2010. While interest-rate-sensitive sectors like real estate, banking and tech felt pressure, many other industries enjoyed healthy growth, including tourism, public construction, oil and gas extraction and healthcare.

The Utah Economic Council prepares the Economic Report to the Governor under the direction of the University of Utah's David Eccles School of Business and the Governor's Office of Management and Budget.

The full report is available at the Gardner Institute website, <https://gardner.utah.edu/2024-utah-economic-report-to-the-governor/>.

## Dayton Superior buys HK Composites

Dayton Superior, a provider of accessories, chemicals, rebar connections, infrastructure packages and forming solutions for the concrete industry based in Miamisburg, Ohio, is acquiring American Fork-based HK Composites, manufacturers of a patented insulated concrete sandwich panel connector system.

“The acquisition of HK Composites bolsters Dayton Superior's product portfolio and further enhances our footprint in the tilt-up and precast markets,” said Mark Carpenter, Dayton Superior's president and CEO. “HK Composites is a globally recognized trailblazer for its connector system. Its portfolio and values are well-aligned with ours in delivering innovative and highly engineered product and service solutions to the concrete construction industry.”

“HK Composites prides ourselves with being an innovator within the construction industry and we know now is the

right time to join Dayton Superior's leading national platform of well-recognized brands. Doing so will help broaden our visibility and reach to our core markets,” said Jordan Keith, vice president at HK Composites.

HK Composites connector system combines insulated panels consisting of extruded polystyrene foam insulation sandwiched between two layers of concrete and their signature ties, creating a durable and resilient alternative to systems that are more expensive and less efficient, the company said.

The integration of the companies will occur over the coming months. The process includes transitioning HK Composites into Dayton Superior's national platform of concrete construction industry brands such as Symons, Accubrace, SuperiorTilt and Aztec. HK Composites operations will continue at its Utah facility. Financial details were not disclosed.



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# NEWS

## Intermountain Primary Children's Hospital in Lehi sets opening, public tours

Feb. 12 will be a historic day for children's healthcare in Utah, as Intermountain Primary Children's Hospital's second campus in Lehi will open its doors to patients.

The opening of the new children's hospital is a milestone in both the cen-

tenial celebration of Primary Children's Hospital and Intermountain Health's "Primary Promise" to create the nation's model health system for children.

The public is invited to tour the hospital at the Larry H. and Gail Mill-

er Family Campus in a special event Feb. 3. Tour reservations are strongly encouraged and can be made at PrimaryPromise.org.

The Miller Family Campus is part of Intermountain Health's promise to build the nation's model health system for children by strengthening Primary Children's Hospital, extending pediatric excellence with care closer to home and addressing the emerging needs of a rapidly growing pediatric population throughout the region, a statement from Intermountain Health said.

This transformative, multi-faceted plan requires an investment of at least \$600 million in children's health, shared by Intermountain Health and community philanthropic support.

"We are thrilled to open a new Primary Children's Hospital to serve Utah's fastest-growing communities and address the growing, complex health needs of children," said Lisa Paletta, president of Primary Children's Hospital, Miller Family Campus. "Thanks to the power of Primary Promise and all that it represents, the Larry H. and Gail Miller Family Campus will bring the world-class services of Primary Children's closer to home for so many children today — and for generations to come. We invite the public to join us in celebrating this exciting milestone for children's health."

The 38-acre Miller Family Campus brings the first comprehensive children's hospital and outpatient services based in Utah County. It will offer nearly all the same world-class specialty pediatric services patients receive at the Primary Children's Hospital campus in Salt Lake City. The Miller Family Campus is designed to meet the needs of pediatric population growth and the increasingly complex health needs of children in Utah County and southern Salt Lake County.

The Miller Family Campus includes an Outpatient Center; a medical office building; and a five-story, 66-bed, 486,000-square-foot Primary Children's Hospital, where medical staff will be fully integrated with clinicians at the Salt Lake Campus.

Hospital services on the Miller Family Campus include:

- Inpatient behavioral health unit with comprehensive behavioral health services.
- The state's first walk-in pediatric behavioral health crisis center.
- 19-bay emergency department and trauma services, including in-room X-rays.
- Neonatal intensive care (NICU) surgical services.
- Pediatric intensive care (ICU) services.
- Acute medical and surgical care services.
- Five operating suites.
- Advanced imaging.
- Pediatric subspecialties and diagnostics.

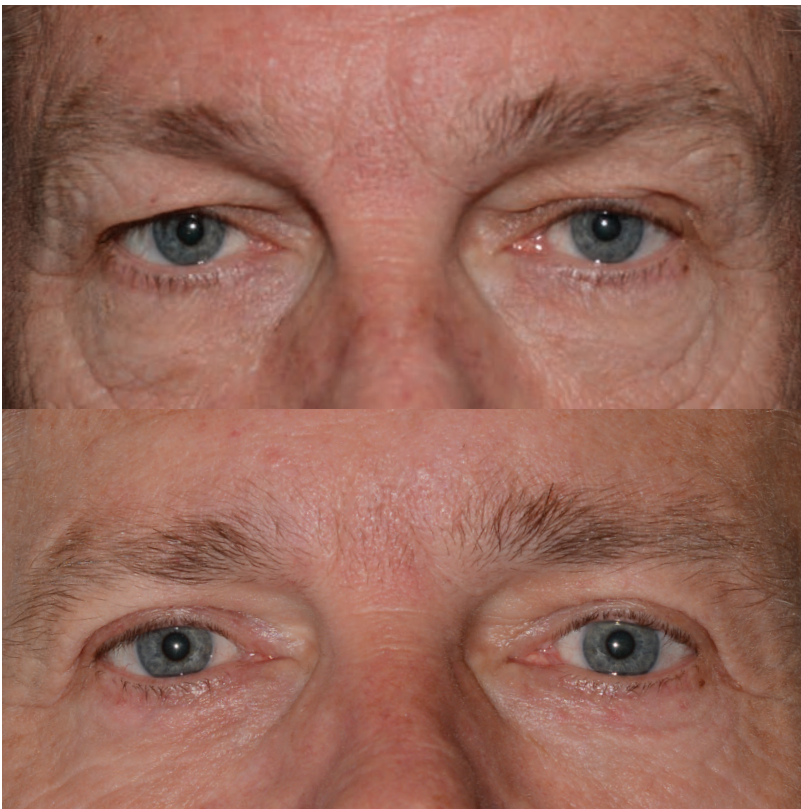
The Outpatient Center will include:

- Three behavioral health programs, including an outpatient clinic, intensive outpatient services and a partial-hospitalization program for higher-acuity patients not quite in need of inpatient care.
- Diagnostic services and technology, including pulmonary function tests, neurological electroencephalogram, electrocardiogram and echocardiogram services for the heart.
- The Safe and Healthy Families program, for patients healing from physical or sexual abuse.
- Full outpatient rehabilitation services, including physical therapy, occupational therapy, speech language pathology, feeding therapy and cardiac rehabilitation.
- An oncology and infusion center with a rooftop patio.

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# Work DAZE

## What it's like when no one at work likes you

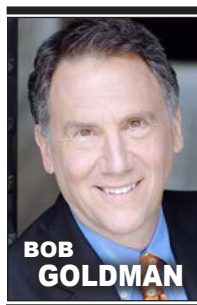
I like you.

Let's get that straight, right at the jump.

Of course, I'm a person with low expectations and a high bar for bad behavior. In other words, you can be a terrible person and I still will find something to like about you, like the fact that you're so awful you make me look good.

There could be others in your office who like you,

too, but let's be honest here — when even one person at work doesn't like you, even if that person is a world-class jerk, it stings. Which is why you'll like Rebecca Fishbein, the author of "How Not to Care When People Don't Like You," an article recently pushed my way by Lifehacker.com.



BOB GOLDMAN

Your chance of being disliked is higher in an office situation than in a social situation. The people with

whom you work were not chosen because they had the skill of getting along with you. This is very unlike the people with whom you share common interests, such as the other members of your barbershop quartet, or the friendly folk with whom you bond over your passion for collecting antique Pez dispensers.

If you're facing a wave of hostility that stretches from the coffee room to the conference room, here are five steps you can take to become a person everyone can like, like starting right now.

No. 1: Feel the pain.

If you think Neanderthals were an easygoing bunch who could really get along, think again.

"When we were living in tribes," says anxiety expert Chloe Brotheridge, "being rejected and kicked out of the community would have been a matter of life or death."

No wonder rejection triggers "an emotional chemical response, so strong it can physically hurt."

Trying to win back the people who reject you is baked into our genes. For a Neanderthal this could be accomplished by bopping your antagonist over the head with a coconut. This would probably work in an office setting as well, but I don't recommend it.

What's important is to realize it is not necessarily you who is in the wrong. People in a work situation have all sorts of crazy ideas, like the belief that your decision to stream polka music at your desk eight hours a day is somehow annoying.

If they're not into Whoopee John Wilfahrt, it's not your fault.

No. 2: Build up your social capital.

Sometimes, your rotten personality has nothing to do with why people don't like you.

"People make specific strategic alliances," says animal behavior expert Jennifer Verdolin. "Whether they like you or don't like you may have nothing to do with who you are."

If you can't cozy up to management, you can certainly make it ap-

pear you're buddy-buddy with the top brass. Name-dropping is the key to success here, so go right ahead and regale your co-workers with stories about the weekends you spend with your manager crafting lavender bath bombs, or the vacation the two of you are planning to see WrestleMania in Las Vegas.

Unfortunately, you won't be able to include your co-workers in these intimate, out-of-office experiences, but you can offer to put in a good word for them with your BFF. Everyone on the team will be scared of your power, of course, but isn't that better than being liked?

No. 3: Watch for signs of your own bad behavior.

Maybe people don't like you because you're unlikeable. One way to find out is "to ask for feedback as to why you're disliked," says Verdolin. You can then "analyze whether there's some validity to the criticism and work on changing it."

One change that will definitely be necessary is to get anyone who criticizes you immediately fired.

No. 4: Making friends takes time.

Don't expect to join the in-crowd right away. Target one or two losers and offer to be besties. Promise to be loyal and helpful and always be there for them, through thick and thin. It's a major commitment, but don't worry. The minute the in-crowd comes calling, you can dump them.

No. 5: Spend extra time with the people who do like you.

Don't spend all your time trying to convert people who hate your guts. You should also schedule ample time for the few people who like your guts. There is a risk that when your work friends understand how insecure and angry you are, they'll start disliking you, too, until there's no one at work who likes you.

You know what that makes you? Management material.

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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## ASSOCIATIONS

• The Salt Lake Chamber and Utah Community Builders have released the “Fair Chance Hiring Guide,” a new resource for the business community to learn about hiring individuals previously involved with the justice system and making a positive impact on the lives of those seeking a second chance. That hiring can benefit both employers and society as a whole by bringing diverse skill sets, strong work ethics, loyalty and dedication, and community reintegration, among others, they said. The “Fair Chance Hiring Guide” provides steps and resources for employers to use when in the hiring process, such as reviewing and adapting policies to remove barriers, developing onboarding programs that provide training and support, and sourcing talent from a variety of channels. The guide also provides insights into the legal aspects of fair-chance hiring, ensuring businesses operate within the bounds of Equal Employment Opportunity laws, local ordinances and state regulations.

• The Utah Black Chamber of Commerce has launched 2024 as the “Year of Wealth Esteem,” a year-long initiative focused on building, growing, managing and sharing wealth within the Utah black community and beyond. The kickoff event took place Jan. 20 in Salt Lake City with a private screening of “Rebuilding Black Wall Street,” followed by a fireside chat with its producer, Morris Chestnut. Activities also included a panel of experts discussing the initiatives, strategies and insights that influence and build wealth in black communities. Panelists included Shayla Morrisette, chief minority and Workforce Division Office of Economic Impact and Diversity at the U.S. Department of Energy; and Lael Alexander, Urban EdgeNetworks Inc. and CEO of Noitavonne Inc. & Co. The Year of Wealth Esteem is a precursor to the 2024 Utah Black Wealth Conference, scheduled for August in Salt Lake City. It will serve as a platform for national and local thought leaders, entrepreneurs and professionals to exchange ideas, strategies and resources aimed at fostering economic growth and financial empower-

ment within the Utah black community.

• **ULI Utah** (Urban Land Institute), which works to shape the future of the built environment for transformative impact in communities worldwide, has three new members of its board: **Teri Klug**, Programs Committee co-chair, national director of business development at Big-D Construction; **Jason Boal**, Community Outreach Committee co-chair, urban plan-



Teri Klug



Jason Boal



Gretchen Milliken

ner at Snell & Wilmer; and **Gretchen Milliken**, co-chair of the Women’s Leadership Initiative Committee, consultant at Milliken Design Development.

## ECONOMIC INDICATORS

• **Utahns** worked a total of 687 million more unpaid hours in 2023 than in 2022, according to a study by **Rebel’s Guide to Project Management**. That is a 422 percent increase. Nationally, the 2023 total was 46 billion unpaid overtime hours. On average, workers contributed an additional 4.5 hours per week for no compensation, totaling an extra 233 hours annually. Utah workers worked an extra 6.3 hours per week of unpaid overtime last year, compared to 2022, placing it fourth among states. That equates to 329 hours per year per employee. The highest figure was in New Hampshire, where workers worked nearly 10 extra hours of unpaid overtime each week. Meanwhile, Montanans experienced slight decrease (36 minutes per week) in such hours. Details are at <https://rebelsguidetopm.com/the-great-power-shift/>.

• **Utah** is ranked No. 3 on a list of states for **people playing video games during work hours**, compiled by **Sweepstakes Casino**. It says 86 percent of Utah residents admit to playing video games at work, and 46 percent say they play games on company’s time two to

three times per week. The highest number at 88 percent, is in Colorado. The lowest, 20 percent, is in New Mexico. Sixty-four percent of working Americans play video games during work hours, it found. Of all professions, marketers tend to engage in this behavior the most. Eighty-three percent of workers have considered taking a sick day or have actually done so to make time for gaming during work hours. Details are at <https://www.sweepstakescasino.com/magazine/gaming-at-work/>.

• **Salt Lake City** is ranked No. 88 on a list of “most lead paint-vulnerable cities,” compiled by **Paint Gnome**. Several other Utah cities were in the rankings. Paint Gnome compared the 500 biggest U.S. cities based on two categories: the number and share of homes built in the years when lead paint use was common. It also considered access to certified lead-based paint inspection, risk assessment and abatement firms. The most vulnerable city is Cicero, Illinois. The No. 500 city is Frisco, Texas. Details are at <https://paintgnome.com/blog/studies/most-lead-paint-vulnerable-cities/#rankings>.

• **Utah** is ranked No. 2 on a list of states with **people most afraid of flying**, compiled by **Upgraded Points**. It assessed each state’s fear score using three factors: the percentage of respondents afraid of flying in each state, their level of fear on a scale from 1 to 10, and how early they typically arrive at airports. The state with people the most afraid of flying is Florida. The least-afraid people live in New Mexico. Details are at <https://upgradedpoints.com/travel/which-us-states-are-most-afraid-of-flying/>.

• **Utah** is ranked No. 38 on a list of states with the **most responsible dog owners**, compiled by **Forbes Advisor**. The top-ranked state is Washington. The bottom-ranked state is Arizona. Details are at <https://www.forbes.com/advisor/pet-insurance/states-with-most-responsible-dog-owners/>.

• **Utahns’ new favorite hobby for 2024** is **aquascaping** or aquarium-keeping, according to a survey by **ModestFish.com**. The second-place new hobby is beekeeping, followed by falconry, lapidary (the art of cutting and polishing stones) and metal detecting. Details are at <https://modestfish.com/survey-americas-top-alternative-hobbies-for-2024/>.

## ENVIRONMENT

• **Two Utah school districts** will receive funding for a total of six buses through the U.S. Environmental Protection Agency’s first **Clean School Bus Program Grants Competition**. The awards, which are made possible through Pres. Biden’s Investing in America agenda, will help selectees secure clean school buses provided by transportation company Highland Electric Fleets. Highland will receive more than \$12.2 million to purchase six clean school buses for school districts in Utah and 49 clean school buses for school districts in Colorado. In Utah, **Guadalupe Schools** has been selected to receive four clean school buses, while the **Morgan District** has been selected to receive two clean school buses. The EPA’s Clean School Bus Program is part of the Bipartisan Infrastructure Law, which provides an unprecedented \$5 billion of

funding to transform the nation’s fleet of school buses.

## GOVERNMENT

• The **Utah Homelessness Council** Executive Committee has added three members and announced a new co-chair. The Utah Impact Partnership appointed current member **Randy Shumway**, a representative of the private sector, as co-chair alongside Whitney Clayton. Additional new members are **Spencer P. Eccles**, a statewide philanthropic leader, appointed by the Utah Impact Partnership or the partnership’s successor organization; **state Sen. Lincoln Fillmore**; and **Ogden Mayor Ben Nadolski**. The council plays a crucial role in overseeing the homeless services budget, strategic plan and allocation of funds for homeless services statewide.



Randy Shumway



Spencer Eccles



Ben Nadolski

• **U.S. Sen. Mitt Romney** (R-Utah) has announced changes to his communications staff. **Paige Waltz** is communications director. She has worked on Romney’s communications team since he took office in 2019, starting as digital director and most recently serving as deputy communications director. She has previously served as communications director of the Joint Congressional Committee on Inaugural Ceremonies for the 59th Inaugural Ceremonies and as a communications aide to House Speaker Paul Ryan (R-Wis.). **Arielle Mueller** is deputy communications director. She previously served as Romney’s press secretary, as well as on the executive board for the Senate Press Secretaries Association. Prior to Romney’s office, she worked in the communications shop for U.S. Sen. Marco Rubio (R-Fla.). **Dilan Maxfield** is press secretary and digital director. Maxfield started his career on Capitol Hill as a staff assistant for Romney and most recently served as Romney’s digital director and deputy press secretary. Maxfield received a B.A. in communications from Brigham Young University.

## HEALTHCARE

• The **U.S. Centers for Disease Control and Prevention** has hired **Dr. Angela Dunn**, executive director of the Salt Lake County Health Department. Dunn will remain in Salt Lake County as she joins the CDC team. Her role at the CDC will be to ensure state and local health departments nationwide have the resources they need to effectively and efficiently investigate



Angela Dunn



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and respond to public health threats. Her last day at SLCoHD will be Feb. 16. Dunn joined SLCoHD in June 2021 in the middle of the COVID-19 pandemic and led the department through the latter half of the pandemic, as well as a department reorganization. Prior to joining SLCoHD, she was state epidemiologist at the Utah Department of Health and an epidemic intelligence service officer for the CDC.

## INVESTMENTS

• **Savi Solutions**, a Bountiful-based company offering a cloud video and AI operations platform for distributed enterprise teams, has announced a \$12 million Series A funding round. It was led by **Next Coast Ventures**, with participation from **Rock Creek Capital** and existing investors. Savi said it will use the funding to expand into new markets, grow partnership and reseller channels, and continue innovating its cloud video and AI platform.

## LOGISTICS

• The **Utah Inland Port Authority** board has two new members: **Jefferson Moss**, associate commissioner of innovation with the Utah System of Higher Education and majority leader of the Utah House of Representatives, and **Jonathan Freedman**, CEO of World Trade Center Utah. The board also has elected **Abby Osborne**, chief of staff for the Utah House of Representatives, as the board chair, and **Ryan Starks**, executive director for the Utah Governor's Office of Economic Opportunity, as vice chair. Moss has experience in economic development, venture capital and public service, including serving as project director of The Point's Innovation District. Freedman co-established Downeast Outfitters, acquired in 2020 by Malouf Cos. Osborne's experience includes serving as senior vice president of public policy and government relations for the Salt Lake Chamber and business development and public affairs manager for Granite Construction. Starks' experience includes serving as managing director of growth and innovation in the Governor's Office of Economic



Jefferson Moss



Jonathan Freedman



Abby Osborne



Ryan Starks

Opportunity; working for the U.S. Government Accountability Office in Washington, D.C.; serving as the executive director of the Heber Valley Chamber of Commerce; and serving as the founding director of the Wasatch Center for Advanced Professional Studies. He also taught as an adjunct professor of management for 10 years in the BYU Marriott School of Business.

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## NATURAL RESOURCES

• **Sage Potash Corp.**, based in Canada, has received all required governmental approvals for two Class V exploration wells at its **Sage Plain Potash Project** in Utah's Paradox Basin. It is a step necessary for pilot-scale potash mining and processing activities. The Utah Division of Oil, Gas and Mining and the Division of Water Quality issued tentative approvals for both surface (drill pads and access roads) and underground (wells) activities. Formal drill permits will be issued once bonding is received and approved and the company has received written acceptance from UDOGM, as well as other applicable agencies. The company said the wells will allow for determination of injection capacity and hydraulic behaviors of the potash and potential disposal formations, as well as providing management with geological data through examination of the drill core, as part of test cavern development for potash recovery from the Cycle 18 potash beds. Once the data from the exploration wells is gathered, the company will apply to convert these wells into UIC Class I and Class III wells for the purpose of injection, production and disposal, allowing for potash brine fluids recovery.

## NONPROFITS

• **Utah Global Diplomacy**, a nonprofit committed to promoting respect and understanding among the people of Utah and other nations, has launched the **International Leadership Academy** along with four complementary pro-

grams that provide education, resources, and connections to international career opportunities worldwide and in Utah. The academy prepares Utahns for opportunities to engage in citizen diplomacy and/or navigate a career in international relations by providing hands-on experience through immersive activities and world affairs education through training from local experts. The programs include citizen diplomacy certification, international relations professional development, global mentorship opportunities and international relations job connections. Academy registration is open, and applications are accepted on a first-come-first-served basis. The Citizen Diplomacy Certificate program is a 10-week course, beginning Feb. 8. Details are at [www.utahglobaldiplomacy.org](http://www.utahglobaldiplomacy.org).

## PARTNERSHIPS

• **SnappConnor PR**, based in Lehi, has announced a partnership with the **US Customer Experience Awards**, a platform that celebrates and honors exceptional CX initiatives throughout the United States. **Cheryl Snapp Conner**, founder and CEO of SnappConnor PR, has been selected to join the panel of judges for the US CX Awards Final on May 15.

• **Kinect Capital**, a nonprofit organization dedicated to educating and preparing founders to receive capital, has announced a pending strategic partnership with **Mountainside Mentoring** and **Nathan Walker**, a leader in coaching and crafting pitches and presentations. The partnership aims to provide a comprehensive support system for Kinect Capital's founder base, helping those from underserved markets to navigate the fundraising process with confidence and expertise. Under this collaboration, Mountainside Mentoring will bring its expertise in pitch execution and presentation coaching to Kinect Capital's network of founders.

## RETAIL

• **SIXT USA**, a Florida-based subsidiary of SIXT SE, has opened a **car rental branch** at 395 N. Wright Brothers Drive near Salt Lake City International Airport. It is SIXT's first branch in Utah. SIXT operates more than 100 rental branches in 23 states, employs more than 1,700 team members, and now serves 44 airports in the U.S.

## SERVICES

• **Tanner LLC**, which provides audit, tax, transaction advisory, technology, cybersecurity, strategic planning and leadership development services, has named **Kathryn Fargam** as an audit partner of the firm. Fargam has over 14 years of accounting experience and has serviced a variety of



Kathryn Fargam

privately held and SEC-reporting companies. She received her bachelor's and master's degrees in accountancy from Utah State University. She also is a board advisor for the Utah chapter of Financial Executives International, a member of Women's Tech Council, and serves on the audit and finance committee for World Trade Center Utah.

• **Your Concierge Connection**, a Salt Lake City-born hospitality and guest service management provider for more than 20 years, has announced a new offering: luxury transportation services. Launched on a pilot basis at the Zions Bankcorporation Technology Campus in Midvale, the company's offering since August allowed Zions Bank employees and guests to ride around campus in a luxury van. The company is ready to fully roll out the new offering to provide clients with a luxury upgrade to their transportation needs.

## TECHNOLOGY

• **Instructure**, a Salt Lake City-based education technology company, has named **Rachel Orston** as chief customer officer, with **Melissa Loble**, former chief customer experience officer, assuming the newly created role of chief academic officer. Orston has over 25 years of experience strengthening customer relationships in various organizations. Prior to Instructure, she served as chief customer officer at SmartRecruiters. She previously served as chief customer officer at BetterCloud. Orston also has experience in blogging and public speaking and is an investor and founding member of CS Angel. In Loble's new role, she will work to further elevate the educator experience and surround customers with academic expertise.



Rachel Orston



Melissa Loble

• **Enveyo**, a Provo-based provider of logistics data management, visibility and shipping optimization software, has hired **Buck Brewer** as senior vice president of sales. Brewer has over 25 years of global logistics and supply chain experience. Prior to joining Enveyo, he spent seven years at Green Mountain Technology in various business development roles, most recently as executive vice president of commercial development. He also spent time at Versant Supply Chain and AT&T, executing logistics optimization strategies across third-party logistics, shipper and service-based capacities.



Buck Brewer

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Utah Flour Milling LLC has broken ground for its new flour mill and custom mix facility in Richmond, Cache County, with operations expected to begin before the end of the year.

Utah Flour Milling is a partnership of Denver-based PHM Brands' Panhandle Milling and NIPPON Corp., one of Japan's largest flour milling businesses. Construction of the facility will be led by Bratney Cos. of Des Moines, Iowa.

The \$100 million mill and mix facility, announced in July, will be adjacent to a Campbell Snacks baking plant in Richmond and primarily responsible for production of Goldfish and Pepperidge Farm products. Campbell Snacks is a division of Camden, New Jersey-based Campbell Soup Co.

As the design-build general contractor, Bratney is leading the equipment supply, engineering and construction of the project. Bratney will be providing all the key processing and milling equipment, including Cimbría cleaning equipment and Omas Industries milling equipment. The operation is set to be completed in the fourth quarter of 2024.

"This flour mill is a very exciting project for us at Bratney, as it allows us to bring equipment from our partners at Omas and Cimbría together with our

in-house engineering and construction services and deliver a turnkey state-of-the-art milling facility to our long-term customers and friends at PHM," said Peter Bratney, president and CEO of Bratney.

PHM Brands said the Richmond facility will contain more than 1 million bushels of grain storage at a site that provides convenient access to main-artery truck and railway routes. The plant's daily flour production capacity will be between 7,500 hundredweight and 15,000 hundredweight. The mill will feature leading-edge technology, including patented pathogen-reduction biotechnology from Energis Solutions, a subsidiary of PHM Brands. The mill will process spring, hard and soft wheats and will be organic, non-GMO, kosher, halal and Global Food Safety Initiative certified.

The flour mill will be Italy-based Omas' largest mill to date in North America. Omas will be contributing heavily to the milling system design and participating in the startup and calibration of the milling system, Bratney said.

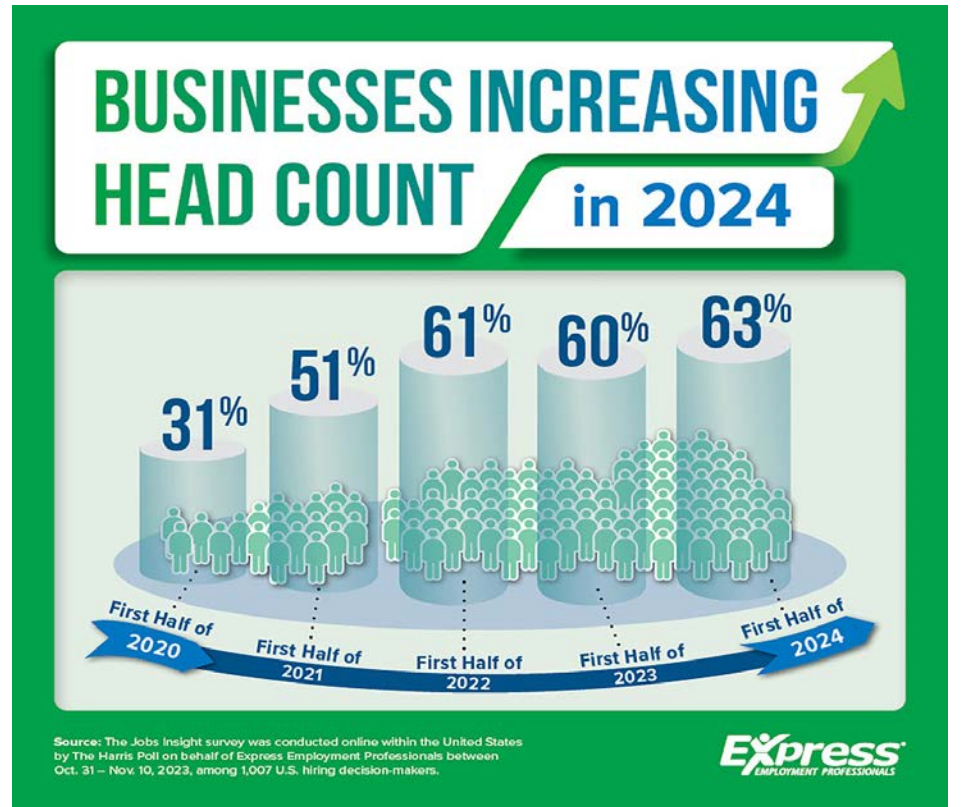
"I am very proud to serve the PHM flour milling group, along with our American partner Bratney," said Luigi Nalon, CEO of Omas. "I strongly believe the project — a result of significant technical

and business commitment — will once again allow us to demonstrate the high technological value of our machinery. Our customers will benefit from this for the next 30 years."

Based in Denmark and part of AGCO Corp., Cimbría will provide wheat cleaning equipment and color sorting technology for the mill. The mill facility will include high-capacity storage bins from GSI — another AGCO company. Through its exclusive distribution partnership with

Bratney, Cimbría has been supplying essential cleaning and separation equipment to companies in the milling, seed, grain and food industries throughout the United States and Argentina for 30 years.

"With Bratney leading the equipment supply, engineering and construction of this strategic project, the facility will be the most modern, efficient and technologically advanced flour milling facility in the region," said Peter Bisaccia, president of PHM Brands.



## Draper's Graphium Health acquires ABG Anesthesia Data Group LLC

Draper-based Graphium Health, a provider of anesthesia healthcare technology solutions, has announced the acquisition of ABG Anesthesia Data Group LLC.

"The acquisition signifies Graphium Health's commitment to improving healthcare delivery with a user-friendly mobile software platform for quality data management. This acquisition will accelerate Graphium Health and ABG's shared goal to ease the burden of clinical documentation and reporting while improving quality care and patient safety," Graphium said in a statement.

Graphium said ABG has been at the forefront of Qualified Clinical Data Registry (QCDR) management and has pioneered initiatives that have fostered quality and safety programs within anesthesia practices. Current ABG clients will submit 2023 performance year data without changes and Graphium Health will provide additional support to the ABG team. Later this year, Graphium Health will further integrate the ABG QCDR into its existing solutions to empower users of the QCDR with additional capabilities.

"We are committed to ensuring that adding the ABG QCDR to our client offerings will only enhance the already robust support to our clients as they continue to navigate the ever-changing complex needs of hospital ORs, surgery centers, and provider practices," said Daniel Dura, CEO of Graphium Health. "While the landscape of CMS programs continues to evolve, we believe that these programs will continue to be a part of every practice and want to ensure they have tools that minimize the effort it takes to participate while ensuring they have real insight into surgical patient safety and satisfaction."

## Report: Employers planning to boost hiring in first half of 2024

Employers are ringing in the new year with an optimistic hiring outlook as the majority plan to increase their employee count in the first half of 2024. This is according to a recent survey from The Harris Poll commissioned by Express Employment Professionals, an employment company based in Oklahoma City, Oklahoma.

The report said most U.S. hiring managers are looking toward hiring opportunities this year with a positive mindset (79 percent) — often citing feelings of optimism (44 percent), hopefulness (39 percent) and confidence (37 percent).

And to that point, expectations for increasing hiring efforts continue as nearly two-thirds of hiring managers (63 percent) say their company plans to increase the number of employees in the first half of 2024 (i.e., Jan. 1 through June 30); continuing its positive trajectory, now reaching its highest point since the survey began in 2020.

### Reasons for Increasing Head Count

Companies that anticipate increasing their company head count in the first half of 2024 attribute these plans to the need to manage increased volumes of work (51 percent), fill newly created positions (45 percent) and fill positions that are open due to employee turnover (43 percent).

Nearly three in five hiring managers (57 percent) cite the need for more employees to manage the workload but lack the capacity to do so. This lack of capacity perhaps provides an explanation as to the nearly three in 10 companies (29 percent) that report planning to stay at about the same number or make no change to the number of employees in the first half of 2024 and the few (7 percent) who plan to reduce their employee count, on par with previous waves.

### Circumstances for Reductions

In addition, companies that plan to

decrease their number of employees report by far it is due to the need to reduce costs (63 percent), followed by outsourcing certain functions (25 percent) and the need to align with the decline in demand at the company (24 percent).

For companies that plan to decrease or make no change to the number of employees, around a quarter say they are not hiring because they are waiting to see if the workload will level out before doing so (28 percent) and do not feel they need to hire more employees (24 percent). Adjustments to their recruiting/hiring strategy (21 percent), lack of approval from upper management (20 percent) and not enough money in the budget this year (19 percent) are also reasons some companies will not be hiring or increasing their employee count.

Companies may also be planning for other means to stave off hiring, such as training and/or promoting from within. Around seven in 10 hiring managers (71 percent) say they would prefer to reskill current employees for new roles than hire new.

"The level of hiring optimism in the U.S. is a welcome start to the new year, especially given the volatility of the past few years," said Bill Stoller, Express Employment International CEO. "The next piece of the puzzle is for businesses, schools and the government to work together to create qualified applicants through training and hands-on opportunities. Investing in solving this shortcoming will go a long way toward building a well-rounded workforce and economy."

The Job Insights survey was conducted online within the United States by The Harris Poll on behalf of Express Employment Professionals between Oct. 31 and Nov. 10, 2023, among 1,007 U.S. hiring decision-makers.

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### **Jan. 22, 9 a.m.-5 p.m.**

**Utah Tech Day on the Hill**, a Utah Tech Leads event. Participants will be in two-hour blocks in shadowing legislators. Location is Utah State Capitol, 350 State St., Salt Lake City. Registration can be completed at [Eventbrite.com](https://eventbrite.com).

### **Jan. 22, noon-1:30 p.m.**

**“Effective Communication Strategies for Growing Startups,”** a Silicon Slopes event. Speaker is Robin Huling of Warner Communication. Location is Kiln, 2701 N. Thanksgiving Way, No. 100, Lehi. Details are at <https://app.siliconslopes.com/events/>.

### **Jan. 23, 10 a.m.-1 p.m.**

**“Women in Business on the Hill,”** a South Valley Chamber of Commerce event featuring a legislative lesson, capitol tour and lunch with legislators. Location is Utah State Capitol, 350 State St., Salt Lake City. Cost is \$20 for members, \$25 for nonmembers. Details are at [southvalleychamber.com](https://southvalleychamber.com).

### **Jan. 23, 11 a.m.-1 p.m.**

**“Business Women’s Forum: ‘The Daring Way Leadership Manifesto: Exploring Our Deep Need for Connection.’”** Presenter is Lennie Knowlton, founder and executive director, Project Connection. 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](https://slchamber.com).

### **Jan. 23, 11:30 a.m.-1:30 p.m.**

**“Top 10 Mistakes Startups Make,”** a Silicon Slopes event. Speaker is Cash Allred of Antler. Location is Silicon Slopes, 2600 W. Executive Parkway, No. 140, Lehi. Details are at <https://app.siliconslopes.com/events/>.

### **Jan. 23, 11:30 a.m.-1 p.m.**

**“Entrepreneurial Essentials: Disrupting the Industry Without Disrupting Your Relationships,”** a Silicon Slopes event. Location is Kiln, 26 S. Rio Grande St., No. 2072, Salt Lake City. Details are at <https://app.siliconslopes.com/events/>.

### **Jan. 23, 11:30 a.m.-1 p.m.**

**Athena Leadership Award Ceremony and Luncheon**, an Ogden-Weber Chamber of Commerce event. Award recipient is Julie Johnson, president and CEO of United Way of Northern Utah. Location is Timbermine, 1701 Park Blvd., Ogden. Cost is \$35. Details are at [ogdenweberchamber.com](https://ogdenweberchamber.com).

### **Jan. 23, 11:30 a.m.-1 p.m.**

**Women in Business**, a South Valley Chamber of Commerce event. Theme is “The Road to Female Executive Success: An Incredible Story within the Larry H. Miller Co.” Speakers include Amanda Covington, chief corporate affairs officer; Courtney Palmer, CFO, Destination Homes; Sarah Starkey, chief legal officer;

and Michelle Smith, president, Larry H. Miller Sport & Entertainment. Location is Embassy Suites, 10333 South Jordan Gateway, South Jordan. Cost is \$20 for members, \$30 for nonmembers. Details are at [southvalleychamber.com](https://southvalleychamber.com).

### **Jan. 23, 6-8 p.m.**

**“Starting Your Business 101,”** a Small Business Development Center event that takes place online, with Spanish interpretation. Details are at <https://clients.utahsbdc.org/events.aspx>.

### **Jan. 23, 6-8:30 p.m.**

**Workshop for Creative Entrepreneurs.** Location is Draper Library, 1136 Pioneer Road, Draper. Registration can be completed at [Eventbrite.com](https://eventbrite.com).

### **Jan. 24, 8-9:30 a.m.**

**Breakfast Speaker Series**, an ACG (Association for Corporate Growth) Utah event featuring a CFO roundtable discussing “Pitching Lenders and Investors in the Current Environment.” Moderator is Alan Taylor, CFO at Weave. CFO panelists are Spencer Taylor, Clean Simple Eats; Brian May, Nicholas; and Chad Iverson, Neighbor. Location is Tanner, 26 S. State St., Salt Lake City. Details are at <https://www.acg.org/utah/events>.

### **Jan. 24, noon-6 p.m.**

**Women in Leadership Career Fair**, a Silicon Slopes event. Location is Avetta, 2200 Triumph Blvd., Suite 800, Lehi. Details are at <https://app.siliconslopes.com/events/>.

### **Jan. 24, 3-5:30 p.m.**

**“Clearing the Air: Entrepreneurial Solutions for Salt Lake City’s Environment,”** a Utah Tech Week panel and workshop presented by US Ignite, Kinect Capital and Salt Lake City’s Department of Economic Development. Location is Thomas S. Monson Center, University of Utah, 411 E. South Temple, Salt Lake City. Details are at <https://lu.ma/p4ql976j>.

### **Jan. 24, 5-9 p.m.**

**“Biotech Breakthroughs: Journey from Graduate Student to Life Science Legend,”** an Altitude Labs event. Chris Gibson, co-founder and CEO of Recursion, and Dean Li, co-founder of Recursion and president of Merck Research Laboratories, will discuss their founding of Recursion from a PI-graduate student relationship and insight on growing a tech bio startup into an industry-defining unicorn in AI-driven drug discovery. Location is The Leonardo, 209 E. 500 S., Salt Lake City. Details are at <https://lu.ma/kdjsr7>.

### **Jan. 24, 5-7 p.m.**

**“Connect After Hours,”** a South Valley Chamber of Commerce event. Location is Zagg Club, America First Field, 9256 S. State St., Sandy. Cost is \$15 for members, \$20 for nonmembers. Details are at [southvalleychamber.com](https://southvalleychamber.com).

### **Jan. 24, 7-8:30 p.m.**

**“Creating Your Treasured Life with a Portable Vision Board.”** Location is 9690 S. 300 W., Sandy. Cost is \$25. Details are at <https://www.subscribepage.com/treasure-chest-portable-vision-board>.

### **Jan. 25, 11:30 a.m.-1:30 p.m.**

**“Cybersecurity Training for Business,”** a Salt Lake Chamber event. Matt Groves of Wasatch Security Awareness will discuss what businesses need to know about cybersecurity and how to implement procedures to protect a company. Location is Salt Lake Chamber, 201 S. Main St., Suite 2300, Salt Lake City. Cost is \$40. Details are at [slchamber.com](https://slchamber.com).

### **Jan. 25, 11:45 a.m.-1 p.m.**

**“Lunch and Learn,”** a Point of the Mountain Chamber of Commerce event. Speaker Jessie Warner, founder of Achieve CMO, will discuss “Growing Your Business In Turbulent Times: Strategies for Navigating Growth Hurdles.” Location is Chubby’s, 1284 N. Redwood Road, Saratoga Springs. Pay for your own lunch. Details are at [thepointchamber.com](https://thepointchamber.com).

### **Jan. 25, noon-1:30 p.m.**

**Women’s Professional Network January Lunch Social**, an ACG (Association for Corporate Growth) Utah event. Location is Tanner, 26 S. State St., Salt Lake City. Details are at <https://www.acg.org/utah/events>.

### **Jan. 25, noon-1 p.m.**

**Women in Business**, a Box Elder Chamber of Commerce event. Location and RSVPs are available by contacting the chamber office. Cost is \$10. Details are at [boxelderchamber.com](https://boxelderchamber.com).

### **Jan. 25, 4-5:30 p.m.**

**Open House**, a Utah Valley Chamber of Commerce event. Location is Riverside Country Club, 2701 N. University Ave., Provo. Details are at [thechamber.org](https://thechamber.org).

### **Jan. 25, 5-6 p.m.**

**Legal Clinic** (in English and Spanish), a Small Business Development Center event that takes place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

### **Jan. 25, 5-7 p.m.**

**“New Year, New Goals, New Headshot,”** a ULI (Urban Land Institute) Women’s Leadership Initiative event. Speaker is Erin Laney Barr, managing director and market leader, CBRE. Professional headshots will be taken by Mike Alvarado, and makeup touchups will be provided by professional makeup artist Krystle L. Randall. Location is The Maven District, 900 S. 200 E., Salt Lake City. Costs range from \$45 to \$55 for members, \$65 to \$75 for nonmembers. Details are at <https://utah.uli.org/events-2>.

### **Jan. 30, 9-11 a.m.**

**“Business Accelerator,”** a South Valley Chamber of Commerce event taking place during 10 sessions through June 4. Location is Salt Mine Productive Workspace, 7984 S. 1300 E., Sandy. Cost is \$500 for members, \$750 for nonmembers (\$250 can be applied to chamber membership). Details are at [southvalleychamber.com](https://southvalleychamber.com).

### **Jan. 30, 10 a.m.-3 p.m.**

**2024 Women’s Leadership Seminar,**

presented by UAMMI (Utah Advanced Materials and Manufacturing Initiative) and the Catalyst Accelerator Ogden and designed specifically for professionals in the aerospace, defense, manufacturing and engineering fields. Event will feature keynote presentations and breakout sessions. Keynote speakers are Nubia Peña, senior advisor on equity and opportunity, Office of Governor, and director of the Utah Division of Multicultural Affairs; Sidni Lloyd-Shorter, president and CEO, Utah Black Chamber of Commerce, and director, Utah Minority Business Development Agency; and Tina Hazlett, talent acquisition expert for Utah’s engineering and manufacturing industries. Location is Copper Nickel Events, 2450 Grant Ave., Ogden. Free. Registration is available at [bit.ly/2024seminar](https://bit.ly/2024seminar).

### **Jan. 30, 10-11 a.m.**

**“Google Presents: Cybersecurity and Your Small Business,”** a Women’s Business Center of Utah event, in partnership with Grow with Google. Event takes place online via Zoom. Free. Details are at [wbcutah.org](https://wbcutah.org).

### **Jan. 31**

**Marketing Accelerator Program**, presented by The Mill Entrepreneurship Center at Salt Lake Community College and is a 10-week program through April 3. Event is designed to help business owners make a marketing plan, build a system and attract customers. Cost is \$1,000. Details are at <https://themillatscc.com/education/marketing-accelerator-program/>.

### **Jan. 31, 11:30 a.m.-1 p.m.**

**“In the Know,”** a South Valley Chamber of Commerce event. Speaker Alan Matheson, executive director of the Point of the Mountain State Land Authority, will provide an update on The Point development. Location to be determined. Details are at [southvalleychamber.com](https://southvalleychamber.com).

### **Jan. 31, 6-7 p.m.**

**“Facebook/Instagram Ads: Create and Manage Ads Like a Pro,”** a Small Business Development Center event that takes place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

### **Feb. 6, 8:30 a.m.-noon**

**2024 Economic Summit**, a Davis Chamber of Commerce event. Location is Weber State University-Davis Campus, Building D-2, Room 110, 2750 University Park Blvd., Layton. Cost is \$50 for members, \$75 for nonmembers and at the door. Details are at [davischamberofcommerce.com](https://davischamberofcommerce.com).

### **Feb. 6, 9-11 a.m.**

**“Ms. Biz,”** a Women’s Business Center of Utah four-week virtual class on Tuesdays through February for aspiring entrepreneurs or those in the beginning stages of running their business. Event takes place online via Zoom. Free. Details are at [wbcutah.org](https://wbcutah.org).

## CALENDAR

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

**Speaker Series**, an ACG (Association for Corporate Growth) Utah event. Location is Willow Creek Country Club, 8505 Willow Creek Drive, Sandy. Free for ACG members, \$40 for nonmembers. Details are at <https://www.acg.org/utah/events>.

### Feb. 7, 9 a.m.-noon

**“Minding My Own Business,”** a Women’s Business Center of Utah event designed for solopreneurs and taking place on five Wednesdays through March 6. Event takes place online. Details are at [wbcutah.org/cohorts](http://wbcutah.org/cohorts).

### Feb. 7, 11 a.m.-2:30 p.m.

**“Good Health is Good Business,”** a “Utah Business of Health” event presented by Get Healthy Utah, the Utah Worksite Wellness Council and Utah Community Builders and designed to educate about the impact that business has on health and to explore how businesses can partner with other organizations working to improve the health and quality of life of Utahns. Focus this year is mental well-being. Event will include a keynote presentation, a panel and roundtable discussion. Location is Zions Bank Technology Center, 7860 Bingham Junction Blvd., Midvale. Cost is \$35. Details are at [slchamber.com](http://slchamber.com).

### Feb. 7, 11 a.m.-2 p.m.

**Life Sciences Day on Capitol Hill**, presented by BioUtah, the Utah Life Sciences Innovation Caucus and the Governor’s Office of Economic Opportunity and offering BioUtah members the opportunity to exhibit their healthcare innovations before legislators and other government officials. Location is Utah State Capitol, 350 State St., Salt Lake City. Free. Details are at <https://members.bioutah.org/events/details/2024-life-sciences-day-on-the-hill-5589>.

### Feb. 7, 11:30 a.m.-1 p.m.

**Business Alliance Networking Luncheon.** Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Free, with lunch available for purchase. No RSVP needed. Details are at [davis-chamberofcommerce.com](http://davis-chamberofcommerce.com).

### Feb. 7, noon-2 p.m.

**Economic Forecast Event**, a Utah Valley Chamber of Commerce event. Speakers are Elliot Eisenberg, “The Bowtie Economist”; and Mallory Bateman, director of demographic research from the Kem C. Gardner Institute. Location is Thanksgiving Point, 3300 Club House Drive, Lehi. Details are at [thechamber.org](http://thechamber.org).

### Feb. 8, 11:45 a.m.-1:30 p.m.

**“Lunch and Learn,”** a Utah Tech Leads “Complex Conversations” event. Speaker Darrell Moon, CEO of Aspirational Healthcare, will discuss “How to Structure Healthcare Coverage for Your Company.” Location is The Shop Salt Lake City, 250 E. 400 S., Salt Lake City. Details are at [utahtechleads.com](http://utahtechleads.com).

### Feb. 8, noon-1:30 p.m.

**“Master Class: The Business Case for Employee Health,”** a Salt Lake Chamber event. Speaker is Sentari Minor, vice president of strategy and chief of staff at EvolvedMD. Location is the Salt Lake Chamber, 201 S. Main St., Suite 2300, Salt Lake City. Cost is \$99. Details are at [slchamber.com](http://slchamber.com).

### Feb. 10, 9 a.m.-3:30 p.m.

**“Women4STEM,”** featuring presentations, demonstrations, panels, booths, prizes and more and designed for high school girls to connect and learn from outstanding women in science, technology, engineering and math. Location is Weber State University’s Davis Campus, Stewart Center, 2750 University Park Blvd., Layton. Cost is \$17 for non-high school registration (high school registrants have full scholarships provided). Registration is open until Jan. 31. Details are at [women4stem.rsvpify.com](http://women4stem.rsvpify.com).

### Feb. 11, 11:30 a.m.

**“Connect & Learn,”** a South Jordan Chamber of Commerce event. Speaker Shawn Richards, host of the “Team Engagement” podcast, will discuss “Scaling to Success.” Location is Legacy Retirement, 1517 Temple Lane, South Jordan. Early registration cost is \$15, \$20 at the door. Details are at [sj-chamber.org](http://sj-chamber.org).

### Feb. 13, 9-11 a.m.

**“Pay the IRS Less Without Going to Jail,”** a Small Business Development Center event that takes place online. Cost is \$18. Details are at <https://clients.utahsbdc.org/events.aspx>.

### Feb. 13, 11:30 a.m.-1 p.m.

**Women in Business Professional Growth Series**, a ChamberWest event. Location is TownePlace Suites by Marriott Salt Lake City, 5473 High Market Drive, West Valley City. Cost is \$25 for members with registration by Feb. 8, \$35 for members and nonmembers registering thereafter. Details are at [chamberwest.com](http://chamberwest.com).

### Feb. 14, 11:30 a.m.-1 p.m.

**2024 State of the Chamber Luncheon**, a South Valley Chamber of Commerce event. Location is Karen Gail Miller Conference Center, Building 2, Salt Lake Community College’s Miller Campus, 9750 S. 300 W., Sandy. Cost is \$20 for members, \$30 for nonmembers. Details are at [southvalleychamber.com](http://southvalleychamber.com).

### Feb. 15, 8 a.m.-5 p.m.

**Employer Tax Workshop**, a Small Business Development Center event. Location is Salt Lake SBDC at Salt Lake Community College, MCPC 333, Sandy. Cost is \$25. Details are at <https://clients.utahsbdc.org/events.aspx>.

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

**Athena Award Luncheon**, a Davis Chamber of Commerce event. Award recipient is Jan Williams, founder of the Hopebox Theatre, owner/director of Showstopper Productions, and part-owner of Bright Star Academy preschool in Layton. Location is Davis Conference Center, 1651 N. 700 W., Layton. Cost is \$30 for members, \$40 for nonmembers. Details are at [davischamberofcommerce.com](http://davischamberofcommerce.com).

### Feb. 15, 6-9 p.m.

**“How to Become a Delegate,”** a Utah Tech Leads “Complex Conversations” event that is a nonpartisan training and informational session. Location is Silicon Slopes, 2600 Executive Parkway, No. 140, Lehi. Registration can be completed at [Eventbrite.com](http://Eventbrite.com).

### Feb. 16, 8:30-10 a.m.

**“Friday Connections,”** a multi-chamber networking event. Location is Utah Trucking Association, 4181 W. 2100 S., West Valley City. Cost is \$5 for members, \$10 for nonmembers. Details are at [chamberwest.com](http://chamberwest.com).

### Feb. 17, 7:30-9 a.m.

**“Eggs and Issues,”** a Utah Valley Chamber of Commerce event focused on

the legislative session. Location is Utah Valley Chamber, 2696 N. University Ave., Suite 220, Provo. Free, but registration is encouraged. Details are at [thechamber.org](http://thechamber.org).

### Feb. 17, 8-9:30 a.m.

**“Eggs and Issues,”** a Utah Valley Chamber of Commerce event. Location is Utah Valley Hospital, 395 Cougar Blvd., Provo. Free, but registration is requested. Details are at [thechamber.org](http://thechamber.org).

### Feb. 21, 11:30 a.m.-1 p.m.

**Business Alliance Networking Luncheon.** Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Free, with lunch available for purchase. No RSVP needed. Details are at [davis-chamberofcommerce.com](http://davis-chamberofcommerce.com).

### Feb. 21, noon-1 p.m.

**“Making Sure Your Business is Loan/Grant Ready,”** a Women’s Business Center of Utah “Solve the Business Puzzle” event. Instructor is Sara Day of the Utah Microloan Fund. Event takes place online via Zoom. Details are at [wbcutah.org](http://wbcutah.org).

### Feb. 21, 4-6 p.m.

**“Best Practices for Creating a Strategic Plan,”** a Murray Area Chamber of Commerce event. Speaker is Kathleen Bodenlos, CEO and executive director of Discovery Gateway Children’s Museum. Location is Security National Finance Corp., 433 W. Ascension Way, Murray. RSVP is required. Details are at [themurraychamber.com](http://themurraychamber.com).

### Feb. 21, 5-7 p.m.

**“Business After Hours,”** an Ogden-Weber Chamber of Commerce event. Location is Intermountain McKay-Dee Hospital, 4401 Harrison Blvd., Ogden. Free for chamber members and first-time guests, \$10 for nonmembers. Details are at [ogdenweberchamber.com](http://ogdenweberchamber.com).

### Feb. 22, 8 a.m.-noon

**Manufacturing Safety Awards Expo and Conference**, a Utah Manufacturers Association event featuring innovative solutions and expert advice to address occupational safety and health concerns and recognizing Manufacturing Safety Award recipients. Details to be announced at [manufacturingutah.com](http://manufacturingutah.com).

### Feb. 22, noon-1 p.m.

**Women in Business Meeting**, a Box Elder Chamber of Commerce event. Contact the chamber office for meeting location and to RSVP. Cost is \$10. Details are at [boxelderchamber.com](http://boxelderchamber.com).

### Feb. 22, noon-1:30 p.m.

**Women’s Professional Network Lunch ‘n’ Learn**, an ACG (Association for Corporate Growth) Utah event. Location is Tanner, 26 S. State St., Salt Lake City. Details are at <https://www.acg.org/utah/events>.

### Feb. 22, 6-7 p.m.

**Intellectual Property Clinic**, a Small Business Development Center event that takes place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

### Feb. 27, 11:30 a.m.-1 p.m.

**Women in Business**, an Ogden-Weber Chamber of Commerce event. Location is Jeremiah’s Lodge & Garden, 1329 W. 12th St., Marriott-Slaterville. Cost is \$25 for WIB members, \$25 for first-time guests, \$35 for nonmembers. Registration deadline is Feb. 20 at noon. Details to be announced at [ogdenweberchamber.com](http://ogdenweberchamber.com).

### Feb. 29, 5-7 p.m.

**“Business After Hours,”** a Salt Lake Chamber event. Location is Kimpton Hotel Monaco and Bambara, 15 W. 200 S., Salt Lake City. Free for members and \$30 for nonmembers before Feb. 26, \$20 for members and \$40 for nonmembers thereafter. Details are at [slchamber.com](http://slchamber.com).

### March 4-6

**2024 Intermountain DealSource Summit and Ski Event**, an ACG (Association for Corporate Growth) Utah event focused on middle-market deal flow. Location is Pendry Park City, 2417 W. High Mountain Road, Park City. Details are at <https://www.acg.org/utah/events>.

### March 6, 11:15 a.m.-1 p.m.

**“Lunch and Learn” Training**, a South Jordan Chamber of Commerce event focusing on how to build authority in a business, get great reviews, respond correctly to these reviews, and use them to get more business. Location is Copper Creek Senior Living Center, 10569 River Heights Drive, South Jordan. Early registration cost is \$15, \$20 at the door. Details are at [sj-chamber.org](http://sj-chamber.org).

### March 6, 11:30 a.m.-1 p.m.

**Business Alliance Networking Luncheon.** Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Free, with lunch available for purchase. No RSVP needed. Details are at [davis-chamberofcommerce.com](http://davis-chamberofcommerce.com).

### March 12, 9 a.m.-2 p.m.

**“Employer Workshop: Hire and Retain Individuals with Disabilities,”** sponsored by Disability:IN Utah and Salt Lake SHRM. Location is Division of Services for the Blind and Visually Impaired, 250 N. 1950 W., Salt Lake City. Free. Details are at <http://tinyurl.com/yc66cfk3>.

### March 13, 5-7 p.m.

**“Business After Hours,”** an Ogden-Weber Chamber of Commerce event. Location is Ogden-Weber Technical College, 200 N. Washington Blvd., Ogden. Free for chamber members and first-time guests, \$10 for nonmembers. Details are at [ogdenweberchamber.com](http://ogdenweberchamber.com).

### March 14-15

**2024 Wilson Sonsini Entrepreneur & Investor Life Sciences Summit**, presented by BioUtah and the University of Utah Technology Licensing Office. Summit takes place March 14 at the Radisson Hotel in Salt Lake City. Ski Day is March 15 at Deer Valley Resort in Park City. Summit cost is \$200 for BioUtah members, \$275 for nonmembers. Ski Day lift ticket and luncheon cost is \$250. Ski Day luncheon only cost is \$50. Early registration discount is in place through Feb. 23. Details are at [https://whova.com/portal/registration/eilss\\_202403/](https://whova.com/portal/registration/eilss_202403/).

### March 14-15

**Annual Wallace Stegner Center Symposium**, a gathering of experts within the environmental and natural resources sectors. Theme is “The Renewable Energy Transition: Building a Bright Future.” Symposium will focus on the challenge of transitioning to a carbon neutral energy system and related sustainability, environmental and human health concerns. Location is the University of Utah. Cost ranges from \$10 to \$135 through March 4. Details are at <https://www.law.utah.edu/wallace-stegner-center-symposium/>.

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### March 14, 11:30 a.m.-1 p.m.

**Women in Business Luncheon**, a Davis Chamber of Commerce event. Speaker is Jan Williams, founder of the Hopebox Theatre, owner/director of Showstopper Productions, and part-owner of Bright Star Academy preschool in Layton. Location to be announced. Cost is \$25 for members, \$35 for nonmembers. Details are at [davischamberofcommerce.com](http://davischamberofcommerce.com).

### March 15, 8:30-10 a.m.

**"Friday Connections,"** a multi-chamber networking event. Location is Utah Trucking Association, 4181 W. 2100 S., West Valley City. Cost is \$5 for members, \$10 for nonmembers. Details are at [chamberwest.com](http://chamberwest.com).

### March 20, 9 a.m.-8 p.m.

**2024 Wasatch Front Materials Expo and UAMMI Crosstalk**, presented by the Society for the Advancement of Material Process Engineers and the Utah Advanced Materials and Manufacturing Initiative. Conference takes place 9 a.m.-3:30 p.m. Expo (with more than 70 exhibitors) takes place 4-8 p.m. Activities include annual awards ceremony for SAMPE. Location is Salt Lake Community College's Miller Campus, Karen G. Miller Conference Center, 8750 S. 300 West, Sandy. Cost is \$20; evening expo is free. Registration can be completed at [Eventbrite.com](http://Eventbrite.com).

### March 20, 11:30 a.m.-1 p.m.

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

### March 20, noon-1 p.m.

**"Massive Marketing Mistakes,"** a Women's Business Center of Utah "Solve the Business Puzzle" event. Speaker is Kara Laws, CEO and owner of Launched. Event takes place online via Zoom. Free. Details are at [wbcutah.org](http://wbcutah.org).

### March 21-22

**RestartUtah 2024**, designed to create, accelerate and foster business relationships among all Utah companies, in all industries. Mornings will feature company representatives engaging in meaningful interactions in three-minute rotations. Afternoons will feature free-style networking. Location is Experience Event Center, Provo. Sponsorships are available. Details are available by contacting Nicole Berriman at [nicole@powerhouse.events](mailto:nicole@powerhouse.events).

### March 21, 11:30 a.m.-1 p.m.

**Chamber Luncheon**, a Davis Chamber of Commerce event. Location is Boondocks, 525 Deseret Drive, Kaysville. Cost is \$25 for members, \$35 for nonmembers. Details are at [davischamberofcommerce.com](http://davischamberofcommerce.com).

### March 21, noon-1:30 p.m.

**2024 Legislative Review Luncheon**, a Utah Valley Chamber of Commerce event. Panel will include Senate President Stuart Adams, Rep. Val Peterson, Rep. Stephanie Griecius and other elected officials. Location is Utah Valley University, Sorenson Student Center, 800 W. University Parkway,

Orem. Cost is \$20 for members, \$30 for nonmembers. Details are at [thechamber.org](http://thechamber.org).

### March 21, noon-1 p.m.

**"2024 Legislative Update,"** a ULI (Urban Land Institute) event focusing on legislative milestones during the 2024 session and their potential impacts on Utah's land use and infrastructure trajectory. Speakers are Paxton Guymon and Daniel Dansie. Location is 95 State St., Salt Lake City. Cost is \$15 for members, \$25 for nonmembers. Details are at <https://utah.uli.org/events-2>.

### March 22, 8 a.m.-1:30 p.m.

**Utah County Business Summit**, presented by the American Fork, Eagle Mountain and Point of the Mountain chambers of commerce. Location is The Barn at Thanksgiving Point, Lehi. Cost is \$90 for members, \$125 for nonmembers. Details are at [thepointchamber.com](http://thepointchamber.com).

### March 26, 11:30 a.m.-1 p.m.

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

Location is Jeremiah's Lodge & Garden, 1329 W. 12th St., Marriott-Slaterville. Cost is \$25 for WIB members, \$25 for first-time guests, \$35 for nonmembers. Registration deadline is March 19 at noon. Details to be announced at [ogdenweberchamber.com](http://ogdenweberchamber.com).

### March 28, noon-1 p.m.

**Women in Business Meeting**, a Box Elder Chamber of Commerce event. Call the chamber office for location and to RSVP. Cost is \$10. Details are at [boxelderchamber.com](http://boxelderchamber.com).

### April 3, 11:30 a.m.-1 p.m.

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

### April 9, 8:30-10 a.m.

**"Friday Connections,"** a multi-chamber networking event. Location is Utah Trucking Association, 4181 W.

2100 S., West Valley City. Cost is \$5 for members, \$10 for nonmembers. Details are at [chamberwest.com](http://chamberwest.com).

### April 10, 8:30 a.m.

**Silicon Slopes Marketing Summit**, presented by the University of Utah Executive Education and designed specifically for professionals in the marketing space. Event will feature keynote sessions; networking opportunities; and three specialized breakout tracks for B2B marketers, B2C marketers and creatives. Location is UofU Executive Education Building, Salt Lake City. Cost is \$100 (\$150 for a VIP ticket). Details are at <https://marketingsummit.siliconslopes.com/?ref=newsroom.siliconslopes.com>.

### April 10, 5-7 p.m.

**"Business After Hours,"** an Ogden-Weber Chamber of Commerce event. Location is Lindquist Mortuary, 3408 Washington Blvd., Ogden. Free for chamber members and first-time guests, \$10 for nonmembers. Details are at [ogdenweberchamber.com](http://ogdenweberchamber.com).

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Pictured left to right: Mike McKean, Treasury Management Sales Director; Thomas Van Ekelburg, Commercial Loan Portfolio Manager; Andrew Vera, Healthcare Relationship Manager; Craig Peterson, Commercial Relationship Manager; Harper Fleming, Branch Manager; Glen Murdoch, Commercial Relationship Manager; Heidi Maestas, Commercial Relationship Manager; Jeffrey Thomas, Commercial Banking Team Lead; Allen Cheatham, Commercial Relationship Manager; Justin May, Business Banking Relationship Manager

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as Great Salt Lake commissioner. “Rather, a coordinated, data-driven approach will be necessary so decision-makers can evaluate tradeoffs and balance competing interests. The Strike Team makes this possible by providing authoritative, accurate and current information about the lake’s past, present and potential future.”

The report provides a summary of the 2023 water year and shares data and insights about reservoir storage, salinity, temperature, precipitation, streamflow and natural flow, runoff efficiency, human water use, mineral extraction, future water availability and conservation planning.

Among the report’s most interesting findings are the following:

- **Impact of the 2023 water year.** The 2023 water year contributed a significant amount of water to the Great Salt Lake Basin. Paired with emergency measures like raising the adaptive management berm, the daily elevation of the south arm of the lake rose 5.5 feet. Evaporation reduced 2023 water gains by 2.0 feet, resulting in a net elevation increase of 3.5 feet.

- **Reservoir storage and salinity.** Utah reservoirs gained the highest volume ever recorded following the 2023

water year. Salinity levels in the south arm returned to a healthy range because of relatively high inflows and the raising of the berm that connects the north and south arms of the lake.

- **Runoff efficiency.** A significant portion of the 2023 snowpack recharged groundwater storage. Utah enters 2024 with much higher groundwater levels and runoff efficiency is expected to be much higher this year, which will benefit streamflow.

- **Human water use.** Human water use, while variable in the past 30 years, has remained relatively constant. Warmer and drier years tend to increase depletions.

- **Mineral extraction.** Water depletion from mineral extraction peaked in 2007 and has declined slightly since.

- **Future water availability.** Over the long term, expected increases in precipitation will be overwhelmed by rising temperature and evaporation, creating further challenges for the lake.

- **Conservation planning.** With recognition of streamflow variability, the Strike Team made estimates of inflow requirements for a variety of conservation scenarios. This information sets the stage for data-driven conservation strategies.

“Decision-makers must balance human, ecological and economic health as they take actions to improve water man-

agement, mitigate adverse impacts and increase water deliveries to the lake,” said William Anderegg, who co-chairs the Strike Team and serves as director of the Wilkes Center for Climate Science and Policy at the University of Utah. “This report makes clear the challenges Utah faces, but also demonstrates the value of working together, in a data-informed way, to ensure the health and sustainability of Great Salt Lake.”

The report emphasizes that water conservation efforts will be ineffective for Great Salt Lake if conserved water fails to reach it. The report authors underscore the importance of what’s known as “water shepherding” that ensures water conserved within the Great Salt Lake Basin flows to Great Salt Lake. The Strike Team noted that the shepherding process requires investment in accurate measurement, robust accounting models and other actions so depletions can be accurately quantified.

“The Strike Team’s work once again provides bedrock data for understanding lake levels, water flows and conservation needs,” said Joel Ferry, executive director of the Utah Department of Natural Resources. “I firmly believe Utah can set a new standard for the healthy recovery of a terminal lake, but it will require a significant amount of collaboration, innovative policymaking and long-term commitment. I’m optimistic we can get this done.”

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that we value.”

Cox asked the audience to imagine a time 50 years into the future, in which an entire generation of Utahns had never owned property. ““What is that like? I submit to you that that is a very weak picture,” he said.

If Social Security is unable to survive, Utahns will have less financial security in their later years than the current generations, he said.

“So what happens if you rent for the rest of your life and you do not have a retirement? Where does that put us? It puts us in a very weak place,” the governor said.

Natalie Gochnour, director of the Gardner Institute and chief economist and senior advisor to the Salt Lake Chamber, agreed with Cox about the long-term ripple effects of the issue.

“We’re denying young people the ability to get into ownership,” she said, “and when we delay ownership of a home, their wealth is affected for rest of their lives.”

Housing affordability has been a multiyear issue in Utah. Zillow reported that in December, the average Utah home value was \$500,981, down just 0.3 percent over the past year. Redfin reported that the median sale prices of all home types in Utah in November was \$546,200, up 3.6 percent year over year. The number of homes sold fell 2.6 percent and the number of homes for sale fell 9.23 percent, it said.

The median sales price of existing single-family homes represents “shocking data,” Gochnour said. Depending on which stats are cited, Utah is either No. 7 or No. 8 in the U.S. for the highest such price.

Phil Dean, chief economist and public finance senior fellow at the Gardner Institute, said Utah’s single-family home prices are higher than even New York and Virginia, considered to be costly places for housing. At one time, Utah home prices tracked closely with those of the entire U.S., but “that’s not the case anymore,” he said.

“It’s a critical issue that we need to understand,” Dean told the crowd. “And you as businesses need to understand about your ability to attract people from out of state and to be able to retain your workers here. Our kids cannot afford to buy homes.

“And this has pervasive implications for the economy as a whole, right? It means they won’t have the money to buy other things when everything is spent on housing. It hollows out the middle class. It’s a massive challenge that we face.”

Ginger Chinn, the Salt Lake Chamber’s vice president of public policy, said Utah’s rising population and rising home prices have been coupled with a shortage of affordable housing. The chamber, she said, is working with state legislators on finding funding and financing to help local governments deal with housing affordability. She also noted broad effects of the issue.

“We talk about housing. However, most people need two incomes to buy a house, so two incomes necessitates both people (parents) at work, which necessitates the need for childcare, and that now becomes a workforce challenge,” Chinn said.


At a government panel discussion, Utah House Speaker Mike Schultz, R-Hooper, said local governments and state legislators “got it right” on housing density, leading to many new apartments. High home ownership prices have forced more people into apartments, and as more apartments have become available, rents have fallen 5 percent in Salt Lake City and 3.4 percent along the Wasatch Front, he said.

Meanwhile, people moving into Utah from other states are “fine buying a home” because they sold their houses and moved across the country to buy a big house in Utah.

“But we’re missing the boat on our first-time homebuyers, for our kids and for our grandkids,” Schultz said. “We’re going to work with our local governments to turn that, and we’re excited to do that as well.”


To help address the problem, Cox and Lt. Gov. Henderson have recommended in their budget a \$150 million “Utah First Homes” program toward a goal of building 35,000 starter homes over the next five years.

“We can do it,” Cox told the summit audience. “I know it’s complicated. I know all the reasons it shouldn’t work, but I’m here to tell you, we will make it work. ... I refuse to believe in Utah that our kids and grandkids are going, for the first time in the history of our state, to be worse off than their parents and grandparents. I refuse to let that happen.”




# SOUTH VALLEY CHAMBER


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



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**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.



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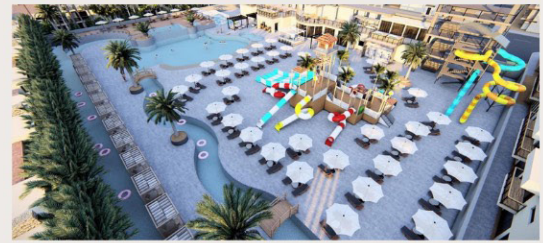
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### GOEO

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“This is our West Coast facility,” he said of the Nature’s Bakery plant. “This is not a five-year play, a 10-year play. Mars takes a 100-year view, so we want to be part of the community for a long, long time.”

In a prepared statement, Steve Gardiner, Nature’s Bakery CEO, said the project “marks a significant milestone in our brand’s ability to drive greater capacity to meet growing consumer and retailer demand.”

“As a self-manufacturer, this facility joins our existing bakeries to reflect our commitment to innovation and quality, and underscores our confidence in the thriving business environment of Utah,” he said. “We look forward to contributing to the local economy, cultivating community, and creating job opportunities as we further our brand purpose of nourishing families and enabling them to thrive.”

Juan Martin, Health & Wellness

president at Mars, said the investment “symbolizes our dedication to scaling our brands responsibly, upholding Mars’ pledge to be America’s prime destination for insurgent brands.”

During the GOEO board meeting, Roberta Reichgelt, director of business development for Salt Lake City’s Department of Economic Development, said the city is thrilled to have the company. “I know you were looking at a few other places and we’re very excited to have you here,” she told Smith. Of the new jobs, she said, “We think we have a lot of great residents here that would be available and willing to jump on those.”

Founded in 1911, Mars offers confectionery, food and pet-care products and services and has more than 140,000 employees. Mars has about \$47 billion in annual sales and its brands include Ben’s Original, Cesar, Cocoavia, Dove, Extra, Kind, M&M’s, Snickers, Pedigree, Royal Canin and Whiskas. It also has a global network of pet hospitals and diagnostic services.

The GOEO board approved a tax credit of up to \$651,619 over 10 years for the 65 jobs, which are expected to pay an average of about \$93,000. New

total wages tied to those jobs is projected to be over \$23.8 million over 10 years, and new state tax revenue is projected at more than \$3.2 million during that time.

“We offer a warm welcome to Nature’s Bakery, a producer of wholesome, plant-based food that aligns with our state’s health-conscious lifestyle and love for outdoor activities,” Ryan Starks, GOEO’s executive director, said in a prepared statement. “With Utah’s strong emphasis on well-being and sustainability, Nature’s Bakery’s offerings are poised to resonate with our communities. We look forward to the positive impact it will bring to our local economy, the creation of many jobs, and contribution to the flourishing food culture in Utah.”

“Nature’s Bakery’s investment is a reflection of ‘Team Utah’s’ collaborative and thorough recruitment process, and we appreciate the close involvement from Utah’s community partners and utility providers,” said Scott Cuthbertson, president and CEO of the Economic Development Corporation of Utah (EDCUtah). “We look forward to continuing to partner with Nature’s Bakery as they grow and prosper in Salt Lake City.”

“Salt Lake City is a premier destination for business, and we’re happy to welcome Nature’s Bakery to the community,” Salt Lake City Mayor Erin Mendenhall said. “With over 190 new high-quality jobs, businesses like Nature’s Bakery, which support the needs of our workforce, are an important part of growing the economy for our families. This is a win for Salt Lakers and everyone who loves to live, work and play here.”

Katherine Morrell-Moser, senior business development manager, led the project for EDCUtah. Chris Liddell and Tom Dischmann, both of CBRE, facilitated the property sale.

Nature’s Bakery has been part of the Mars family of companies since 2020. Tru Fru, a maker of chocolate-covered fruit snacks founded in 2017, joined in 2023. At the time, it had about 50 employees in West Valley City.

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.

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