

INSIDE

■ UTAH COUNTY

Data center developer buys land in Eagle Mtn. **page 8**

■ WEBER COUNTY

West Weber will help fulfill 50-year-plus vision. **page 3**

■ STATEWIDE

Cedar City chemical plant sold to Virginia firm. **page 4**

OF NOTE



Choosing the couch over the office

More office space is currently sitting empty in the United States than at any point since 1979, according to Moody's Analytics, which began tracking office leasing vacancies that year. The surplus of office space is mainly due to the massive shift in how employees show up for their jobs following the COVID-19 pandemic, with many trading the office for the comfort of home. The trend is exacerbated by an overabundance of supply that was built in the 1980s and 1990s.

ANOTHER NO. 1 FOR THE STATE

WalletHub: Utah best state to start a business

Being an entrepreneur is hard, as around one in five new businesses fail within the first year. Being in the right state can make the process a lot easier and, once again, Utah is the best state for starting a business, according to a new report by the personal finance website WalletHub.

Utah is followed by Georgia, Florida,

Idaho and Nevada. The report analyzed 25 indicators of business-friendliness across three categories: business environment, access to resources and business costs.

"Utah is the best state for starting a business because businesses have greater access to loans than in any other state and Utah has the largest annual employment growth in the country, at nearly 2.5 per-

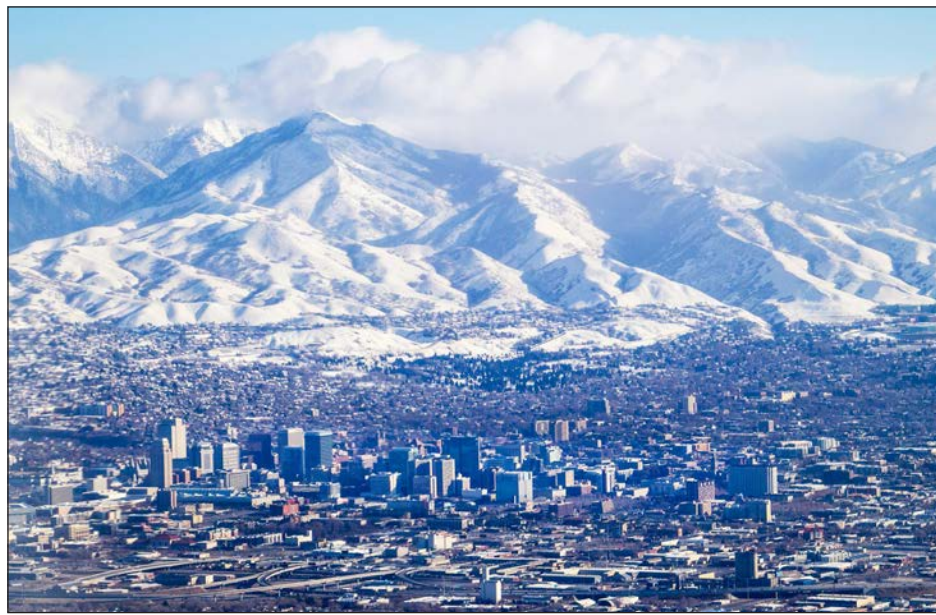
cent," said Cassandra Happe, an analyst at WalletHub. "During a time when money is tight, having ready access to capital and being in a state where business is booming can mean the difference between a start-up thriving and dying during its first few years."

Utah ranked No. 1 overall, second in average growth in number of small businesses, 24th in office space availability, 20th in availability of human capital, 30th in cost of living and 28th in industry variety.

Business owners in Utah also save money on employee benefits, as the average healthcare insurance premium per enrolled employee is one of the lowest in the nation, the report said.

In addition, Utah was recognized as one of the best states on the "Digital States Survey" from the Center for Digital Government, which measures how well states are using technology to improve the efficiency of their businesses. "Tech-savvy Utahns should be able to capitalize on their skillset and access to good technology to help their businesses thrive," Happe said.

The full WalletHub report, along with tips on starting a successful business in Utah, are available at wallethub.com/edu/best-states-to-start-a-business/36934.



The accolades just keep rolling in for Utah's business climate. Personal finance website WalletHub has named the state the best in the nation for starting a business. The ranking is based in 25 metrics important to entrepreneurs launching new business ventures. Photo courtesy Samuel Sweet/Pexels.

Unitech to grow in Beaver, locate in Mineral Mountains Inland Port area

Brice Wallace
Salt Lake Business Journal

An HVAC manufacturer will expand its operations in Beaver, with plans to add 50 jobs over the next six months and become the first company to locate in the Beaver City zone of the new Mineral Mountains Inland Port Project Area.

Unitech Manufacturing, part of Salt Lake City-based Midgley-Huber Inc., will build a 50,000-square-foot building in the South Peaks Industrial Park in Beaver, along the Interstate 15 corridor. It is expected to be in full operation by June.

"It feels good to go in and help a community," said Chris Oberle, president and CEO of Midgley-Huber. "But this is a good thing for us, too. It's a win-win and a perfect fit that we're excited about. It opens short- and long-term options for us, and we truly believe in the growth of this community."

Founded in 1994, Unitech supplies HVAC equipment and air handling systems throughout the Intermountain West, with customers including private, public and nonprofit entities. It has built units ranging from 2,000 to 300,000 cubic feet per minute. Its website indicates it has an in-house powder coat facility and an in-house welding and sheet metal shop.

Founded as Midgley Radiator, Midgley-Huber has been in the heating, air conditioning, ventilation and dust control industry for over 120 years. It has locations in Utah, Idaho, Colorado, Washington and Texas.

The Beaver City zone is one of three zones in the Mineral Mountains Inland Port Project Area established last fall. Mineral Mountain zones include Beaver, consisting of 2,070 acres; Milford, 23,250 acres; and Minersville, 107 acres.

see UNITECH page 14

UTAH JOBLESS RATE STAYS STEADY AT 2.8 PERCENT IN DECEMBER

Utah's unemployment rate steadied in December after several months of small increases. The jobless rate saw no change in December, remaining the same as November's 2.8 percent, leaving about 59,300 residents without jobs, the Utah Department of Workforce Services (DWS) said in its monthly jobs report.

The national unemployment rate also remained unchanged at 3.7 percent, according to the U.S. Bureau of Labor Statistics.

Utah's nonfarm payroll employment for December showed a 12-month increase of 1.7 percent, with the state's economy adding a cumulative 28,900 jobs since December 2022. Utah's current job count stands at 1,734,700.

"Utah ends the year with continued

see EMPLOYMENT page 14

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NEWS

West Weber project area will help fulfill county's vision for '50 years-plus'

Brice Wallace

Salt Lake Business Journal

Approval of part of western Weber County as an inland port project area can help the county realize its vision there for the next half-century, the Utah Inland Port Authority board heard recently.

During a board meeting earlier this month, Stephanie Russell, economic development director for Weber County, said the county sees the port "as a resource" for the proposed West Weber project area, totaling about 9,000 acres.

"They are one of our tools that we will be using to create this vision, enact this vision, and this vision is not a temporary, 10-to-five-year vision," Russell told the board. "This is a fifty-year-plus vision."

"We're in we're in desperate need of putting in sustainable infrastructure, particularly as it relates to water and sewer. The port has resources and they have funding mechanisms that will enable us to put in the right type of infrastructure in

the area so that we can make sure that we have environmentally friendly and sustainable growth in that industrial core as well as the residential pieces that will be going into that area as well."

The UIPA board will consider approving the site as an inland port at its next meeting March 26. Board policy calls for proposed port areas to be presented at one meeting and then be up for approval at the following meeting.

The Weber County Commission has adopted a resolution requesting the establishment of the West Weber project area, which would be the state's ninth port area, because of the potential for new jobs, a boost to the local economy, access to state and federal resources, and assisting with the development of the West Weber Industrial District and Renewable Energy Hub.

The proposed area is east of Promontory Point, near the eastern shore of the Great Salt Lake and consists of two zones: the Little Mountain zone mostly north of the Union Pacific rail line and 900 South and west of 6700 West; and the

Weber Bend zone north of the UP rail line and generally east of 6150 West straddling 900 South.

UIPA documents indicate that economic development incentives would generally favor advanced manufacturing, aerospace and defense, distribution and logistics, data centers and renewable energy.

Russell said the West Weber corridor has been studied for decades and that much of the proposed project area properties have been zoned for manufacturing,

some of them for five decades. Creation of a port is in line with the county's vision for smart growth, she said.

"Weber County has a vision in this area of creating not just jobs and not just pad-ready sites," she said. "That's an antiquated approach to economic development and it's something that we do not practice here in the county."

Instead, the county envisions ad-

see WEST WEBER page 14

MWCN names Layton Construction leader 2024 Entrepreneur of the Year

Salt Lake City-based business networking organization MountainWest Capital Network (MWCN) has announced it has selected David S. Layton, president and CEO of Layton Construction, as its 2024 Entrepreneur of the Year.

"Each year, MWCN recognizes entrepreneurs who create industry-shaping businesses in Utah, inspire others with their entrepreneurial vision and give back to the community," MWCN said in describing the award.

Since taking the helm of the family's construction business in 2004, Layton has transformed the firm his father founded 70 years ago into a nationally recognized construction leader. With 1,300 employees in 12 offices throughout the United States, Layton Construction has built some of the most prominent spaces in Utah, including Rice-Eccles Stadium, Huntsman Cancer Institute, Eccles Theater, Tuacahn Center for the Arts and numerous projects for the Church of Jesus Christ of Latter-day Saints.

Under Layton's leadership, the company has grown beyond the Intermountain Region and diversified into virtually every sector of commercial construction. It has completed projects in 42 states and perennially ranks among the nation's top five healthcare builders. Since 2004, its annual revenue has increased 10-fold to more than \$3.5 billion in 2022, earning the No. 1 ranking on MWCN's list of top revenue growth companies for the past four years in a row.

"I am grateful to MountainWest Capital Network for this recognition," Layton said. "This award is about the legacy of my father and brother that went before

me as well as many long-time employees. The same core values of honesty, safety, quality and unity my father instilled in the company in the early years continue to guide us today. As a result, we've expanded our business to become one of the largest builders in the nation. And wherever we go, we remember our roots and strive to make Utah proud of Layton Construction."

Layton has also led philanthropic efforts in numerous communities, including support for cancer research and promoting higher education institutions and their athletic programs. As an early partner of "5 for the Fight," the Julie M. and David S. Layton Foundation combined with hundreds of Layton Construction employees to contribute nearly \$1 million since 2018 to fund cancer research.

Layton has served on several community boards, including the Huntsman Cancer Foundation, the University Healthcare Foundation and the University Healthcare Board of Trustees. An avid sports fan, Layton is also a member of the Salt Lake City Committee for the Olympic Games, as well as the Utah Sports Commission board of trustees, where he helps lead the efforts to attract a broad range of sporting events to the state.

"Under David S. Layton's leadership, Layton Construction has grown to become a vital, wide-reaching business that represents the best of Utah industry," said Steve Wilson, chair of the Entrepreneur of the Year event for MWCN. "Layton's extraordinary business acumen, philanthropic spirit and passion for Utah and its communities make him the perfect choice to be our 2024 Entrepreneur of the Year."

The MWCN Entrepreneur of the Year event honoring Layton will be held on Jan. 31 at the Little America Hotel.

Chamber will honor Clark Ivory as 'Giant in our City'

Clark D. Ivory, CEO of Ivory Homes, has been named "Giant in our City" by the Salt Lake Chamber.

Ivory will be honored as the 45th recipient of the honor at a celebration taking place April 25 at the Grand America Hotel in Salt Lake City.

The award recognizes those with exceptional and distinguished service, as well as extraordinary professional achievement, and is widely viewed as the most prestigious business award given in Utah. Established in 1969, it is presented periodically by the chamber's Board of Governors.

"While I am honored to receive this special recognition," Ivory said, "I have to point out that any accomplishments that we may have had are a result of a great number of community partners and Ivory team members working together to contribute to and uplift our broader community."

Ivory Homes has been Utah's top homebuilder since 1988. Ivory was Pro-Builder's National Home Builder of the Year in 2021.

"As a business leader and philanthropist, Clark Ivory has made a lasting mark on our community," said Derek Miller, the chamber's president and CEO. "From excellence in home building, to his leadership and hands-on service finding solutions to some of our biggest challenges, Clark is always finding ways to help our community prosper. We are thrilled to recognize Clark with this award and cannot wait to see what he will do next."

Ivory's background includes growing up in Millcreek and being a student with a passion for tennis, football and selling innovative new products, with his savvy for selling starting at the age of 14. He traveled door to door to sell Paper Mate erasable pens and Nike athletic shoes to various teams with their team logos stenciled on the back.

After a year of college, he served a mission for the Church of Jesus Christ of Latter-day Saints to Rome, Italy. While studying Italian in the Mission Training Center, he met Christine Cahoon, who served in Milan, Italy. They married a year after his mission.

Ivory graduated from the University of Utah in 1988 and received an MBA from Harvard Business School in 1992.

Ivory purchased Ivory Homes in 2000 and built upon his father's leadership legacy. The company has built more than 25,000 single-family homes and 3,000 apartment homes throughout Utah.

For nearly 20 years, the company focused on building semi-custom homes for move-up buyers in Utah but it shifted its focus to building housing at every price point. As of Jan. 1, Ivory Homes had 1,917 homes under construction — 667 traditional Ivory homes and 1,250 apartment homes, student housing or affordable townhomes for its nonprofit.

Ivory also served as a director of the Salt Lake City branch of the Federal Reserve Bank of San Francisco from 2006 to 2011, including three years as chair. He also served on the University of Utah's Board of Trustees from 2007 to 2014, serving five years as chair. In 2005, he chaired the Salt Lake Chamber Board of Governors and more recently co-chairs Utah Community Builders, the chamber's nonprofit entity that focuses on employee mental health and family-friendly workplaces.

Ivory also helped found the Utah Impact Partnership, advancing impact solutions for homelessness, and helped start the Utah Housing Preservation Fund. In 2018, Ivory and his daughter Abby launched the nonprofit Ivory Innovations, which showcases the most promising innovators in housing affordability.

Clark and Christine Ivory also have been involved in philanthropy, gifting more than 4,100 scholarships to students at Utah universities and colleges. They recently opened Ivory University House, providing housing for 624 students adjacent to the University of Utah. All proceeds from the project accrue to student scholarships, internships and housing stipends.

Clark, Christine and son Ellis Ivory lived in Bucharest from 2014 to 2017, where they served as mission leaders of the Romania-Moldova Mission. The experience heightened their awareness of human suffering and increased their commitment to helping those in need.

The Ivories are the parents of four daughters and one son. They have four grandchildren.



David Layton



Clark Ivory

NEWS

Cedar City's American Pacific sold to NewMarket Corp. for \$700 million

Cedar City's American Pacific Corp., a producer of highly specialized chemicals through proprietary processes for use in missile defense, space launch, pharmaceutical and fire suppression applications, has been sold to NewMarket Corp. of Richmond, Virginia. AE Industrial Partners LP (AEI), a private equity firm specializing in aerospace, national security and industrial services, was the previous owner and sold American Pacific through its affiliate company, AMPAC Intermediate Holdings LLC. The sale price was re-

ported as \$700 million.

Founded in 1955, American Pacific produces performance additives utilized in solid rocket motors for use in space launch and military defense. American Pacific is qualified to work on several NASA and Department of Defense programs, serving these organizations for over 60 years. American Pacific also manufactures Halotron BrX, a clean and environmentally friendly fire extinguishing agent that replaces existing legacy high ozone-depleting fire extinguishing solutions.

"AEI has been a first-rate investment partner to our business over the past three years, providing pivotal guidance, industry knowledge and resources that have helped us continue our growth trajectory and evolve our offerings," said Hal Muddock, CEO of American Pacific. "As we open our next chapter, we are excited about what we have been able to achieve together."

"Since investing in American Pacific in 2020, we have worked with the management team to support their growth strategy and their mission to deliver critical solutions that empower U.S. national security and space exploration," said Kirk Konert, managing partner at AEI. "It has been gratifying to help the company strengthen its leadership position and sup-

port of customers while delivering a positive outcome for our investors. We wish the American Pacific team continued success as they move forward to their next stage."

Thomas E. Gottwald, NewMarket's chairman and CEO, said, "We are very excited about closing the acquisition of AMPAC and would like to welcome the entire AMPAC team into the NewMarket family. AMPAC's existing management team is highly qualified, and this was an important factor in our decision to acquire the business. We look forward to working with them and growing together."

The acquisition closed on Jan. 16. AMPAC will be managed as a separate business segment and not a part of NewMarket's petroleum additives segment.

47G & YouScience partner to launch workforce development program

Utah's 47G, a coalition of the state's aerospace, defense and cybersecurity companies, has partnered with American Fork-based education technology company YouScience to launch a workforce development program aimed to connect emerging local talent with member organizations in the 47G network. The program will use YouScience's Employer Spotlight platform to build early talent pipelines and boost economic growth in these industries.

"There are a number of national talent shortages and companies of all sizes reporting difficulty finding skilled workers," an organization press release said. "To address this, 47G is leading the charge to create smarter talent pipelines and more efficient recruiting processes for its member organizations in the aerospace, defense and cybersecurity industries."

Through our partnership with YouScience, we have created an effective, long-term solution that helps to address the workforce shortages in Utah's aerospace, defense and cyber industries," said Aaron Starks, president and CEO of 47G. "Employer Spotlight helps us achieve our mission to foster talent by connecting our members with job-seekers who have the relevant aptitudes and interests best suited for these highly sought-after careers."

Through Employer Spotlight, mem-

ber organizations can present their company information and career opportunities — including work-based learning programs, internships, apprenticeships and entry-level job openings — to students with the aptitudes the organization is looking to hire. In coordination with this effort, all local Utah schools have access to YouScience Aptitude & Career Discovery, where students can take a scientifically backed aptitude assessment to discover their natural talents, interests and get best-fit career opportunities.

The pilot program is available to more than 100 member organizations and 20 academic institutions in the 47G network.

"To fix the talent pipeline problem, businesses need to approach it differently; they need to connect with emerging talent sooner, foster these relationships and build ecosystems where talent comes to them," said Edson Barton, YouScience co-founder and CEO. "The industries that do that will win and the ones who don't will be left behind. At the same time, we're not just empowering businesses — we're making sure every student has the opportunity for a successful future. This bolsters both opportunities for our students and ensures local businesses have individuals with the skills we need in our communities for years to come."

States Newsroom launches in Utah

States Newsroom, a nationwide state-focused nonprofit news organization, has launched Utah News Dispatch to provide free, non-partisan coverage of state issues.

The launch of the Utah service means States Newsroom is now just two states away from reaching its goal of having a presence in every state in the nation. With 39 state outlets and nine content partners currently under its umbrella, States Newsroom was launched to fill the void left by the decline of local news outlets nationwide.

The Dispatch's newsroom will be spearheaded by McKenzie Romero, who started her career in Utah journalism when she was 15 years old writing for the *Ogden Standard-Examiner's* teen section. After studying journalism and Spanish at Southern Utah University, she went on to more than a decade as a reporter and editor at the *Deseret News* in Salt Lake City where she covered courts, crime and community. A longtime member of the Society of Professional Journalists, she is a board member for the Utah Headliners Chapter that represents journalists in Utah, Wyoming, Colorado and New Mexico.

Additional members of the newsroom include Katie McKellar as a senior reporter. Based in Salt Lake City, McKellar has worked in journalism for 10 years, specializing in government and policy reporting. She formerly led state and local political coverage for the *Deseret News*.

Kyle Dunphy will work for the Dispatch as a reporter covering politics, public safety, and the environment. A native of Vermont, he also worked for the *Deseret News*, where he won the Utah Society of Professional Journalists' award for Best Newspaper Reporter in 2023. Another reporter, Alixel Cabrera, will cover the status of diverse Utah communities, growth, infrastructure and education. She was previously covered west-side communities for *The Salt Lake Tribune*.

"We are thrilled to keep the ball rolling in 2024 with the launch of the Dispatch," said Chris Fitzsimon, director and publisher of States Newsroom. "Utahns deserve free and factual reporting on the decision-making within their state government. McKenzie and her team of skilled journalists are ready to provide reliable, daily coverage of the issues and policies shaping life in the Beehive State."

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Utah Farm Bureau lists 'Issues to Watch For' during 2024 legislative session

The Utah Farm Bureau, the state's general farm and ranch organization with more than 35,000 member families, has released its list of "Issues to Watch For in 2024" as the 2024 Utah general legislative session unrolls in Salt Lake City.

"Though not exhaustive in scope," the list is based on the Farm Bureau's policy book, adopted at its convention in November and national priorities released at the beginning of the national convention, held recently in Salt Lake City. The policy book will guide the general farm and ranch organization's public policy actions throughout the upcoming year, including during the current legislative session.

"It is important to note the policies advocated and defended by the Utah Farm Bureau come from the grassroots level, from actual farmers and ranchers on the ground and in the trenches — not simply from the ideas of one leader or board," said ValJay Rigby, a grain and alfalfa farmer and cattle rancher from Cache County and newly elected president of the Utah Farm Bureau Federation. "These policies are developed through debate and deliberation in response to issues felt on the farms of the smallest towns as well as in the families of the largest cities in Utah."

The bureau lists the following as Utah State issues:

- Water issues. It's no surprise that water issues continue to take center stage at this year's Legislature, as they remain of supreme concern for the Utah Farm

Bureau and many Utahns. The bureau will be focused on myriad bills, including continued funding of the Agricultural Water Optimization grants and support for Gov. Cox's request for \$400,000 in ongoing funding for research related to water efficiencies. Additional efforts will focus on the Great Salt Lake and codifying definitions of "saved water."

- Industry safeguards. The farm bureau will focus on several legislative efforts aimed at safeguarding threats to the industry. Chief among them will be supporting the funding of the LeRay McAllister Working Farm and Ranch Fund. The fund is a primary mechanism used to fund agricultural land preservation. Another funding request supported by the bureau is for \$1 million to provide grants to small meat, poultry, and fruit and vegetable processors to make immediate impacts to processing capacity to improve local food security. The bureau is also supporting a \$1 million funding request to support

the Division of Water Quality's Agricultural Voluntary Incentive Program, which helps farmers and ranchers develop management plans that help maximize crop yields while staying in compliance with state water quality regulations.

- Liability protections for farms and ranches engaging in agritourism. As farms and ranches are becoming increasingly popular places for Utahns and others to visit, operators face liabilities from areas that are often in rural, unimproved areas that can present potential sources of injury. Legislation could enhance protections for farmers and ranchers who invite the public onto their land for agritourism activities.

Among the national issues supported by the Utah Farm Bureau is the passage by Congress of a new farm bill. "This legislation is a critical tool to ensure our nation's food and farm security and to meet new challenges, continue innovating and advance sustainability goals," the bureau

said.

The bureau also seeks help in securing labor including revision of the H-2A visa program, which the agriculture community says doesn't provide enough workers to meet the demand of many farms. The farm bureau has long called for a bipartisan, workable solution for labor reform and said it must be a top priority for lawmakers in 2024 to create meaningful labor reform.

The bureau said that many of the trade issues it faced in 2023 will continue into 2024. The U.S. Trade Representative's case against Mexico to reverse its ban on biotech corn remains open under the provisions of the U.S.-Mexico-Canada Agreement (USMCA). "This ban puts food security in Mexico in jeopardy and unfairly disadvantages America's farmers, who are committed to growing safe and affordable food for families here in the U.S. and around the world," the bureau said.

Myriad Genetics to buy St. George lab, test assets from Precision Genomics

Myriad Genetics, a Salt Lake City-based provider of genetic testing and precision medicine, has agreed to acquire select assets from Intermountain Precision Genomics' (IPG) laboratory business, including the Precise Tumor Test, the Precise Liquid Test and IPG's CLIA-certified laboratory in St. George where the Precise Tumor Test is currently performed.

The acquisition is expected to close on Feb. 1, subject to customary closing conditions. Financial details were not disclosed.

By bringing the Precise Tumor and Precise Liquid tests in-house, Myriad will open up new opportunities for innovation, growth, and continued development of its oncology portfolio, the company said.

"With this acquisition, we're deepening our commitment to our oncology business while also generating a more effective way to scale and grow our tumor profiling and liquid biopsy tests, including operational efficiencies, reimbursement benefits and new clinical development opportunities," said Paul J. Diaz, president and CEO of Myriad Genetics. "We'd like to thank our longstanding partners at Intermountain Healthcare for the important progress they've made in advancing precision oncology care. We look forward to continuing to build on this foundation to provide comprehensive genomic profiling options to the Intermountain Health System and its patients and providers that can help guide clinical care and improve patient outcomes."

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Work Daze

Is it too early to stop being late?

Sorry if I kept you waiting.

I know how important it is to have a new “Work Daze” for you, right on schedule, but I had a serious finger-fatigue emergency from playing Asura’s Wrath. Then I started thinking about how quickly Travis would recover if Taylor dumped him for me, which I sincerely hope doesn’t happen, because, while I like Taylor, I am not ready to commit and just lost track of the time.

Before I knew it, I was three weeks late.

We all know people who are late pretty much all the time. Maybe you, yourself, have struggled with getting places on time, especially when they’re

places you don’t want to go, such as to work.

And being consistently late to work can be damaging to your career. It suggests to your boss that you don’t care about your job, which you actually could lose. When it comes to jettisoning employees for being consistently late, managers rarely dawdle. You’ll be in HR and out the door before you know it.



BOB GOLDMAN

All of which brings us to “Late for everything? Here are seven tips to help you break the habit,” an Angela Haupt article in *The Washington Post*.

According to Haupt, there are many reasons for chronic tardiness, “includ-

ing specific personality traits and a lack of time-management skills.” These traits include the “perfectionist,” who puts off leaving for work until every hair is in place. Or the “crisis maker,” who “needs an adrenaline rush to get going.” Or the “dreamer,” who “doesn’t pay enough attention to detail.”

Or my personal favorite, and yours, too, I’m sure: “the defier,” who “rebels against expectations.” (“You’re not supposed to show up at work in your PJ’s? Hey, I’m not a robot.”)

Whatever the cause of your persistent tardiness, here are the seven tips from Haupt, to which I will add two or three well-chosen words, if I’m not too late.

No. 1: Figure out exactly how long it

will take to get somewhere, then build in extra time.

You live five miles from the office as the crow flies, but the crow doesn’t lose its keys and have to spend time trying to find them (they’re in the freezer, under that carton of Chunky Monkey; don’t ask me why). Crows also don’t stop for doughnuts or have to turn around halfway to work because they’re not sure they turned off the stove.

No. 2: Surround yourself with clocks.

“Display clocks everywhere you spend time,” says time-management coach Rashelle Isip. You’ll need at least two in your bedroom, three in your bathroom and five lined up on your couch. “Don’t discount a good, old-fashioned wristwatch,” she adds. I agree. A yellow-gold Rolex Yachtmaster can be picked up for only \$48,950 dollars, not including tax, or the cost of the therapy you’ll need when your partner learns you maxed-out your credit cards to buy it.

No. 3: Set lots of alarms.

I can help — “Yikes! I’m really late!” is a classic, as is “Hey! Was I really supposed to finish this report two weeks ago?” Need to be more alarmed? Check the balance of your 401(k).

No. 4: Create artificial deadlines.

The big meeting in the big office where you’ll make your big presentation is in two days. Tell yourself you have to leave today. “You’re fooling yourself,” says clinical psychologist Linda Sapadin, “but we do lots of things to fool ourselves.”

Like thinking anybody gives a hoot about your big presentation.

No. 5: Don’t start an enjoyable — or important — activity before a pressing event.

Like reading this column! Uh-oh! Too late.

No. 6: Plan what to do if you’re early.

Use the extra time to meet someone new, get to know them, move in together and get married. After your meeting, you can have a conscious uncoupling. Then you’ll be prepared to meet someone new at your next meeting.

No. 7: Envision how you’ll feel if you’re late.

“Transporting yourself to that moment and imagining the consequences of being late in visceral detail, can be very motivating,” writes Haupt. I agree. Envision how your co-workers will judge you when you stroll in late, once again, to an important meeting. Visualize how your manager will react when you’re late, once again, in finishing a project for which you’ve already missed two deadlines.

Imagine how much everyone at your job will admire you as you load up your boxes and security walks you out the door. It’s a lesson that could cure your tardiness forever, but probably won’t.

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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What We Do:



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



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



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



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

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INNOVATE UTAH



NarcX Solutions Inc., a Vineyard-based developer of on-site drug disposal, has announced a major milestone in the fight against illicit fentanyl. The new product, **NarcX+**, has successfully completed independent validation by a third-party criminal laboratory testing its effectiveness against fentanyl tablets and powders.

The environmentally safe solution, has been analytically tested using liquid chromatography technology. The tests showed that at five minutes, illicit fentanyl tablets are completely destroyed and non-retrievable. The illicit fentanyl powder was rendered non-retrievable after three hours, meeting all DEA standards.

Fentanyl is a synthetic opioid typically used to treat patients with chronic severe pain or severe pain following surgery. Illicit fentanyl tablets, primarily manufactured in foreign clandestine labs and smuggled into the United States through Mexico, often contain lethal amounts of the drug and are responsible for a growing number of deaths in the illegal drug culture.

NarcX's technology has previously been shown to be effective on other illicit drugs like cocaine, heroin, methamphetamines, THC and CBD, as well as commonly abused medicines like oxycodone, amphetamines and others.

"NarcX Solutions was founded on a mission to combat the diversion and stockpiling of harmful illicit drugs and medication. The company is committed to saving lives and preventing the devastating consequences of diversion and stockpiling," the company said in a statement.

Squire Technology LLC, a provider of software products and related services for the accounting industry and a subsidiary of Salt Lake City-based accounting firm Squire & Company PC, has launched a **Cloud Financial Management** offering. Developed in collaboration with Wasatch Air LLC, a Utah provider of cloud financial operations services to accounting and business advisory firms, the product is designed to help clients optimize their overall cloud spend and enhance cloud reporting and governance by delivering advanced insights into cloud spending and implementing cost-saving measures for clients. "Our move to launch this



Cloud FinOps offering underscores our commitment to elevating client support, expanding technological and advisory capabilities, and charting new paths for growth," said **Reuben Cook**, Squire practice area leader. "Addressing the significant challenge of cloud expenditure head-on, we are dedicated to enhancing the value of our clients' cloud investments."

Owlet Inc., a developer and marketer of smart infant monitoring products, has introduced **Dream Sock** and **BabySat**, two medical devices that deliver real-time health insights with medical-grade accuracy for at-home infant care. Dream Sock is a medical pulse oximeter for infants without the need for a prescription that gives infant health readings, including pulse rate and oxygen saturation level for babies from newborn to 18 months and six to 30 pounds. BabySat provides hospital-grade readouts of the same data but is distinct from the Dream Sock in that it is available through prescription only and allows a healthcare provider to set and adjust alarms for oxygen saturation and pulse rate. "We are on a mission to help parents monitor what matters most and are proud to now offer two FDA-cleared, at-home infant monitors," said **Kurt Workman**, Owlet CEO and co-founder.



Pretty Links, a link management WordPress plug-in marketer in Cedar City, has released **PrettyPay**, a built-in payment-link function developed in collaboration with the Stripe payments platform. The feature allows users to create trackable, branded checkout links they can paste in any unrestricted place online. "PrettyPay turns the entire Internet into your personal storefront; that's what a game-changer this feature is. It's been a long time coming, but it's here, and the team couldn't be more excited to see what kind of revenue this will bring to our users," said **Blair Williams**, CEO of Pretty Links' parent company, Caseproof. PrettyPay functions similarly to "buy now" buttons and can be placed across online platforms. When users click the link, they are directed to a checkout page. If the user completes a purchase, the funds go immediately into the link creator's Stripe account.



Relic Agency, a Provo-based destination marketing agency, has launched a custom AI bot designed specifically for destination marketing solutions. The bot, named **Destination Marketing Agent**, is designed to improve the way destinations promote themselves to potential travelers by streamlining and enhancing destination marketing efforts. The bot is stocked with the knowledge of hundreds of episodes from destination podcasts, allowing it to give in-depth answers to industry questions. The goal is to provide succinct and actionable answers to a variety of industry questions. "I've done a lot of work over the last several years to create educational resources for destination marketers. I am thrilled that artificial intelligence is allowing us to take these hours and make it easily accessible by anybody looking to learn more about destination marketing or the industry," said **Adam Stoker**, Relic CEO and Destination Marketing podcast host.



As states continue to propose legislation banning lead ammunition at indoor shooting ranges and training facilities, **SIM-X Tactical Solutions** of Ogden, an ammunition technology company, introduced its new **Rangecore ammunition** at the recent Shot Show 2024 in Las Vegas. The product offers a lead-free alternative using SIM-X's patented projectile/bullet technology. It features a synthetic core inside an alloy jacket. "Rangecore is its own category of projectile technology, offering the most viable option for those looking to shoot lead-free ammunition," said **William Reilly**, founder and CEO of SIM-X. "We believe it represents the most disruptive advancement in ammunition technology to date, and we're proud SIM-X is the one to offer it to the industry." Unlike frangible ammunition that is designed to disintegrate, Rangecore ammunition is easy to manufacture at high volumes and scalable to meet the needs of the market, Reilly said.



Lehi-based **Solutionreach**, a patient engagement and communication platform, has announced the launch of its advanced dental insurance management capabilities, including **Insurance Verification**. This addition to the Solutionreach platform gives dental practices that use the platform the ability to automate a manual insurance-related process with efficiency and accuracy, resulting in faster collections and an enhanced patient experience. "We recognize the current challenges that dental practices face in managing insurance information, and we are thrilled to introduce our dental Insurance Verification product as a solution to simplify these processes," said **Ken Ernsting**, CEO of Solutionreach. "By incorporating an automated verification process, we aim to empower dental teams to focus on what matters most — delivering exceptional patient care." With the dental insurance management features, Solutionreach provides practices with a comprehensive solution to optimize their revenue cycle and improve operational efficiency at every step.



Weave, a Lehi-based experience platform for small and medium-sized healthcare practices, has announced the addition of AI-driven **Voicemail Transcriptions** to its platform. Now available to Weave's 27,000-plus users, Voicemail Transcription automatically transcribes voicemails from patients, allowing for efficient, visible and private reading experiences. With the update, users will now see the voicemail transcription when they click on the voicemail tab on desktop applications or the mobile app, improving overall user experience by making it faster to consume messages without having to listen to the audio, which can often be difficult in busy settings. "AI has exploded in popularity over the past year, and we're taking steps to ensure Weave is delivering state-of-the-art offerings that empower our customers to enhance patient experiences and deliver top-of-the-line care," said **Branden Neish**, chief product and technology officer at Weave.



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NEWS

Tract acquires 668 acres in Eagle Mountain for future for data center campus

Tract, a Denver-based developer of master-planned data center parks, has acquired more than 668 acres of land in Eagle Mountain. The land sits within the Regional Technology Innovation (RTI)

Overlay, which allows for by-right use for data centers, advanced manufacturing, research and development sites, supported by expedited administrative review processes for site plans and permits. To en-

able speed and certainty for initial development on the site, Tract is working with Rocky Mountain Power to deliver more than 400 megawatts of power to the site via new transmission infrastructure by 2028.

“We identified data centers early on as a way to employ residents, pay for the infrastructure of our growing city and form partnerships to strengthen this close-knit community,” said Tom Westmoreland, mayor of Eagle Mountain. “Beyond the fiscal impact, our new technology neighbors have been great additions to our community, and we look forward to working with partners like Tract to develop new campuses and expand our emergence as a tech hub while maintaining our small-town charm.”

According to JLL’s recent North America Data Center Report, data center demand in Salt Lake City is being boosted by both hyperscalers and wholesale providers, driving net absorption in the first half of 2023 to nearly two thirds of the total market inventory. Wholesale providers Aligned, NOVVA and DataBank have all announced recent expansions. QTS has

announced it will enter the Salt Lake market in Eagle Mountain, joining Meta, who is in the process of building a campus, and Google, who has acquired land there.

“Data centers continue to migrate to campus deployments and the building blocks for land and power are getting bigger to keep pace with the underlying demand,” said Graham Williams, chief investment officer of Tract. “Building on Utah’s data center sales tax exemption and low power rates, Eagle Mountain has distinguished itself through thoughtful planning and having sufficient contiguous land to meet the campus needs of tomorrow. We appreciate the partnership with the city and look forward to accelerating responsible infrastructure for data center development.”

“We appreciate Tract’s leadership in minimizing water impact, as well as their innovative approaches to powering their campuses,” said Scott Cuthbertson, president and CEO of the Economic Development Corporation of Utah. “Resource-conscious data center expansion can help ensure economic prosperity for the state of Utah, today and in the future.”

Existing home sales breaks losing streak

Nationwide existing-home sales grew in November, breaking a streak of five consecutive monthly declines, according to the National Association of Realtors (NAR). Among the four major U.S. regions, sales climbed in the Midwest and South but receded in the Northeast and West. All four regions experienced year-over-year sales decreases.

Total existing home sales — completed transactions that include single-family homes, townhomes, condominiums and co-ops — rose 0.8 percent from October to a seasonally adjusted annual rate of 3.82 million in November. Year-over-year, sales fell 7.3 percent (down from 4.12 million in November 2022).

“The latest weakness in existing home sales still reflects the buyer bidding

process in most of October when mortgage rates were at a two-decade high before the actual closings in November,” said Lawrence Yun, NAR chief economist. “A marked turn can be expected as mortgage rates have plunged in recent weeks.”

Total housing inventory registered at the end of November was 1.13 million units, down 1.7 percent from October but up 0.9 percent from one year ago (1.12 million). Unsold inventory sits at a 3.5-month supply at the current sales pace, down from 3.6 months in October but up from 3.3 months in November 2022.

The median existing-home price for all housing types in November was \$387,600, an increase of 4 percent from November 2022 (\$372,700).



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INDUSTRY BRIEFS

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

ASSOCIATIONS

- **Ryan Smith**, founder and CEO of Recyclops Inc., was recently named to the **National Small Business Association Leadership Council**, a nonpartisan small-business advocacy organization that works to promote the interests of small business to policymakers in Washington, D.C. Recyclops builds landfill diversion programs for communities and brands, diverting approximately 1 million pounds of material away from landfills every month. Founded in 2014, it operates in 30 states. Smith also is owner of the Utah Jazz.

- The **Park City Chamber of Commerce/Convention & Visitors Bureau** has announced its highlights during 2023. It welcomed 136 new members, bringing total membership to 1,000. It achieved four major activations in the innovative Sustainable Tourism Plan, including the creation of the first-ever Lodging Sustainability Toolkit, encouraging and recognizing 20 local event organizers that created sustainable elements for their 2023 events, and being named a "Green Destinations Top 100 Stories" finalist. The chamber/bureau also led innovative programs like the Chamber Sponsored Employee Benefit Program and updated the Seasonal Workforce Resource Guide and the WE RIP program. It also was involved in 11 ribbon-cuttings, seven "Business After Hours" mixers and 10 Business University educational sessions.

- The **Utah Advanced Materials & Manufacturing Initiative**, a public-private partnership, working to elevate Utah's advanced materials and advanced manufacturing across several industries, has announced several financial successes in 2023. They include facilitating \$45 million in cash flowing to Utah small businesses in advanced manufacturing, \$8 million in federal grants, and \$1.7 million in matching funds from state appropriations. It provided 128 small businesses with technical and business development and created 750 jobs. It undertook nine information sessions in rural Utah, with 220 attendees. It introduced defense manufacturing to 8,200 students at 150 schools. More than 1,000 people attended UAMMI ecosystems events. It also aided in establishing the Miller Applied

Research Solutions Center at Weber State University, and advocated to a \$1 billion national private equity fund based in Utah for advanced manufacturing.

BANKING

- **D.L. Evans Bank** has appointed **Raymond Mudrow** as a mortgage loan officer at its South Ogden branch. He will initiate the mortgage process for potential clients, preparing, analyzing and verifying mortgage loan applications for the purchase or refinance of real estate. Mudrow has over 30 years of banking experience, including work in a banking legal department as well as helping his customers with their residential and commercial loan needs. He earned a bachelor's degree in business administration from the University of Phoenix.



Raymond Mudrow

- **Utah First Credit Union**, based in Salt Lake City, has appointed **Nicole Sherman** as chief operating officer. Sherman has over 25 years of leadership experience, including holding roles at the chief, executive and senior vice president levels. She has expertise in retail and digital banking, commercial and business banking, wealth management, corporate marketing and communications.



Nicole Sherman

- **TAB Bank**, based in Ogden, has provided two printing companies in Ohio with a \$5 million credit facility. The facility consists of a \$4 million revolver and a \$1 million term loan. The new facility is extended through a multi-year agreement and will provide for the companies' ongoing working capital needs. The companies provide point-of-purchase and merchandising display solutions, specializing in plumbing fixture displays as well as paint color cards and other products for sales and marketing purposes.

CONTESTS

- The **Kem C. Gardner Policy Institute** is accepting nominations through Feb. 1 for the 2024 **Informed Decision Maker of the Year Award**, which recognizes individuals and entities that work, often behind the scenes and with little fanfare, to help the community prosper. Selection criteria is consistent

with the institute's core values: responsibility to the community, research integrity and relevance, accountability, collaboration and positivity and passion. Details are available by contacting colleen.larson@utah.edu.

- The **Utah Advanced Materials & Manufacturing Initiative** is accepting nominations through Jan. 31 for its **"Women at the Forefront"** and **Men Allies** (advocating for women). UAMMI will honor women leaders actively guiding Utah's advanced manufacturing industry forward, as well as men who advocate for women in advanced manufacturing. Details are available by calling (801) 871-8148.

ECONOMIC INDICATORS

- **Utahns arriving late to work** are costing the state economy nearly \$630 million per year, according to a study by **The Savvy Wrist**. It found that the average Utahn arrives to work 40 minutes late over the course of the week (which is above average), costing their employer \$189 per year. The cost nationally is over \$61 billion a year. Nationally, the average worker loses 35 minutes per week to lateness, costing employers \$166 per worker every year. The most-punctual workers are in Montana and North Dakota, at just 10 minutes late per week. The least-punctual are in Maine, at 70 minutes late each week. Details are at <https://thesavvywrist.com/workplace-tardiness/>.

- **Provo** is No. 2 for the percentage of credit cardholders with at least one **maxed-out card**, according to a study by **Lending Tree**. Only 16.5 percent of residents there have at least one maxed-out card and 5.6 percent have more than one, which is the second-lowest in both categories. The study found that 23.7 percent of credit cardholders in the 100 largest U.S. metros have at least one maxed-out card. The highest percentage is in Bridgeport, Connecticut, at 30.8 percent. Among those with multiple maxed-out cards, Memphis leads, with 14 percent. Among the cities with the largest increase in the percentage of holders with at least one maxed-out credit card are **Salt Lake City** at No. 5, with a 22.5 percent increase, and **Ogden** at No. 8, with a 20.4 percent rise. Raleigh, North Carolina, had the highest increase, at 27 percent. Details are at <https://www.lendingtree.com/credit-cards/study/maxed-out-credit-card-balances/>.

- **Utah** is ranked No. 23 on a list of places with the **most bilingual people**,

compiled by **Test Prep Insight**. It found that more than 1 million Utahns, or 30 percent of the state's population, say they speak more than English, in part because many Utahns serve missions abroad. The top-ranked state is Rhode Island. The bottom-ranked state is Iowa. Details are at <https://testprepsight.com/resources/study-most-and-least-bilingual-states-in-america/>.

- **Sixty-seven percent** of surveyed Utahns **trust their local media**, according to a study by press release distribution service **PRFire.com**. Nationally, the study indicates that 60 percent of respondents have confidence in local media, markedly higher than the 47 percent who trust national outlets. Local media trust is highest in Delaware, at 83 percent. It was lowest, at 50 percent, in Tennessee, Oregon and Idaho. Details are at <https://www.prfire.com/hometown-headlines/>.

- **Springdale** is ranked No. 22 and **St. George** is No. 70 on a list of the **"Most Coveted Towns in America to Escape the Rat Race,"** compiled by **JoyOrganics.com**. It surveyed 3,000 professionals to uncover the 150 most popular destinations for "escaping the rate race." The top-ranked location is **Kailua, Hawaii**. The No. 150 location is Mountain View, Arkansas. Details are at <https://joyorganics.com/pages/rat-race-refuge>.

- The **average Utahn** was predicted to **shed their post-holiday weight gain** on Jan. 28, according to a study by **FeastGood.com**. That is a 28-day average to hit their weight-loss goals. FeastGood.com determined the average weight gain during the holidays, the typical number of calories burned in a workout session, and the regularity of exercise routines among participants. People in New Mexico were expected to lose that weight gain the soonest, on Jan. 21. People in West Virginia are expected to do so on Feb. 18. Details are at <https://feastgood.com/resolution-results/>.

EDUCATION

- **Utah State University** will offer a **bachelor's degree in cybersecurity**. It says it will be the first Utah school to do so. The undergraduate program will be housed in the electrical and computer engineering department. New faculty with cybersecurity experience are being hired. The cybersecurity engineering B.S.

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from previous page

degree path will prepare future leaders who design and create robust safeguards for complex, interconnected systems and will train future engineering professionals to design hardware and software solutions that are resilient to cyber attacks.

FOOD

• **Swig**, a Lehi-based beverage company, has named **Angela Kavanaugh** as director of people and culture. Kavanaugh has more than 12 years of human resources experience, most recently serving as head of people at Narvar. Before that, she was director of people at Entrata. Founded in 2010, Swig has 60 locations in seven states. It plans to add 25 corporate and 40 franchise stores this year.



Angela Kavanaugh

HEALTHCARE

• **MSU Health Care**, an academic health center of Michigan State University, has joined **Nomi Health's** employer-directed network to meet the needs of self-funded employers in Michigan. The collaboration is one of the first of its kind, which brings direct and affordable healthcare options to Michigan employers looking to provide high-quality and affordable care to their employees. Through Nomi Health's network, Michigan employers and their employees gain access to MSU Health Care's list of more than 300 physicians.

HOSPITALITY

• **CoralTree Hospitality**, based in Denver, has been selected to manage **theStelle Lodge**, a new four-season, boutique mountain resort in Park City. It is located in the new SkyRidge Mountain Community, lakeside on the Jordanelle Reservoir and across from Deer Valley Resort. TheStelle is expected to open in late 2026. It will offer approximately 65 residential resort rentals, three dining options, a spa and meeting space, with access to the amenities SkyRidge has to offer, including an equestrian center, golf course, shuttle to Deer Valley Resort, and hiking and mountain biking trails. Formed in 2018, CoralTree is a wholly owned

subsidiary of Los Angeles based Lowe, a real estate investment, management and development firm.

PARTNERSHIPS

• **Solis Mammography**, a Texas-based independent provider of specialized breast health services, has announced a partnership with **MountainStar Healthcare**, a division of HCA Healthcare with eight hospitals in Utah. Solis will manage MountainStar's comprehensive breast imaging services in Orem, Bountiful, Ogden and Salt Lake City, with plans to expand access to additional communities. The first screening and diagnostic breast imaging center location under Solis Mammography management opened Jan. 22 at Timpanogos Regional Hospital in Orem. Solis operates more than 120 centers in 15 markets. It operates both wholly owned centers and multiple joint venture partnerships with large hospital systems and medical and academic institutions.

REAL ESTATE

• **Northmarq**, a resource for real estate investors, has hired **Rawley Nielsen** and **Mark Jensen**, both managing directors, and **Darren Nielsen**, senior vice president, for its Rocky Mountain region investment sales team in its Salt Lake City office. They will be responsible for supporting clients and growing the company's multifamily advisory business throughout Utah, Idaho, Montana and Wyoming. Rawley Nielsen has two decades of experience in private client and institutional investment sales. He joins Northmarq after eight years at Colliers International in Salt Lake City, where he served as president of investment sales. Jensen has 20 years of experience in multifamily investment sales and development in Utah and the surrounding region. Most recently, he served as executive vice president of investments at



Rawley Nielsen



Mark Jensen



Darren Nielsen

Colliers International in Salt Lake City.

• **Sentry Financial** and **Newport National Corp.** have completed the purchase of the **Clift Building**, an office building totalling 106,000 square feet at 10 W. Broadway in downtown Salt Lake City. Newport and Sentry provided the equity capital and **First Utah Bank** provided a \$15 million purchase money loan with a portion allocated to capital/tenant improvements. Built in 1919, the building was most recently renovated in 2022. It has eight tenants and is approximately 77 percent leased. Newport's portfolio totals 5.5 million square feet, as well as residential masterplan properties totaling over 1,500 acres. Salt Lake City-based Sentry is a diversified financial services firm that invests in companies and projects that have high growth potential and which positively impact their communities.

RECOGNITIONS

• **Wilford Clyde**, chairman of Clyde Cos., has been named a recipient of the **2024 Mountain States Legacy Award** for the Intermountain area, presented by **ENR Mountain States**. The award recognizes individuals who have dedicated a lifetime to service in design and construction, contributing their expertise to both the profession and the communities they serve. Clyde recently retired after a 45-year career in the Utah construction industry. His community roles include serving on the AGC of Utah board of directors and the Utah State Board of Regents, as well as serving as mayor of Springville.



Wilford Clyde

• **Zions Bank**, based in Salt Lake City, is listed as a winner in the **Best West Regional Banks**, **Best Premium Checking Accounts** and **Best CD Accounts** categories in rankings by **GOBankingRates**. It analyzed more than 100 of the nation's largest banks to reveal the best regional banks. It considered factors such as monthly fees, mobile app ratings and products offered. Zions has over 100 branches across Utah, Idaho and Wyoming. Details are at <https://www.gobankingrates.com/banking/banks/best-west-banks/>.

• **Scorpion**, a Salt Lake City-based provider of digital marketing solutions for local businesses, has been named a winner

in the **2024 BIG Innovation Awards**, presented by the **Business Intelligence Group**. It won the Internet & Technology category for Scorpion Connect with AI Chat, which was launched in the 2023 fourth quarter. It empowers organizations to activate their own specialized conversational AI chatbot on their websites.

• **Black Desert Resorts**, Ivins, has been recognized in rankings of the best new, residential and resort golf courses in the U.S. by **Golf Digest** and **Golfweek**. Black Desert received runner-up honors in **Golf Digest's** ranking of best new courses. It also was No. 22 on **Golfweek's** ranking of the top 200 residential courses in the U.S. and No. 26 on **Golfweek's** ranking of the top 200 resort courses in the nation. Black Desert opened for play on May 27, 2023.

RETAIL

• **Sportsman's Warehouse Holdings Inc.**, a West Jordan-based outdoor specialty retailer, has named **Craig McNair** as chief retail officer to oversee store operations. McNair will be responsible for the customer experience, in-store programs, training and talent development, and driving growth. McNair most recently served as chief retail officer at Batteries Plus Bulbs for over four years. He also has served in key roles for both Academy Sports+Outdoors and Cabela's Inc., where he was responsible for large regions of stores. He also served in store leadership roles with Sam's Club from 1988-2016, where he spent over 25 years.



Craig McNair

TECHNOLOGY

• **Alta Labs**, a Hurricane-based company focused on networking technology, has named **Chris Buechler** as principal architect. Buechler will be primarily focused on the new router and switching product offerings Alta Labs is developing. His experience in the networking and security industry includes being co-founder and project leader of pfSense. Most recently, he served as principal engineer at Ubiquiti.



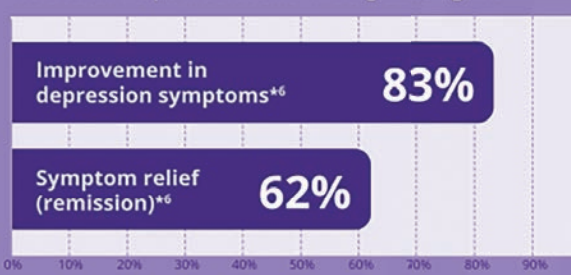
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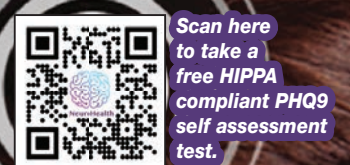
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Outcomes Registry data was published by Sackeim HA, et al. J Affective Disorders, 2020, 277(12):65-74. The outcomes reported represent the subset of study patients for which the CGI-S data was reported before and after an acute course of NeuroStar TMS. Patients were treated under real-world conditions where patients may have been prescribed concomitant depression treatments including medications. "Measurable relief" was defined as a CGI-S score <=3 and "complete remission" was defined as a CGI-S score <=2 at the end of treatment.

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Calendar

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

Jan. 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.

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.

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.

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 is Draper City Hall, 1020 Pioneer Road, Draper. Free. Details are at 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>.

Jan. 31

Entrepreneur of the Year, a MountainWest Capital Network event honoring Davis S. Layton, president and chief

executive officer of Layton Construction, as 2024 recipient. Additional speakers include Gov. Spencer Cox; Kari Plaster, Layton Construction; Alan Rindlisbacher, former director of communications at Layton Construction; and Paul Drecksell, COO, Layton Construction. Location is Little America Hotel, 500 St. Main St., Salt Lake City. Details are at www.mwcn.org.

Feb. 5, 2-3:30 p.m.

WordPress Workshop, 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.

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.

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

Speaker Series, an ACG (Association for Corporate Growth) Utah event. Speakers are James Nadauld, founder and managing partner, Cimarron Healthcare Capital, and Steve Nadauld, CEO, Ascent Behavioral Health. 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.

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.

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 mem-

bers 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 davischamberofcommerce.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.

Feb. 8, 9:30 a.m.

“Chain React with Tanner Accountants and Advisors,” a World Trade Center Utah “Global Gateway” Series event, in partnership with Tanner Accountants and Advisors, and focusing on navigating supply chains in a post-COVID world. Panelists are Jonathan Freedman (moderator), president and CEO, World Trade Center Utah; Joe Brubaker, partner, global services, Kirton McConkie; Derek Drysdale, international tax partner, Tanner; Mike May, chief operating officer, Air & Sea International/Freightlink; and Jeff Steed, chief legal officer/executive vice president, Malouf. Location is Kizik, 1172 700 N., No. 200, Lindon. Free, but registration is required. RSVP deadline is Feb. 2. Details are at <https://www.wtcutah.com/tradeevents/global-gateway-chain-react>.

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.

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.

Feb. 8, 6-8 p.m.

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

Feb. 10, 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.

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.

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.

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.

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

Chamber Luncheon, a Point of the Mountain Chamber of Commerce event. Theme is “Heart of Our Community,” with the event dedicated to showcasing local businesses. Location to be determined. Details are at thepointchamber.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.

Feb. 14, noon-1 p.m.

“Walkable Wednesday: The Highland,” a ULI (Urban Land Institute) Utah Young Leaders Group event featuring a walking tour of The Highland, with 50 luxury multifamily apartment units with a commercial suite on the ground level. Location is The Highland, 3816 S. Highland Drive, Salt Lake City. Free for members, \$20 for nonmembers. Details are at <https://utah.uli.org/events-2>.

CALENDAR

from page 13

Feb. 14, 6-7:30 p.m.

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

Feb. 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.

Feb. 15, 6-8 p.m.

“How to Start a Business 101,” a Small Business Development Center event. Location is Orem/Provo SBDC at Utah Valley University. Details are at <https://clients.utahsbdc.org/events.aspx>.

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](https://eventbrite.com).

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

“Friday Connections,” a multi-chamber networking event. Location is Utah Trucking Association, 4181 W. 2100

UNITECH

from page 1

“This partnership showcases the ideal relationship and how project areas should meet community needs by bringing growth and job opportunities,” said Ben Hart, executive director of the Utah Inland Port Authority. “We’re excited to see Unitech Manufacturing’s expansion benefit Beaver County, and we are excited to continue to work with this amazing community.”

The build-out of the project is seen as a way to enable expansion and growth for Beaver County through the use of collected increment and its reinvestment in county infrastructure.

“The Economic Development Board has been diligently seeking ways to bring responsible growth to our communities,” said Wade Hollingshead, chair of the Beaver County Commission. “With this new announcement, to say that we are excited would be an understatement. The hard work is paying off, and the opportunity for our children to have jobs and work in our communities is why we need responsible growth.”

Hollingshead thanked the county’s strategic development director, Jen Wakefield, and Commissioner Brandon Yardley on initiating the Unitech Manufacturing project, as well as Beaver City and the Utah Inland Port Authority.

“We are really excited to see what the future holds for our county,” Hollingshead said.

S., West Valley City. Cost is \$5 for members, \$10 for nonmembers. Details are at chamberwest.com.

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.

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 davischamberofcommerce.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.

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.

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.

Feb. 21, 5:30-6:30 p.m.

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

Feb. 21, 6-8 p.m.

Marketing Clinic, a Small Business Development Center event that takes

EMPLOYMENT

from page 1

job growth, but at a slowing pace from the high-tempo growth seen in the wake of the COVID-19 pandemic,” said Mark Knold, chief economist at the DWS. “Utah’s extremely low unemployment rates may finally be weighing upon the economy. When labor is in short supply, an economy may not be able to expand at a pace equal to its full potential. We believe Utah’s slowing job growth is based upon a labor restriction and not upon any business weakening or economic malfunctions.”

Utah’s December private-sector employment recorded a year-over-year expansion of 1.5 percent, or a 21,000-job increase. Eight of the 10 major private-sector industry groups posted net year-over-year job gains. The overall job gains were led by education and health services (up 9,800 jobs), leisure and hospitality services (up 7,400 jobs), construction (up 3,400 jobs) and information services (up 2,900 jobs). The two sectors with job losses were trade, transportation and utilities (down 5,500 jobs); and professional and business services (down 1,200 jobs).

Additional employment data tables and analysis, including county unemployment rates, can be accessed at <https://jobs.utah.gov/wi/update/index.html>.

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

Feb. 22, 8 a.m.-1 p.m.

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. Location is Zions Bancorporation Technology Center, 7860 Bingham Junction Blvd., Midvale. Cost is \$65. Details are at 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.

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, 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>.

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.

Feb. 28, 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. 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.

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>.

see CALENDAR next page

WEST WEBER

from page 3

vanced manufacturing in an industrial district and renewable energy hub.

“We’re very, very interested in being one of the leaders in sustainability in the state as well as the region,” she said. “We have been working very closely with our partners in renewable energy and our partners on the state level and on the federal level, to create opportunities to bring in very unique types of businesses.”

The county is “not desperate” but instead is “determined,” she added.

“We’re determined to create an environment out there that is work-friendly, that has public amenities, that has affordable housing and that has an opportunity to make a significant impact on the carbon footprint,” she said.

Chris Roybal, executive director of the Northern Utah Economic Alliance, a partnership of Davis and Weber counties, said the alliance has been working on the West Weber area for the past three-plus years.

“We’re excited to see the opportunity to have the port join up with our team [and] leverage our resources,” Roybal said. “Everybody knows that economic development is a team sport, so we need all of leverage and expertise that we can get to make this happen.”

Existing rail is underused in the West Weber area, he said. “We’re still entertaining a high level of advanced manufacturers and other industrial users that would come to that site,” he said.

Currently, Northern Utah companies “don’t have a lot of places to go to either expand their business or grow in our area. And, as you all know, companies need real estate, they need people, so this site is unique in Northern Utah. We have a basically a blank canvas to really do it the right way....” Roybal said.

“We’re excited to see the port join our team, Weber County and the rest of the re-

sources in Northern Utah, to make this an economically viable area in the state,” he said.

The proposed project area is along the Great Salt Lake and has waterfowl management areas at its north and south ends. Joel Ferry, executive director of the Utah Division of Natural Resources, told the UIPA board that the stakeholders can work together to meet their goals.

“I think done properly, we can see positive outcomes,” Ferry said. “We can see each other working hand-in-hand, arm-and-arm, to come up with a proper long-term plan that is as minimally invasive on the Great Salt Lake.”

Such a plan would be “as minimally invasive and impactful to the Great Salt Lake, but also allowing this development to go forward,” he said. “I think there is a sweet spot.”

Long-term planning is preferred over “having just a hodgepodge of development occur in some of these areas,” he added. A balance can produce an environment that is sustainable and beneficial to the natural resources but also to the business needs that exist in the state, he said.

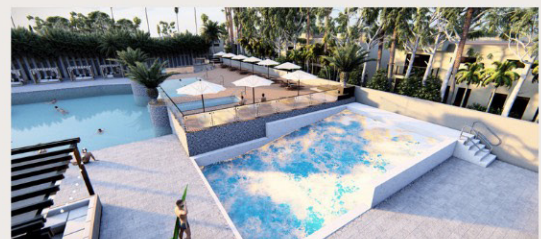
“There is a balance that can be struck, and we look at ourselves as partners in that and helping achieve those goals,” Ferry said.

If approved, the West Weber would join eight other project areas in the state: an area in Salt Lake County, including in the Northwest Quadrant of Salt Lake City and parts of West Valley City and Magna; the Iron Springs Inland Port near Cedar City; the Verk Industrial Park project area in Spanish Fork; the Golden Spike project area in Garland, Tremonton, Brigham City and other parts of Box Elder County; the Central Utah Agri-Park in three parts of Juab County; the Mineral Mountains project area, consisting of four zones in Beaver County in parts of Beaver City, Beaver County and Milford City; the Tooele Valley area; and the Twenty Wells area in Grantsville in Tooele County.

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CALENDAR

from previous page

March 4, 2-3:30 p.m.

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

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.

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.

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.

March 13, 6-7:30 p.m.

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

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 Sheraton Hotel, 150 W. 500 S., 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/.

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/>.

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.

March 14, 6-8 p.m.

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

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.

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 davis-chamberofcommerce.com.



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