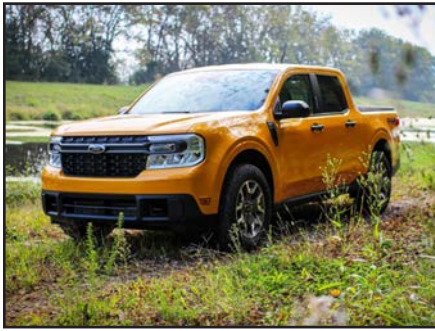


## OF NOTE



### More demand than supply

Ford Motor Co. has stop accepting orders for its new 2022 Maverick compact pickup truck until at least summer, the automaker announced last week. Buyers desperate for affordable trucks flooded dealers with orders to the point that Ford feels it can no longer deliver the vehicle — which has a starting price point around \$20,000 — in a timely manner and not dissappoint buyers.

**Innovate Utah**  
page 7

**Industry News Briefs**  
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**Business Calendar**  
page 15



Gov. Spencer Cox delivers the annual State of the State address at the Utah State Capitol. The governor is pushing for the removal of government regulations that boost the cost of housing, investments in infrastructure, and passage of initiatives produced by the United Economic Opportunity Commission.

## In State of the State, Cox touts 'strongest fiscal condition ever'

**Brice Wallace**  
*The Enterprise*

In a State of the State address sprinkled with economic elements, Gov. Spencer Cox pushed for adding a grocery tax credit for Utah families, prioritizing Utah's quality of life, removing government regulations that increase housing prices, investing in infrastructure, overhauling state and local economic incentives, and developing sustainable energy.

Starting his second year in office, Cox said that decisions made during the COVID-19 pandemic and residents' "incredible resilience" have led to Utah being in

its "strongest fiscal condition ever with the largest rainy day fund, lowest unemployment and largest budget surplus in our state's history."

Cox urged passage of bills offered by four legislators to remove government regulations that he said needlessly increase housing prices in Utah.

"We can increase supply without decreasing quality of life," the governor said. "This one will not be easy. But we cannot let our state become California."

"For the first time ever, people on the Wasatch Front are experiencing something

**see COX ADDRESS page 19**

## Are we better than fully employed?

Most economists say an unemployment rate of 3 percent or lower means effective full employment. The Federal Reserve considers a base unemployment rate of 5 percent to 5.2 percent as full employment.

So, what would a 1.9 percent jobless rate indicate? That's Utah current unemployment rate, according to figures released last week by the Department of Workforce

Services (DWS). The figure means that approximately 31,800 Utahns are out of work, most of whom are not actively seeking employment, officials say.

"As Utah's economy progressed through 2021, the most striking theme was dwindling labor availability," said

**see EMPLOYMENT page 18**

## COVID-19 Updates

### Cancellations and postponements

The following are events that have been included in The Enterprise Calendar listings and subsequently have been postponed or canceled, or have been removed from the organizers' website calendars. This is not a complete list of postponements or cancellations. Check with organizers to determine if their events will take place.

#### CANCELLATIONS

**Feb. 2, 8 a.m.-noon**

**DISC Training**, a Salt Lake Community College Employee Development Workshop at SLCC's Westpointe Campus in Salt Lake City.

**Feb. 2, 11:30 a.m.-1 p.m.**

**Business Alliance Luncheon** at Boondocks Fun Center in Kaysville.

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

**"Industry Forum: Nonprofits,"** a Park City Chamber/Bureau event for nonprofit partners at the Blair Education Center at Intermountain Park City Hospital.

**Feb. 15, 5-7 p.m.**

**Business After Hours Mixer**, a Park City Chamber/Bureau event (location had not been announced).

**Feb. 16, 11:30 a.m.-1 p.m.**

**Business Alliance Luncheon** at Boondocks Fun Center in Kaysville.

**March 1, 10-11 a.m.**

**"Financial Statements,"** part of the nine-week "First Step to Next Step" program presented by the Women's Business Center of Utah.

**March 2, 11:30 a.m.-1 p.m.**

**Business Alliance Luncheon** at Boondocks Fun Center in Kaysville.

**March 9, 8 a.m.-5 p.m.**

**"Lean Office with Simulation,"** a Salt Lake Community College Employee Development Workshop at SLCC's Westpointe Campus in Salt Lake City.

**see UPDATES page 18**



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## COVID-19 AND UTAH - NEWS AFFECTING YOUR BUSINESS & YOUR EMPLOYEES

### Legislature overturns mask mandates in Salt Lake and Summit counties

The Utah House has followed a similar action in the Utah Senate and voted to overturn masking mandates issued in Salt Lake and Summit counties. The 45-29 vote on a joint resolution introduced in the Senate came largely along party lines and mirrored a Senate vote of 22-5.

Although the original mask mandate issued by Dr. Angela Dunn, head of the Salt Lake County Health Department, and endorsed by County Mayor Jenny Wilson was set to expire early in February and the Summit County order later in the month, the legislative action was seen to signal an intolerance for such orders by the Republican-controlled lawmaking bodies.

The House vote came several days after the Senate acted while lawmakers huddled with Gov. Spencer Cox to find a resolution — perhaps a mandate withdrawal by the two counties. When that didn't happen, Senate leaders called for a vote.

The vote in the Senate was held under suspension of rules that typically require a public hearing. Because it was joint resolution, it did not need the governor's signature and went into effect immediately after the Jan. 20 vote. The governor also did not have the power to veto it.

The Utah Legislature's ability to overturn the local health orders stems from a law approved by the Utah Legislature last year that restricts executive and local powers to issue public health orders amid the COVID-19 pandemic.

Both Dunn and Wilson expressed disappointment in the Legislature's action and encouraged county residents to continue to wear good-quality masks.

### FEMA provides \$4.18 million to Utah agencies to mitigate pandemic costs

The Federal Emergency Management Agency (FEMA) has approved more than \$4.18 million in additional public assistance funding to two Utah agencies for the COVID-19 response in Utah.

FEMA awarded the \$2.5 million in funding to Salt Lake County to reimburse the county for the cost of providing non-congregate sheltering to high-risk individuals who were under quarantine orders or were required to isolate and unable to return to their homes. This included first responders and healthcare workers who were required to quarantine safely without exposing their families.

The agency also gave \$1.68 million to University of Utah Hospitals and Clinics for the purchase of personal protective equipment, including face shields, medical gowns, N95 masks, respirators, gloves and other medical supplies.

The assistance was made available under a major disaster declaration issued April 4, 2020. FEMA has provided more than \$166.2 million in public assistance funding for the Utah COVID-19 response to date.

### Small businesses on brink: Survey data show omicron hurts Main Street

A staggering 97 percent of those who are hiring say difficulty in hiring is impacting their bottom line, according to a recent by Goldman Sachs 10,000 Small Businesses Voices survey. Seventy-nine percent of survey respondents are concerned about the ongoing pandemic and the omicron variant, with 71 percent reporting that the rise in COVID-19 cases brought on by the omicron variant has adversely impacted their revenue. Thirty-seven percent said their business had been forced to temporarily close or scale back operations due to the recent rise in COVID-19 cases.

Labor shortages were cited as the most significant challenge facing small-business owners, with 87 percent of those hiring finding it difficult to recruit qualified candidates for open positions.

"Approaching the second anniversary of the onset of the pandemic, it is abundantly clear that small-business

owners across the country are facing more challenges than ever and simply cannot catch a break," said Jessica Johnson-Cope, chair of Goldman Sachs 10,000 Small Businesses Voices National Leadership Council and president of Johnson Security Bureau in New York City. "The relentless pressures to pivot brought by this never-ending pandemic, coupled with the difficult labor market, inflation and supply chain constraints, are all pushing small businesses to the brink."

There is overwhelming support (82 percent) for the federal government to provide additional emergency financial assistance for small businesses. Eighty-six percent of small business owners support Congress reauthorizing the COVID-Economic Injury Disaster Loan (EIDL) program. The COVID EIDL program expired at the end of 2021.

While more than a third (36 percent) said 2021 was more difficult than 2020, 73 percent said they are optimistic about the financial trajectory of their business in 2022.

The data is a result of a survey of 1,466 Goldman Sachs 10,000 Small Businesses participants by Babson College and David Binder Research from Jan. 10-13. The survey included small businesses from 47 states, 58 percent of whom were women-owned.

### Government opens website, makes free at-home COVID tests available

The federal government has launched its website for Americans to request free at-home COVID-19 tests. The website, COVIDTest.gov, includes a link for Americans to order four at-home tests per residential address, to be delivered by the U.S. Postal Service.

Biden announced in December that the U.S. would purchase 500 million at-home tests to launch the program and earlier this month the president announced that he was doubling the order to 1 billion tests.

Americans shouldn't expect a rapid turnaround on the orders. The White House said "tests will typically ship within 7-12 days of ordering" through USPS, which reports shipping times of 1-3 days for its first-class package service in the continental United States.

Officials emphasized that the federal website is just one way for people to procure COVID-19 tests, and shortages of at-home test kits have shown signs of easing as more supply has hit the market. Private insurance companies are required to cover the cost of at-home rapid tests under a presidential order, allowing Americans to be reimbursed for tests they purchase at pharmacies and online retailers. The order covers up to eight tests per month.

### UofU receives grants to improve the health, retention of healthcare workers

The University of Utah Health system will be the recipient of nearly \$3 million from the U.S. Department of Health and Human Services (HHS), through the Health Resources and Services Administration (HRSA), in a series of awards to improve the retention of healthcare workers and help respond to the state's critical staffing needs by reducing burnout and promoting mental health and wellness among the healthcare workforce. These awards will fund evidence-informed programs, practices and training, with a specific focus on providers in underserved and rural communities. The program is nationwide but the UofU is the only Utah grantee.

COVID-19 has compounded rates of depression and anxiety among healthcare workers, an HRSA press release said. The physical and emotional demands of treating patients during a pandemic have exacerbated longstanding barriers to workplace well-being. While the challenge is complex, these multi-year awards will support proven strategies for healthcare providers, academic institutions and other recipients to reduce burnout and build resiliency.

These strategies will include the creation of partnerships and utilization of local resources to directly support

health professionals' response to workplace stressors and provide training to help individuals manage the constantly changing, high-stress environment of healthcare.

Under the heading "Promoting Resilience and Mental Health Among Health Professional Workforce," HRSA is awarding \$2,955,996 to the university.

### HUD announces \$1 million COVID relief to tribal communities in Utah

The U.S. Department of Housing and Urban Development (HUD) has announced the awarding of more than \$1 million to the Northwestern Band of the Shoshone Nation in COVID-19 relief funds. The tribe will receive \$1,035,000 to purchase two recreational vehicles, which will serve as temporary shelter for families impacted by COVID-19 along with other necessary community equipment.

The award is part of \$83 million in Indian Community Block Grant-American Rescue Plan (ICDBG-ARP) grants to 74 tribal communities to prevent, prepare for and respond to the COVID-19 pandemic. This is the third round of ICDBG-ARP awards.

These funds to tribes will help protect the health and safety of their communities, particularly low- and moderate-income individuals and families, by expanding access to safe housing, a suitable living environment and economic opportunities.

The announcement follows HUD's previous awards of \$74 million in ICDBG-ARP grants to 68 tribal communities in November and \$52 million in ICDBG-ARP grants to 49 tribal communities in December. The American Rescue Plan included a total of \$280 million for the Indian Community Development Block Grant program. HUD said it will announce additional ICDBG-ARP awards on a rolling basis.

### Clinic receives contribution from Intermountain for quarantine services

Salt Lake City-based Intermountain Healthcare has made a contribution to Fourth Street Clinic, a community health center providing healthcare and support services to Utah's homeless community. The contribution of \$285,000 from the Intermountain Community Care Foundation was specified to support the clinic's quarantine and isolation efforts that it gives individuals and families living in shelters or on the street a place to quarantine once exposed to COVID. The contribution will specifically assist with these operational costs, including rent for the facility, meals, security, medical supplies, communications and operating costs.

Intermountain said that since July 2021, Fourth Street's quarantine and isolation program has served 561 individuals and families experiencing homelessness.

"We are incredibly grateful for the vital services Fourth Street Clinic provides to those experiencing homelessness and providing COVID response service to this vulnerable population," said Mikelle Moore, Intermountain Community Care Foundation's president and Intermountain's senior vice president and chief community officer. "We stand with the community health center in our conviction to helping our communities that are struggling through the COVID pandemic and we invite others to join us in supporting the important work the Fourth Street Clinic leads."

Janida Emerson, chief executive officer of Fourth Street Clinic, said this funding couldn't have come at a more crucial time.

"The reality for us here at Fourth Street Clinic is that COVID is moving far faster than we have the resources for," Emerson said. "The recent spike of omicron cases in Utah filled our current quarantine and isolation space to capacity — and honestly, we began to worry how this program would continue with such a massive spike in cases. The support from the Intermountain Community Care Foundation in the 11th hour means these services are still available to our vulnerable neighbors through this current surge."

# Record-breaking price increases characterize Utah's 2021 housing market

The 2021 Salt Lake City and Utah housing markets will be long remembered for their record-breaking price increases, according to a new report by the Salt Lake Board of Realtors.

The most stunning statistic from the report found the income required to buy the median-priced home in Salt Lake County increased from \$58,100 to \$101,400 from 2015 to 2021.

In Salt Lake County, the me-

dian price of all homes sold in 2021 climbed to \$460,000, a 22 percent increase compared to a median price of \$378,250 in 2020. The median price of single-family homes sold in 2021 soared to \$533,000, up 25 percent compared to a median price of \$425,000 in 2020.

Statewide, housing prices increased by 27 percent, shattering the 43-year-old record of 20.1 percent set in 1978. Record price

increases were not confined to Wasatch Front counties; nearly every county in the state saw record increases. Twenty-four of Utah's 29 counties had double-digit gains. In 2021, Utah's 700,000 homeowners realized an increase in the home equity (wealth) of at least \$82 billion.

Nationally, the Salt Lake City metropolitan area ranked No. 6 in highest home price increases among the nation's top 100 metro-

politan areas (12 months through Quarter 3 2021), according to the Federal Housing Finance Agency. Housing prices in the Salt Lake metropolitan area are now higher than 87 percent of all major U.S. metropolitan areas.

The report found no sign yet of a slowdown. For the past nine months, prices have consistently increased at over 20 percent, when compared to the same month a year earlier. In December, prices

were up 24 percent year-over-year, just slightly below the largest gain of 27 percent in June.

Report authors also found no sign of a housing bubble, despite the soaring price increases. In the aftermath of the Great Recession, Utah housing prices fell by 15.6 percent. This is the only instance in the past 75 years of housing history when price declines lasted more than a few consecutive quarters. There were two single-year declines during the 1950s, a single-year decline in the 1960s and a few consecutive quarters in 1983 and 1987-1988.

"In 2022, home prices will experience another year of double-digit increase — count on a 10 percent to 12 percent increase," the Salt Lake Board of Realtors said. "And finally, two sides of the price coin: Existing homeowners will benefit again from strong price increases, but homeownership for future generations will be challenged, producing greater inequality and diminished wealth for these households."

## Foundation Report: Utah housing taking swing toward multi-unit

The Utah Foundation has released the third part of its study, "Is the Middle Missing? A Guide to Expanding Options for Utah Homebuyers and Renters." The new release, "Utahns' Development Preferences," reveals what Utahns favor for new housing.

The foundation explained that "Missing Middle Housing" is a term that encompasses a variety of multi-unit housing buildings that are house-scale, facilitate neighborhood walkability, accommodate changing demographics and preferences and are available to people with a range of incomes. Middle housing offers the potential to increase the supply of housing, but at a scale that is not objectionable to most neighbors and in a manner that can improve upon neighborhoods. There are obstacles to increasing this type of housing, though they are not insurmountable, the foundation report said.

Among the findings of the new report are:

- Housing development is changing. For example, in Salt Lake County, single-family detached development is becoming less common (24 percent of new units in 2020), while middle housing is on the increase (32 percent) and larger multifamily units are taking up the lion's share of new development (44 percent).

- Utah Foundation survey respondents prefer single-family detached housing, but they offered positive responses to some small middle housing with the appearance of a single-family home.

### CORRECTION

In an article in the January 24, 2022, issue of *The Enterprise* headlined "U.S. Beverage to acquire Uinta Brewing," the partner of U.S. Brewing was listed incorrectly. The actual partner in the transaction is FC Crestone of Greenwood Village, Colorado. *The Enterprise* regrets the error.

- Utahns' preference for the appearance of single-family homes suggests that middle housing will meet with greater acceptance if developed in a manner that mimics the style and scale of single-family dwellings.

- Nearly three-quarters (72 percent) of survey respondents said that style is the most important factor (other than housing type) in their housing preferences, followed by scale — or the size compared to other homes (64 percent). Topping the list for open-ended comments is having lower density (35 percent).

- Half of survey respondents prefer housing of similar prices (47 percent) and similar types (50 percent) in their neighborhoods, but not far behind are people who prefer housing with a variety of prices (36 percent) and a variety of

types (42 percent), which includes middle housing.

- Most survey respondents (60 percent) support more affordable housing options in their neighborhoods, with 38 percent strongly supporting more options. About 18 percent of respondents oppose more affordable housing options, while 22 percent are neutral.

- To address affordability issues, about 46 percent of survey respondents would accept middle housing in their neighborhoods, 33 percent of respondents oppose middle housing and the remainder are neutral.

- Expanding homeownership opportunities is an important component to any development strategy focused on middle housing. Homeownership is correlated with wealth; the median homeowner

net worth is \$255,000, while the median renter net worth is \$6,300. However, in 2020, the share of renters priced out of Utah's median-priced home jumped to 73 percent from 63 percent the year before.

"Given the socio-economic importance of homeownership, it is imperative to explore new ways to open entry-level ownership opportunities," said Utah Foundation President Peter Reichard. "Utahns' clear preference for single-family home types suggests there is a way to expand small multi-unit options in a way that neighbors will accept."

Salt Lake County, the Sorenson Legacy Foundation, the Utah League of Cities and Towns, the Wasatch Front Regional Council and Y2 Analytics contributed to the foundation project.

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## Founder back as owner, leader of Clearlink

Provo-based Clarke Capital Partners and telemarketing and business process outsourcing services company Sitel Group of Miami have formed a partnership to assume management of Salt Lake City's Clearlink. Under the agreement, Clark Capital has bought a significant interest in Clearlink, the company said. Clark Capital said the intent is drive the growth of Clearlink as a tech-enabled, omnichannel platform that empowers customers to make well-informed decisions around daily purchases.

The partnership will also bring back James Clarke as CEO and chairman of Clearlink, a company he founded in his basement just weeks after Sept. 11, 2001. He

will rejoin partners James Harrison, who will act as president, and James Thayer, who will act as head of operations.

"Of the countless opportunities that we see, we could never have imagined that something as special as this partnership would come our way," said Clarke, who also founded Clarke Capital Partners. "Clearlink certainly isn't the same as when we sold in 2011 — and neither are we. We are much better prepared to accelerate growth and execute untapped strategies having now scaled several technology-enabled retail businesses beyond the size of present-day Clearlink."

"Partnering with Clarke Capital enables Sitel Group to focus on

the core of what we do: supporting our customers and partners by providing the highest quality of customer experience management and delivery in the industry," said Laurent Uberti, president, CEO and co-founder of Sitel Group. "This partnership will see Sitel Group continue to support its 160,000 employees across the globe with offices in 40 countries, serving 700-plus clients in over 50 languages."

Clarke Capital Partners is a strategy-focused private investment firm that partners with management teams to create growth opportunities. It has partnered with companies like Brandless.com, PetIQ Inc., PetPremium.com, PetAssistant.com, Contour and Jupiter Acquisition Corp.



Sam and Kacie Malouf

## Murray's Intelitechs acquires Total Cloud IT

Intelitechs, a Murray-based managed IT services provider, has acquired Total Cloud IT, a Salt Lake City company that offers industry-specific cloud solutions.

"The acquisition opens the door to expansion by Intelitechs into serving a broader group of small to mid-sized businesses across the country with both managed IT and cloud computing services," Intelitechs said in announcing the transaction.

"We are pleased to be able to

augment our proven model of delivering managed IT services to a larger group of clients across the country," said Jake Hiller, founder of Intelitechs. "It's a win/win — our regional clients now have access to expanded cloud services, and at the same time, previous cloud services-only clients can now benefit from the more comprehensive services Intelitechs offers in the areas of managed IT and data security."

"With today's home-based

work force, there is a higher level of concern with data access and end-user security. So many companies now have more employees working from home than in the office using company and non-company devices to access sensitive data," said Eric Sessions, Intelitechs co-founder. "We see a significant increase in need for our services like Office 365 security, directory synchronization, multi-factor authentication, spam filtering and in other areas."

## Maloufs named MWCN 2022 Entrepreneurs of the Year

MountainWest Capital Network (MWCN) has announced that Sam and Kacie Malouf have been named Entrepreneurs of the Year for 2022. The Maloufs are co-founders of Malouf Cos., a vertically integrated business with operations in consumer products, technology, retail, logistics and venture.

Headquartered in Cache Valley, Malouf Cos. is a significant driver of economic growth in Northern Utah, employing over 1,600 people across a network of 55 brands and businesses. Companies in the Malouf family of brands include Malouf Home, Dr. Oz Good Life, Downeast, Impact Suite and Tamarak Capital.

This year marks 34 years that MWCN has recognized Utah entrepreneurs who build industry-leading companies, inspire others to pursue their own entrepreneurial visions and give back to the community.

In 2016, the Maloufs founded the Malouf Foundation to fight against child sexual exploitation, specifically sex trafficking and online abuse. The foundation recently announced a partnership with the Elizabeth Smart Foundation to further that goal. Revenue generated by the Malouf network of brands and businesses helps to fuel the efforts of this foundation. In addition, Malouf Cos. is Utah's largest Certified B Corporation, dedicating its business success to benefit social and environmental performance.

"The Maloufs are an ideal choice for our Entrepreneur of the Year award, as they embody everything we look for in candidates," MWCN's Entrepreneur of the Year Chair Jake Kastan said. "Alongside the outstanding suc-

cess and growth of their brands, they embrace giving back to the community and seeding entrepreneurship in others. Their commitment to the Malouf Foundation goes above and beyond what we typically see among corporate philanthropy."

In 2003, the Maloufs founded the small business that would grow into Malouf Cos., now operating in three corporate offices and seven distribution centers in six states. Kacie, a native Utahn, serves as the board chair of the Malouf Foundation. Sam is the CEO of Malouf Cos. and president of the Malouf Foundation.

"The secret to our success isn't really a secret. It's our amazing people. This award reflects the hard work and dedication of all of our teams across the country and at our headquarters in Logan," said Sam Malouf. "Since the early days, we've purposefully invested in the well-being of our employees. When people like coming to work and connect with company values and the work we do through the foundation, Kacie and I know we're doing things right."

The MWCN Entrepreneur of the Year luncheon honoring Sam and Kacie Malouf will be held on Feb. 15 in the Grand Ballroom of the Little America Hotel. Speakers this year include Elizabeth Smart on behalf of the Malouf Foundation and others.

Former winners of the MWCN Entrepreneur of the Year include Hanko Kiessner, Dr. Steve Neeleman, Fred Lampropoulos, Ryan Smith, Jeremy Andrus, Aaron Skonnard, Peter and Nicole Mouskondis, Tom Dickson, Todd Pedersen and Josh James.



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## Steribin merges with Wash. co.

Steribin Inc., a St. George developer of a UV disinfection device for airport security trays, and Vioguard Inc., a provider of hospital-grade UV disinfection solutions based in Bothell, Washington, have announced the merger of the two companies. The merger took effect earlier this month and the companies will work to combine business operations through the first half of 2022.

A release said the combined company will be privately held and operate under the name UV360 with joint technology resources, a range of UV disinfection solutions and a global customer base. Jon Cole, Steribin's CEO, has been named the CEO of the combined company. Imagen Capital Partners, the majority stockholder of Vioguard, will remain on the board of directors of UV360. Company operations will operate from Southern Utah.

"Prior to 2020, the UV disinfection market saw years of steady growth, but the COVID-19 pandemic highlighted the urgent need for effective disinfection solutions in every sector," said Cole. "With a combined 16 years between Steribin and Vioguard, UV360 has the experience necessary to push the boundaries of UV innovation while continuing our tradition of exceptional customer service."

Steribin was founded in 2018 as an incubator startup at the Atwood Innovation Plaza at Dixie State University to address the severe contamination problem of airport security bins. The company has also solutions for food processing, laboratories and other applications.

## Tech bootcamps launched at USU

Fullstack Academy, a national tech education provider based in New York City, has launched four tech bootcamps with Utah State University (USU) to meet demand across the state for qualified industry professionals. The USU Tech Bootcamps will equip graduates with a portfolio of work, industry certifications and refined technical skills, Fullstack said.

Major corporations in Utah, such as Goldman Sachs, Adobe, Accenture, Intermountain Healthcare and Travelers, are actively seeking to employ more tech professionals, according to Burning Glass, an analytics software company. The state's thriving job market also offers competitive salaries for tech positions. Burning Glass reports the starting salaries

for data analytics, coding, cybersecurity and DevOps roles range from \$58,400 to over \$90,000.

"Tech jobs are expected to grow more in Utah than any other state this decade, so there is an incredible need for qualified tech professionals in the region," said Jerrad Tausz, CEO of Fullstack Academy. "Launching these bootcamps with USU gives us the opportunity to provide those interested in a tech career an accelerated, flexible learning environment while helping to address the dire worker shortage."

The four bootcamps include training in coding, development operations, cyber systems and data analytics.

Details on the programs are available at <https://techbootcamps.usu.edu>.

## Arizona company acquires two Utah-based ISPs

Phoenix-based Highway 89 Ventures, an in-building Internet service provider, has acquired two Utah Internet service providers. With a \$100 million investment from Freedom 3 Capital of New York City, Highway 89 has purchased Mereo Networks of Bountiful and Vicidiem of Salt Lake City.

At the same time, Highway 89 also acquired Arizona-based Broadband Holdings and Digital Home Lifestyles.

The company will now operate under the Mereo Networks brand. The combined company covers 18 states across the U.S. and provides a wholesale bulk, single-source solution for premium fiber-based broadband Internet to real estate development compa-

nies for use in multi-family unit properties.

"With a proven history as a reliable critical-service provider, Highway 89 Ventures has been successful in growing our business portfolio by adding significant value for developers through a robust product offering that drives revenue and improves resident satisfaction across multi-family units," said Thomas Wilky, CEO and founder of Highway 89. "We look forward to the future of Mereo and its expansion across current and future markets with the support of Freedom 3 Capital."

The acquisitions position Highway 89 Ventures and Mereo Networks to provide service to more than 400 properties and 40,000 subscribers across its plat-

form, supporting multi-family unit owners and developers with single-source bulk broadband internet solutions. With hardware and software located directly on property, the platform provides proactive and direct customer service solutions that remove property managers from the technology troubleshooting process and eliminates the need for technicians to enter residences to provide connectivity, Wilky said.

"I am pleased to be joining the Highway 89 Ventures team and am thrilled to have the resources in place to expand our platform and deliver our trusted brand of customer service to even more residents across the United States," said Brock Blackner, founder of Mereo Networks.

## Utah Farm Bureau releases 2022 issues list

The Utah Farm Bureau has released its list of "Issues to Watch For in 2022" upon returning from the national agricultural convention for the American Farm Bureau Federation and at the start of the 2022 Utah general legislative session.

Though not exhaustive in scope, the list is based off the Farm Bureau's policy book, adopted at its national convention in November, a bureau release said. The policy book is designed to guide the general farm and ranch organization's public policy actions throughout the upcoming year, including 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 Ron Gibson, a dairy farmer from Weber County and 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 listed both state and national issues in its statement. As state concerns were listed:

**1. Water Issues.** "This is expected to be one of the biggest years in recent memory related to water issues and project funding. Funding for several projects will be coming from the American Rescue Plan Act (ARPA), with limits on how these funds can be used for projects relating to clean drinking water to sewer projects. There will also be discussion of plans prioritized by the Water Optimization Task Force, called the "Cultivating Agriculture Water Resilience in Utah" plan. These plans will include items such as farm irrigation system conversions, water metering, outreach and education on water use, and

basin-specific water resiliency plans. Water legislation will be in reaction to the historic drought of this past year and looking to see how water systems can be more resilient and how agriculture can be more efficient with water, and then prioritizing investment in plans to ensure agriculture's viability into the future."

**2. Veterinary School at Utah State University.** "Utah State University (USU) is asking to create a four-year veterinary program on its campus in Logan. Currently USU has a 2X2 program with Washington State University, where students attend the first two years of vet school in Logan and finish the last two at Washington State. A veterinary school in Utah would create jobs, attract millions of dollars in research funding and help keep local students in Utah, increasing the availability of large animal

see FARMERS page 18

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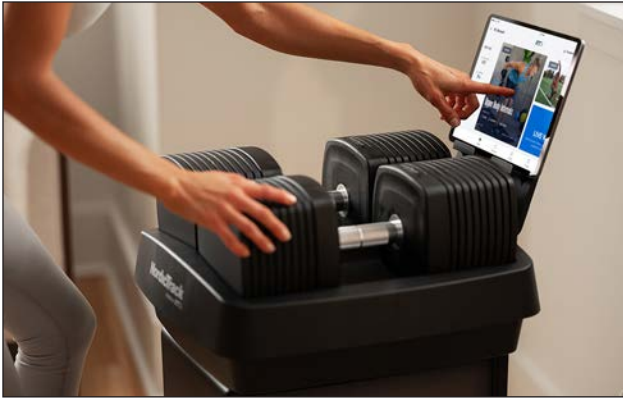
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# Innovate Utah

## NEW IDEAS, PRODUCTS AND SERVICES FROM UTAH COMPANIES



The **NordicTrack** brand from Logan-based **iFIT Health & Fitness Inc.**, a fitness products company, has unveiled **NordicTrack iSelect Adjustable Dumbbells**. The new products are free-weight dumbbells that adjust from five to 50 pounds through voice commands to the Amazon Alexa virtual assistant.

While traditional adjustable dumbbells offer the benefit of multiple weights, iSelect Adjustable Dumbbells offer electronic adjustment without stopping the workout routine with simple voice orders — such as “Alexa, set weights to 35 pounds” — from a compatible device, making for a seamless workout experience. The Alexa integration allows a motorized weight selector to respond to vocal prompts and provide rapid, automatic adjustment.



“We are thrilled to offer the first ever voice-controlled dumbbells that work with Alexa,” said **Mark Watterson**, chief experience officer for iFIT. “Our patent-pending electronic adjustment eliminates the pain points of cumbersome mid-workout weight change found on other adjustable dumbbells, like decreased heart rate and reduced time under tension, creating a truly uninterrupted and transformative experience.”

The dumbbells can also be adjusted mechanically, triggering a weight adjustment with a turn of a knob. The weight change allows for fluid transitions from movement to movement, improving the strength training experience for those who have limited workout time and space, Watterson said.

The dumbbells come with a one-month iFIT membership, providing access to a library of thousands of workout routines led by iFIT trainers.

**Seek**, a Lehi-based provider of 3D modeling infrastructure, has announced the launch of the **SeekNFT** platform and white label program designed to democratize the process of minting non-fungible tokens (NFTs). NFTs are cryptographic assets on a blockchain. “The metaverse is a very fragmented world, much like today’s video games where you can’t use content from one game in another,”



said **Jon Cheney**, founder and CEO of Seek. “However, we believe this can change as companies like Seek work to create cross-platform compatibility. You should be able to buy an NFT in one place and have it follow you wherever you go.” Seek’s solution empowers brands to expand their 3D infrastructure, allowing

companies to scale their 3D presence across any virtual environment and build a presence in the metaverse.

**Avetta**, an Orem-based provider of supply chain risk management software, has released its **Avetta One Platform**, a solution for managing operational, reputational and regulatory compliance risks. The platform reduces safety, liability, sustainability, workforce, cybersecurity and financial risks for corporations, suppliers, contractors and their workers. “Business is shifting from a digital transformation to a societal one, as markets demand corporate accountability regarding safety; security; sustainability; environmental, social and corporate governance; ethics; and social initiatives,” said **Arshad Matin**, president and CEO of Avetta. Avetta One provides organizations with insights into how they measure up to their risks and goals across the supply chain. It delivers a global platform that manages critical risk areas in supply chains, creating the industry’s largest and most comprehensive supply chain risk management platform, Matin said.



The **CAO Group Inc.**, a dental products technology company, has released an upgraded version of its **ClearVue LED bulb**, a plug-and-play retrofit LED light bulb for dental chairs. The West Jordan company said the bulb replaces common halogen bulbs that have a short lifetime and generate a substantial amount of heat. “ClearVue LED bulb technology converts halogen light to LED light in the dental chair just like LED light bulbs in the consumer market,” said **Densen Cao**, CEO and founder of CAO. “It enables dental practitioners to enjoy the LED benefits instantly, with a high-quality light source, lower heat and the most important — low cost. ClearVue LED bulb is an advance for LED light sources that we invented 20 years ago and are now widely adopted in general lighting.”



Lehi-based **FreshLime**, a customer interaction platform, has introduced **RepConnect**, a sales messaging platform that makes it easier for field representatives to contact homeowners. RepConnect is designed to give homeowners the ability to respond to sales solicitations at their front door, at their convenience, by scanning a QR Code the field reps have left behind on materials such as door hangers. Homeowner messages are transmitted to a central location and forwarded to the reps. “In today’s world, homeowners want to interact with businesses and their field reps how and when they want. And that’s not always by answering the door. We knew there was a need in the marketplace for a more efficient tool for both reps and the homeowners, so we built RepConnect,” said **Jay Bean**, CEO of FreshLime.



**AEGIX Global**, A Salt Lake City law enforcement equipment and training company, has introduced the **AEGIX Active Incident Management System** (AEGIX AIM) to streamline and improve how emergencies are managed room-by-room and building-by-building throughout a community. The AEGIX AIM System combines three critical elements to improve successful outcomes during emergencies with its emergency management and communication app and platform: physical and ballistic protection, training with emergency plan development and drills for various scenarios. “There is no substitute for preparedness, communication and situational awareness at every stage of man-made emergencies, accidents or natural disasters,” said **Chet Linton**, CEO of AEGIX Global. “The AEGIX AIM System directly addresses some of the toughest challenges of emergency management answering what is happening, who needs help and exactly where it needs to go.”



**Chirp**, a pain relief equipment company in Draper, has launched the **Chirp Wheel Pro**, a vibrating exercise wheel designed for at-home pain relief. The Chirp Wheel Pro features a vibrating core with three power levels to increase blood flow and penetrate muscles deeper to help in warm-up and recovery. It has been designed to give just the right amount of pressure and stretch to alleviate tension and soreness in tough-to-reach muscles along the spine and between the shoulder blades. “Back pain is miserable. We’re on a mission to fix that,” said **Tate Stock**, Chirp founder and CEO. “The Chirp Wheel Pro takes at-home pain relief to a whole new level, aiding our customers in feeling better so they can focus on doing more of what they love.”



**Nature’s Sunshine Products**, an herbal and nutritional products company based in Lehi, has launched a new line of nutrition products designed to support fitness and weight management goals. The new **AIVIA** line features a variety of natural-based products, including plant and whey protein powders that deliver 20 grams of protein; Clean Energy, with a caffeine boost from green tea extract; Hydrate, a vegan-formula natural grape flavor dietary supplement, a carb blocker; and coconut oil-based MCT Powder. “Nature’s Sunshine has brought the healing power of nature to millions of Americans for nearly 50 years,” said **Terrence Moorehead**, CEO of Nature’s Sunshine. “This next iteration of our journey is leveraging the ‘healing power of nature’ through our AIVIA nutritional supplement line to support powerful, focused nutrition for every active lifestyle.”





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Olympic star Shaun White signs one his Whitespace brand snowboards that he has introduced in partnership with Park City specialty retailer Backcountry.

## Shaun White joins Park City firm to launch his new brand

Shaun White, three-time Olympic gold medalist and winner of the most X Games gold medals in history, has partnered with outdoor specialty retailer Backcountry of Park City to launch Whitespace, his new active lifestyle brand.

“What makes action sports so incredible is that they are a melting pot for music, art and culture — community where everyone is welcome and encouraged to have their own style and vision,” said White. “I’ve been a professional athlete for over 20 years, so I’m excited to bring my experiences competing, training and designing together to make gear that represents action sports in an authentic way. Together with Backcountry, I’m excited to launch my name-sake brand and bring this to life.”

Backcountry has released the first products in the Whitespace line, the Whitespace Freestyle Shaun White Pro signature snow-

boards. Each board is hand-numbered, authenticated by a serial number, autographed and wrapped in a custom leather band. White will be riding the limited-edition board during the 2022 Winter Olympics in Beijing. A line of outerwear, snowboard hardgoods and streetwear apparel will debut later this year, the company said.

“We’re beyond thrilled to partner with Shaun White in the development of an outdoor brand that’s truly rooted in greatness,” said Melanie Cox, Backcountry CEO. “Shaun is the G.O.A.T. (Greatest of All Time) of snowboarding, but has also influenced fashion, music and business outside of the sport. Snowboarding has always been an alternative sport and has blended music, arts, culture and lifestyle together. As a result, Whitespace will push the limits of style in the mountains and beyond, and we’re incredibly proud to be the trusted partner.”

## ProSteel makes management changes

ProSteel Security Products Inc., a Provo-based manufacturer of safes and security products for hunting enthusiasts and other applications, has announced two management appointments. Kim Waddoups, formerly the company’s chief financial officer, has been named CEO and Rick Stepp, former vice president of operations, is the new chief operating officer. The appointments became effective Jan. 17. Clay Linford, ProSteel’s long-tenured CEO, will remain a member of the board of directors following his retirement on May 25.

Prior to joining ProSteel in 2020, Waddoups held the positions of chief financial officer, CEO and board member of Liberty Safe & Security Products in Payson. Stepp joined ProSteel in November 2000 and has been instrumental in the engineering and product development advances that the company has made.

“We are incredibly thank-

ful for Clay Linford’s leadership over the past 18 years as he has tirelessly done the big and small things needed to advance the quality and presence of Browning ProSteel safes across several channels,” said Dan Kipp, ProSteel’s lead board member and managing partner of City Capital Ventures, a Chicago-based investment firm that owns ProSteel. “Equally, we are excited to welcome Kim as our next CEO and Rick as COO. During this time of ever-shifting sands in the hunting safety industry, we are fortunate there is no better team to lead ProSteel during its next chapter of growth and development than Kim and Rick.”

“For almost 40 years, the Browning ProSteel name has been synonymous with best-in-class gun safes,” said Waddoups. “I am excited to lead the company into its next phase of growth and innovation while building upon its core values and reputation for leadership in the security arena.”

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# Industry Briefs

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

## BANKING

• **WebBank**, a Salt Lake City-based industrial bank headquartered in Salt Lake City, has appointed **Martha Hayes** to its board of directors. She is the CEO of Hayes Consulting, a firm specializing in improving operational performance of credit, risk management, commercial and real estate banking. Prior to Hayes Consulting, she was the executive vice president and chief risk officer at Anchor Bank, was responsible for the profit center management of a \$250 million business line of commercial lending at Merrill Lynch, and led Wells Fargo's efforts to transform its small-business lending.

## ECONOMIC INDICATORS

• The **Human Rights Campaign Foundation**, the educational arm of a lesbian, gay, bisexual, transgender and queer (LGBTQ+) civil rights organization, and the **Equality Federation Institute** have released their **2021 State Equality Index**, with Utah in the category of **"Solidifying Equality."** The index is a comprehensive report that groups states into several broad categories regarding the type of advocacy that occurs there and details statewide laws and policies that affect LGBTQ+ people and their families. Twenty-one states and the District of Columbia are in the highest-rated category of **"Working Toward Innovative Equality."** Three states, including Utah, are in **"Solidifying Equality."** Four states are in **"Building Equality."** Twenty-one states are in the lowest-rated category, **"High Priority to Achieve Basic Equality."** Details are at [www.hrc.org/sei](http://www.hrc.org/sei).

• Residents in **Daggett County** saw the **greatest amount of income growth** during a recent five-year period, according to **SmartAsset**. It compared income levels in counties across the country to determine where growth levels were the greatest. The analysis was part of SmartAsset's overarching study on paycheck friendliness in counties across the country. Daggett County was followed, in order, by Wasatch, Piute, Utah, Iron, Salt Lake, Millard, Garfield, Washington and Weber counties. Details are at <https://smartasset.com/taxes/utah-paycheck-calculator#utah/incomeGrowth-1>.

## EDUCATION/TRAINING

• **Weber State University** has created a new division of **Equity, Diversity and Inclusion**, and the Executive Committee of the Board of Trustees has approved the appointment of **Adrienne Andrews** to serve as its first vice president. This reorganization represents the most significant change to the university's organizational structure in more than 28 years and advances the goal of "Equity, Diversity and Inclusion," outlined in the university's new strategic plan, "Weber State Amplified."



Adrienne Andrews

The plan also affirms the university's commitment to increasing the percentage of students who identify as Hispanic or Latinx descent to 15 percent by 2025. The new division combines several existing programs, centers and offices that currently exist but were housed in two areas (student affairs and the president's office). Andrews has served in a variety of roles advancing the issues of diversity at the university for 17 years, most recently serving as the assistant vice president of diversity/chief diversity officer. A new position as director of Emerging Hispanic Serving Institution will also be created with the support of Ally Financial and will report to both the new vice president and to the president's office.

• The **University of Utah's** College of Engineering has launched a program offering high school students the opportunity to conduct important hands-on research with some professors. The **University of Utah College of Engineering Summer Research Internship (SRI)** will allow teens to spend eight weeks with UofU engineering professors and work on high-scale research in fields from civil and environmental engineering to mechanical engineering, biomedical engineering and computer science. During that time, the students will also create a project for the Utah Science and Engineering Fair, which will be held the following spring. The program runs June 6-July 29 in Salt Lake City. Details are at [attheu.utah.edu/category/news-releases](http://attheu.utah.edu/category/news-releases).

• The **Beehive Science and Technology Academy**, an open-enrollment, tuition-free charter school, recently hosted a groundbreaking ceremony at its new location of 2165 E. 9400 S., Sandy, a space previously occupied by Shopko. The new location is 116,602 square feet with

the main level at 94,049 square feet and will be the first stage of the build-out. The upper level of 22,553 square feet will be finished at an undetermined date. Occupation is expected by July 15. The academy's student enrollment sits around 315 students but will expand to offer enrollment for up to over 900 K-12 students.



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## GOVERNMENT

• **Utah Transit Authority** has joined the **Hydrogen Fuel Cell Bus Council**, a national coalition of public transit agencies working together to advance the hydrogen fuel cell electric bus economy and its applications in the public transit sector. The council's mission is to educate policymakers, regulators, and transportation stakeholders about the benefits of hydrogen fuel cell electric buses and related infrastructure.

• The **U.S. Department of the Interior** has announced \$50 million made available through the Bipartisan Infrastructure Law to the **Central Utah Project Completion Act**, which will accelerate investments in constructing the Central Utah Project water delivery pipelines, completing the Provo River Delta Restoration Project, and providing habitat restoration for a threatened fish species and recreational access to the restored natural environment. A total of \$40 million is allocated to the Central Utah Project Completion Account, and \$10 million is allocated for the Mitigation and Conservation Account. This will supplement the funding allocated on an annual basis for the project and will accelerate the progress for completion of this infrastructure designed to bring clean, reliable drinking water to Central Utah communities.

## HEALTHCARE

• **Elevor Therapeutics Inc.**, a Salt Lake City-based biopharmaceutical company, has appointed **Jeff Heckman** as vice president of project management, **Dr. Heidi Krenz** as vice president of drug safety and pharmacovigilance, **Dr. Amit Pande** as vice president of clinical development, and **Wade Smith** as vice president of finance. Heckman will direct global strategic plan development and cross-functional initiatives that drive clinical and regulatory progress for Elevor's pipeline. He is an experienced operations and program management leader with more than 20 years of success developing teams and executing biotechnology programs. Most recently, he was an independent consultant working with Elevor and other life science companies. Krenz will work to ensure the overall integrity of safety and medical assessments for Elevor's therapeutics. She has more than 20 years of experience in pharmacovigilance with in-depth knowledge of all aspects of clinical drug safety, pharmacovigilance practices, and global safety regulations. Prior to joining Elevor, she held several strategic leadership positions with biopharmaceutical companies such as Kadmon, Tesaro and Novartis. Pande will oversee the strategy and execution of Elevor's clinical development programs. He is a clinical leader with more than 15 years of biopharmaceutical industry experience leading drug development activities supporting investigational and marketed oncology and rare disease products. Pande has held leadership positions within the pharmaceutical industry, including at Daiichi-Sankyo, Teva, Incyte, PTC Therapeutics, and recently as vice president of clinical development at QED Therapeutics. Smith will lead Elevor's financial and accounting operations and be instrumental in guiding Elevor's strategic financial evolution. He has 20 years of global financial, operations and commercial experience serving public and private companies in a variety of industries. Prior to joining Elevor,



Jeff Heckman



Amit Pande



Wade Smith

Smith served at Viatrix (formerly Mylan Pharmaceuticals) where he spent nine years in various roles of increasing responsibility, most recently as head of institutional commercial/finance. He also guided the strategic finance, M&A and business development activities of both public and private companies in turnaround and growth modes.

• **Foldax**, a Salt Lake City-based company focused on heart valves, has appointed **Scott Huennekens** as an independent member of its board of directors. Huennekens has more than 30 years of experience in the medical device industry, leading high-profile companies through IPOs and acquisitions, and serving on the board of directors for several startups. He served as president and CEO of Verb Surgical. Prior to that, he led Volcano Corp as its first and only president and CEO from start-up to IPO to its sale to Philips. Earlier, he was president and CEO of Digirad Corp. He serves on the boards of directors of Nuvasive, Acutus Medical, KARDION GmbH, Proximie, Q'Apel Medical, Hyperfine, Envista Holdings and Wondr Medical.



Scott Huennekens

• **RAYUS Radiology**, a national provider of advanced diagnostic and interventional radiology, has opened outpatient-based imaging centers in Riverton and Springville. The centers offer high-field MRI, CT and X-ray. RAYUS Radiology is now in nine Utah locations. The RAYUS network includes 152 imaging centers across the U.S.

• **National Partners in Healthcare**, a national healthcare organization delivering anesthesiology services, has announced that **Lone Peak Anesthesia** has joined NPH. The partnership aims to allow NPH to retain control over clinical operations and continue providing perioperative services while gaining the infrastructure, efficiencies and expertise that NPH offers. Rebecca Brophy, Holly Buckley and Thomas Zahn of **McGuireWoods LLP** provided legal counsel to NPH. Alpine Anesthesia and its partners were represented in the transaction by Blake Voorhees of **Ray, Quinney & Nebeker**, Salt Lake City.

• **Tower Arch Capital LP**, a Salt Lake City-based lower mid-

## INVESTMENTS

see BRIEFS next page

# Industry Briefs

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dle-market private equity firm, has promoted **Aubrey Burnett** to partner and **Christian Little** to chief compliance officer. Burnett joined the firm in 2016 as a vice president and was promoted to principal in 2018. He previously held positions with HIG Capital in San Francisco, Charlesbank Capital Partners in Boston, and with The Parthenon Group in Boston. He currently serves on the board of directors at Lifepoint and was a former director at KNS International.



Aubrey Burnett



Christian Little

He also has been involved in Tower Arch investments in Corbett Technology Solutions Inc., OSM Worldwide, SnugZ USA and Softvision. Little joined Tower Arch in 2020 as a tax manager and will continue to serve in that capacity in addition to his new CCO responsibilities. Previously, he was a senior tax manager at PwC and was a tax manager with Deloitte, where he spent 10 years combined supporting private equity

and venture capital clients in the Bay Area in areas of compliance, fund structuring, and domestic and international tax reporting and withholding. He received a Master of Accounting and a Bachelor of Arts in Accounting from the University of Utah.

## LAW

• **TraskBritt**, a Salt Lake City-based intellectual property law firm, has hired **Dallin B. Call**. He has several years of intellectual property experience,



Dallin Call

working extensively with clients on patent monetization and portfolio strength. He has prepared and prosecuted patents in many technical fields, including semiconductors, encryption algorithms, solid-state storage, electromagnetic communication fields, cellular network technology and distributed network technology. His education includes a bachelor's degree in chemical engineering from the University of Utah. Prior to law school, Call worked as a research assistant in the University of Utah's Combustion Lab.

• **Fabian VanCott**, Salt Lake City, has hired **Charles T. "Chuck" Conrad** for its personal injury and commercial litigation practices. Conrad has represented clients in cases related to catastrophic personal injuries and tort, complex commercial litigation, and bad-faith insurance claims. Prior to joining Fabian VanCott, he founded Conrad Law PC and has practiced law in Utah for the past 12 years.



Charles Conrad

• **Greenberg Traurig LLP**, a global law firm, has hired **Daniel J. Wadley** for its Salt Lake City office. Wadley will be a shareholder in the firm's Securities Litigation and White Collar Defense & Special Investigations practices and will focus his practice on complex commercial litigation, securities enforcement and litigation matters, and white-collar defense and investigations. Wadley previously served as the U.S. Securities and Exchange Commission's regional director in Utah. Wadley's education includes a B.S. from Brigham Young University.



Daniel Wadley

• **Mayer Brown** has opened an office in Salt Lake City, its 27th nationwide. The firm said the office will bolster its offerings to the technology and investment communities in Utah and beyond. **Mark Bonham** will join the firm as part of the new office, and **Jennifer Carlson**, partner in Mayer Brown's Northern California offices, will relocate her Capital Markets practice to Salt Lake City. Bonham is a partner in the Salt Lake City office and a member of the Emerging Companies & Venture Capital, Capital Markets, and Mergers & Acquisitions practices. He is also part of the Life Sciences and Technology industry groups. He focuses his practice on providing legal counsel to technology, life sciences, software and Internet-based companies and the venture capital funds and strategic investors that finance those companies. Bonham previously was a partner with two large regional law firms, where he served corporate

law clients for over 20 years in California and Utah. He also has served as a director of an NYSE-listed software company, where he was chairman of its Nominating and Governance Committee and a member of the Audit Committee. He and four other executives formed a business consultancy, SageCreek Partners LLC, which advised technology companies in all stages of business from startup to growth and succession. His education includes a bachelor's degree in economics from Brigham Young University. Carlson is a Corporate & Securities partner who focuses her practice focuses on capital markets, mergers and acquisitions, and general corporate matters. She represents companies, investors, and underwriters in a wide variety of capital markets and finance transactions. She represents publicly traded and private companies, as well as the institutions and individuals that finance them, across a wide range of industries, including financial services (including fintech), life sciences, energy, insurance (including insurtech), technology, retail, and hospitality and leisure.

## MANUFACTURING

• **Clarus Corp.**, a Salt Lake City-based designer, developer, manufacturer and distributor of outdoor equipment and lifestyle products, has appointed **Greg Heichelbech** as general manager of Rhino Rack USA, a company that manufactures and distributes automotive roof racks, trays, mounting systems, luggage boxes, carriers and accessories, and a Clarus brand. Heichelbech has over 30 years of leadership, operations, sales and marketing experience working in the branded aftermarket, powersports and outdoor markets. He joins Rhino Rack from Motorsports Aftermarket Group, where he served on its board of directors and as president and CEO of MAG's Accessory Group from 2018-21. Prior to MAG, Heichelbech served in

senior leadership roles at REV Group, BRP US and Triumph Motorcycles North America. He started his career at Harley-Davidson, where he worked for 20 years in various sales, dealer relations and market development positions.

## NONPROFITS

• The **Elizabeth Smart Foundation** has become a part of the **Malouf Foundation**, a Utah-based public charity founded by Sam and Kacie Malouf in 2016. The foundations "will be a strong, unified voice both against exploitation and in support of victims and survivors," the Smart Foundation said. Elizabeth Smart was abducted in 2002 at age 14 and held captive for nine months before being identified by a bystander and able to return home. She began the Elizabeth Smart Foundation in 2011 to bring hope and end the victimization of sexual assault and abuse through prevention, healing and advocacy. Sam and Kacie Malouf founded the Malouf Foundation in 2016 to confront child sexual exploitation, specifically online abuse, and sex trafficking. It is the charity arm of Malouf Cos.

## PARTNERSHIPS

• **Golden State Equity Partners**, based in California, has announced a partnership with **Jon Larsen** of Hidden Peak Investments, Holladay. His newly formed firm marks the first DBA for Golden State in Utah. Larsen has over 22 years of market and industry experience, with 15 years focused on portfolio management.



Jon Larsen

## RECOGNITIONS

• **Silicon Slopes** has released the names of **89 finalists** for its **2021 Hall of Fame & Awards Program**. The list includes 46 companies in 10 company categories and 43 individuals across 11 categories. Finalists are listed at <https://newsroom.silicon-slopes.com/news/>. Winning organizations and individuals will be announced at the program, set for Feb. 24 in Salt Lake City.

• The **Davis and Ogden-Weber chambers of commerce** have announced their Athena Leadership Award recipients. **Linda Kelley** will be honored

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Mark Bonham



Jennifer Carlson

Technology industry groups. He focuses his practice on providing legal counsel to technology, life sciences, software and Internet-based companies and the venture capital funds and strategic investors that finance those companies. Bonham previously was a partner with two large regional law firms, where he served corporate

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# Industry Briefs

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by the Davis chamber. **Raquel Da Silva** will be honored by the Ogden-Weber chamber.



Linda Kelley



Raquel Da Silva

The Athena Leadership Award is presented to a person who has demonstrated excellence, creativity and initiative in their business or profession; provides valuable service by contributing time and energy to improve the quality of life for others in the community; and actively assists women in realizing their full leadership potential. Kelley retired in October after 41 years in the shopping center industry. Her career included serving as senior general manager of Layton Hills Mall in Layton and general manager of Newgate Mall in Ogden. The 23rd annual Athena Award luncheon is scheduled for Feb. 17, 11:30 a.m.-1 p.m., at the Davis Conference Center in Layton. Da Silva is executive director of Family Promise of Ogden and an advocate for other women who are pursuing leadership positions.

She previously was assistant director of YCC Family Crisis Center, associate director of Family Counseling Service, and director of programs and cultural affairs for Girl Scouts of Utah. The 34th annual Athena Award ceremony/luncheon takes place April 26, 11:30 a.m.-1 p.m., at Timbermine in Ogden.

• **Eight Utah-based companies** recently have been recognized on lists of “**Best Places to Work in 2022**,” compiled by **Glassdoor**. In the large-company category are No. 24 **Mountain America Credit Union**, West Jordan; No. 26 **Church of Jesus Christ of Latter-day Saints**, Salt Lake City; No. 60 **Qualtrics**, Provo; and No. 98 **Malouf**, Logan. In the category of small and medium-sized companies are No. 14 **Lucid Software**, South Jordan; No. 17 **Awardco**, Provo; No. 22 **MX**, Lehi; and No. 42 **Domo**, American Fork. Winners were determined based on anonymous employee feedback to Glassdoor in 2021.

• **Atkify**, a Lehi-based conversational collective intelligence (CI) platform for enterprise businesses, recently earned the **Canopus Vega Digital Award for Marketing** from the **International Awards Associate (IAA)**. Atkify surpassed 1,392 other qualified entries. IAA invited 26 professionals from 13 countries as the industry jurors.

## TECHNOLOGY

• **Lightstream**, a Salt Lake



Joe Vadakkan

City-based company focused on cloud security, digital transformation and managed services, has hired **Joe Vadakkan** as executive vice president for global sales and engineering. He will lead Lightstream’s global cloud security engineering and sales organization. Vadakkan has over 20 years of technical and business leadership experience in the areas of global infrastructure and security, most recently serving in a strategic services leadership role at Optiv. Prior to that, he was responsible for building and running Optiv’s cloud security organization. He has also held leadership roles and provided strategic guidance for startups, venture capital and private equity firms and Fortune 2000 companies.

• **Xevant**, a Lehi-based creator of automated data analytics for pharmacy benefit organizations, has promoted **Jason Garfield**



Jason Garfield



Laura Phillipson



Greg Heaps

leads all product operations and is responsible for a diverse team of technology experts. He has experience in data and information technology, foster care and mental health management. Phillipson is a client management expert with a career managing client services teams that spans nearly two decades. Heaps specializes in launching and building high-growth companies. As a founding member and on the leadership team of multiple venture-backed tech startups, he has a background in numerous markets, including software services, health and medicine, commercial real estate, and consumer-focused products.

• **Domo**, an American Fork-based business cloud company, has hired **Mohammed Aaser** as chief data officer. Aaser has more than 15 years of experience, most recently serving as chief data officer at McKinsey and Co. He also held executive positions at



Mohammed Aaser

to chief technology officer, **Laura Phillipson** to vice president of client experience, and **Greg Heaps** to chief marketing officer. Garfield

Ameriprise Financial.

• **Udo**, a Farmington-based company offering a video health-care collaboration app and platform, has appointed **Greg Woodward** as chief financial officer. Woodward has experience leading the financial growth of successful companies ranging from startups through public offerings, SPACs (special purpose



Greg Woodward

acquisition companies) and mergers and acquisitions. Woodward also was CFO/COO of Pluralsight from 2013-17. He also serves as CFO for Banner Acquisition Corp., a special purpose acquisition company, or “blank check” company, which went public in a \$150 million initial public offering in September. Woodward also serves on the board of directors of multiple technology companies and is the owner of three Harley-Davidson dealerships in the Intermountain West. His experience includes serving as a senior vice president of a Palo Alto, California-based private equity firm HGGC. Woodward earned his bachelor’s degree in accounting from Utah Valley State College and a Master of Professional Accountancy degree from the University of Utah.

## Succeeding in Your Business

### The new 1099 requirement for online sales

A little-known (and little-publicized) provision in last year’s American Rescue Plan Act is wreaking havoc in the community of people who sell goods and services on eBay, Amazon, Etsy, Shopify and other online retail platforms. There’s been a lot of confusing talk in the media about this lately, so let’s start with the basics and get the facts straight.

Generally, if you sell stuff on one of these platforms for more money than what you pay for it (in other words, a profit), that profit is income to you. You are required to report that income on your tax return each year and pay taxes on it at whatever your effective tax rate is.

If you make more than \$1,000 in profit selling stuff on

eBay, Amazon, Etsy, Shopify or another retail platform, the IRS doesn’t want to wait until April 15 to get their money. You have to report your income and pay tax in four quarterly “estimated tax” installments on April 15, June 15, Sept. 15 and Jan. 15.

Because the IRS doesn’t trust you to do this right, for the last decade or so it has required online payment providers such as PayPal, Venmo, Cash App and Zelle (heavily used by online sellers) to send an income statement (called a Form 1099-K) to online sellers who conduct more than 200 transactions through their service each year totaling \$20,000 in gross sales. A copy of this Form 1099-K is sent to the IRS and to your state tax authority (if your state has an income tax).

Now, here’s where things get a bit sticky. The Form 1099-K reports only the gross amount you were paid for the goods and services you sold online. PayPal, Venmo and Zelle have absolutely no idea how much you paid for those goods and services, and therefore what your profit was on each sale. It’s up to you to calculate the profit you generated from those sales and pay tax on only the profit portion, not the total amount on the Form 1099-K.

If you are treating your online selling as a business (and shame on you if you aren’t), you report your total income, costs and expenses on Schedule C on your personal tax return (Form 1040). Basically, what you are telling the IRS is, “Hey, I know the Form 1099-K says I made \$100,000 selling stuff online, but my profit on those sales was only \$40,000, so that’s the only income I have to

pay taxes on.”

If the IRS does not believe you, they will audit your tax return and you will have to provide documentation supporting your calculation of taxable profit.

The good news is that when you calculate your tax liability this year (for online sales made during 2021), you will continue to do it the way you always have.

The bad news is that everything will change next year (for online sales made during 2022), thanks to the American Rescue Plan Act.

Starting Jan. 1, 2022, online payment solutions such as PayPal, Venmo, Cash App and Zelle will be required to send online sellers a Form 1099-K if they receive more than \$600 in annual payments through the platform. The number of transactions you engage in no longer matters.

The lower threshold means

that online sellers will have to pay tax on a lot of smaller transactions they may not have reported to the IRS in the past. Accordingly, it will create a lot of headaches and paperwork, especially for people who sell only occasionally or who treat their online selling as a hobby.

For example, you have a huge collection of classical music CDs and decide to sell them on eBay one at a time. You do not plan on making this a business or regular source of income; you merely want to clean out your basement or garage. The IRS doesn’t care. If you sell more than \$600 of CDs this year and are paid via PayPal, PayPal will send you Form 1099-K next January. If you sell \$1,200 of CDS — \$600 using PayPal and \$600 using Venmo — you will get

see ENNICO page 18



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# Calendar

Calendar listings are provided as a free service to our readers. Information about upcoming events may be sent to [brice@slenterprise.com](mailto:brice@slenterprise.com). The submission deadline is one week before publication. Because of COVID issues, events may be postponed or canceled. Contact the event organizers to determine whether events will take place.

## Several dates starting Feb. 1

**Annual Economic Forecast Event**, a Bank of Utah event. Speaker is Natalie Gochnour, associate dean in the David Eccles School of Business, director of the Kem C. Gardner Policy Institute at the University of Utah, and chief economist for the Salt Lake Chamber. Events take place Feb. 1, 11 a.m., Ogden Eccles Conference Center in Ogden; Feb. 2, 11:30 a.m., Skyroom at the Taggart Student Center at Utah State University in Logan; Feb. 8, 11:30 a.m., Grand America Hotel in Salt Lake City; and Feb. 9, 11:30 a.m., at the Utah Valley Convention Center in Provo. Ogden event is presented in partnership with Weber State University and the Ogden-Weber Chamber of Commerce. Provo event is presented in partnership with the Utah Valley Chamber of Commerce. Details are at <https://www.bankofutah.com/events/2022-economic-forecast-event>.

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

**"Strategy,"** part of the 10-week Key Bank Business Accelerator program presented by the South Valley Chamber and Suazo Business Center. Location is Salt Mine Productive Workspace, 7984 S. 1300 E., Sandy. Cost for the 10-week program is \$500 (must be a chamber member to apply). Details are at [southvalleychamber.com](http://southvalleychamber.com).

## Feb. 1, 6:30-8 p.m.

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

## Feb. 3, 8-9 a.m.

**"Coffee Chat with the CEO,"** a Park City Chamber/Bureau event. CEO Jennifer Wesselhoff will be available for friendly, informal conversation about how the chamber can most effectively serve businesses and the community. Location is Kimball Junction Visitor Information Center, 1794 Olympic Parkway Blvd., Park City. Free. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

## Feb. 3, 6-8 p.m.

**"Entrepreneur 101,"** a Small Business Development Center (SBDC) event that takes place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

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

**"Sports, Military and Life: It's Not Just a Man's World Anymore,"** a ChamberWest Women in Business Professional Growth Series event. Speaker is Ashlee Byrge, a sideline reporter for the Utah Warriors and manager of the Junior Warriors youth rugby league. Location is Staybridge Suites, 3038 S. Decker Lake Drive, West Valley City. Cost is \$25 for chamber members by Feb. 3, \$35 for nonmembers and for members registering after Feb. 3. Details are at (801) 977-8755 or [chamberwest.com](http://chamberwest.com).

## Feb. 8, 11:55 a.m.-12:55 p.m.

**Monthly Women in Business Luncheon**, a Cache Valley Chamber of Commerce event. Check website for location. Cost is \$14 for WIB members, \$16 for nonmembers. Details are at [cachechamber.com](http://cachechamber.com).

## Feb. 8, noon

**"Putting Women in their Place,"** a Utah Tech Leads "Lunch & Learn" event that is part of its "Tech for Good" Initiative. Speaker is Pat Jones. Location is Silicon Slopes, 2600 Executive Parkway No. 140, Lehi. Free. Registration can be completed at [Eventbrite.com](http://Eventbrite.com).

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

**"Focused Business Conversations for Women,"** a Women's Business Center of Utah event. Topic to be announced. Location is Sizzler, 199 N. Main St., Cedar City. Free (pay for lunch). Details are at [wbcutah.org](http://wbcutah.org).

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

**"Let's Do Lunch,"** a South Valley Chamber event featuring a discussion about Real Salt Lake's new ownership and what it means to Utah and the fans. Location is Real Salt Lake, 9256 S. State St., Sandy. Cost is \$7.50 for members, \$10 for nonmembers. Registration can be completed at [Eventbrite.com](http://Eventbrite.com).

## Feb. 9, 4-5 p.m.

**Venture Capital Collab**, a Utah Black Chamber of Commerce event. Location is The Shop, 350 E. 400 S., Salt Lake City. Details are at [utahblackchamber.com](http://utahblackchamber.com).

## Feb. 9, 4-6 p.m.

**"VCO 101: What Are Angel Investors and Venture Capital?"**

a Utah Black Chamber event, co-presented with New Pattern Utah. Seminar will cover what are angel investors, venture capitalists and family office investors. Panelists include Susanna Duke, Pelion Ventures; Kimmy Paluch, Beta Boom; and Nick Singleton, AIM Ventura Capital. Location is The Shop, 340 E. 400 S., Salt Lake City. Cost is \$20-30. Details are at [utahblackchamber.com](http://utahblackchamber.com).

## Feb. 9, 5-6 p.m.

**"Manage Risk, Protect Your Business,"** a Small Business Development Center (SBDC) event that takes place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

## Feb. 9, 5-7 p.m.

**"Business After Hours,"** an Ogden-Weber Chamber of Commerce event. Location is The Foundry Weddings and Events, 2452 E. 6700 S., Unit C, Uintah. Free for employees of chamber members and first-time guests, \$10 for nonmembers. Details are at [ogdenweberchamber.com](http://ogdenweberchamber.com).

## Feb. 9, 6-7 p.m.

**"All You Need to Know About Employee Benefits,"** a Small Business Development Center (SBDC) event that takes place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

## Feb. 9, 6-8 p.m.

**"Ms. Biz: What You Need to Succeed,"** a Women's Business Center series that continues Feb. 16 and 23 and March 2. Event takes place online via Zoom. Details are available by contacting Debbie Drake at [debbie@wbcutah.org](mailto:debbie@wbcutah.org).

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

**Networking Breakfast**, a Box Elder Chamber of Commerce event. Location is Hampton Inn Tremonton, 2145 W. Main St., Tremonton. Cost is \$6. Details are at [boxelderchamber.com](http://boxelderchamber.com).

## Feb. 10, 6-8 p.m.

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

## Feb. 11, 5-7 p.m.

**Business After Hours**, a Utah Black Chamber of Commerce event. Location and other details to be announced at [utahblackchamber.com](http://utahblackchamber.com).

## Feb. 15, 8:30-11 a.m.

**"Sales,"** part of the 10-week Key Bank Business Accelerator program presented by the South

Valley Chamber and Suazo Business Center. Location is Salt Mine Productive Workspace, 7984 S. 1300 E., Sandy. Cost for the 10-week program is \$500 (must be a chamber member to apply). Details are at [southvalleychamber.com](http://southvalleychamber.com).

## Feb. 15, 9-11 a.m.

**"Pay the IRS Less Without Going to Jail,"** a Small Business Development Center (SBDC) event that takes place online. Cost is \$12. Details are at <https://clients.utahsbdc.org/events.aspx>.

## Feb. 15, 10-11 a.m.

**"Hearing Loss Diversity: Deconstructing Misconceptions,"** a Women's Business Center of Utah event focusing on accommodation for people with some kind of hearing loss. Event takes place online via Zoom. Free. Details are at [wbcutah.org](http://wbcutah.org).

## Feb. 15, 11:25 a.m.-1 p.m.

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

## Feb. 15, 11:45 a.m.-1:15 p.m.

**Annual Chamber Awards and Installation Luncheon**, a Point of the Mountain Chamber of Commerce event. Location is Thanksgiving Point, Garden Room, 3900 Garden Drive, Lehi. Details are at [thepointchamber.com](http://thepointchamber.com).

## Feb. 15, 5-6 p.m.

**Corporate Tour**, a Utah Black Chamber of Commerce event. Location is WCF Insurance, 100 W. Towne Ridge Parkway, Sandy. Details are at [utahblackchamber.com](http://utahblackchamber.com).

## Feb. 15, 6:30-8 p.m.

**"How to Make Your Website Sell, So You Don't Have To,"** a Small Business Development Center (SBDC) event that takes place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

## Feb. 16, 8 a.m.-4 p.m.

**"Managing Conflict,"** part of the Salt Lake Community College Frontline Leader Workshop Series and focusing on recognizing and utilizing proactive communication techniques to manage the impact of conflict in the workplace. Location is SLCC's Westpointe Campus, 1060 N. Flyer Way, Salt Lake City. Cost is \$250. Details

are at <http://www.slcc.edu/workforce/courses/index.aspx>.

## Feb. 16, 9-11 a.m.

**Women in Business Women's Golf Clinic**, a South Valley Chamber of Commerce event. Location is Glenmoor Golf Club, 9800 S. 4800 W., South Jordan. Cost is \$35. Registration can be completed at [Eventbrite.com](http://Eventbrite.com).

## Feb. 16, 5:30-6:30 p.m.

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

## Feb. 17, 11:30 a.m.-1 p.m.

**2022 Athena Award Luncheon**, a Davis Chamber of Commerce event. Award recipient is Linda Kelley. Location is the Davis Conference Center, 1651 N. 700 W., Layton. Cost is \$30 for chamber members, \$40 for guests. Details are at [davischamberofcommerce.com](http://davischamberofcommerce.com).

## Feb. 22, 9 a.m.-1:30 a.m.

**"Day on the Hill,"** presented by the South Valley Chamber Women in Business and the U.S. Small Business Administration. Location is Utah State Capitol, 350 State St., Salt Lake City. Registration can be completed at [Eventbrite.com](http://Eventbrite.com).

## Feb. 23, 8:30-11 a.m.

**"One-Page Business Plan,"** part of the 10-week Key Bank Business Accelerator program presented by the South Valley Chamber and Suazo Business Center. Presenter is Winthrop "Win" Jeanfreau, CEO of iMPact Utah. Location is Salt Lake Community College, Free Enterprise Building, 9750 S. 300 W., Sandy. Cost for the 10-week program is \$500 (must be a chamber member to apply). Details are at [southvalleychamber.com](http://southvalleychamber.com).

## Feb. 23, 10 a.m.-4 p.m.

**MAPR's Annual Southwest Regional "Meet the GCs Event,"** a face-to-face construction business networking event presented by the Mountainlands Area Plan Room. Supply chain subs and suppliers can meet general contractors and key vendors from all over the region in an open-house-style opportunity. Location is Hilton Garden Inn next to the Dixie Convention Center, St. George. Free. Details are at [MeetTheGCs.com](http://MeetTheGCs.com) or (801) 288-1188.

**CALENDAR**

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**Feb. 24-25**

**38th Annual Investors Choice Capital Conference**, a VentureCapital.Org event featuring up to 30 startups pitching their companies to an investor audience. Ski day and investor reception take place Feb. 24 at Solitude Ski Resort. Conference takes place Feb. 25 at the Grand America Hotel, 555 S. Main St., Salt Lake City. Virtual option for conference is available. Costs vary. Registration can be completed at Eventbrite.com.

**Feb. 24, 7:45 a.m.-5 p.m.**

**Utah's SBDC's Employer Tax Workshop**, a Small Business Development Center (SBDC) event. Location is Salt Lake Community College, MCPC 101, Sandy. Details are at <https://clients.utahsbdc.org/events.aspx>.

**Feb. 24, 8:30-11 a.m.**

**ConnectShare B2B Networking Event** designed for business leaders and decision-makers. Location is the Miller Conference Center, 9750 S. 300 W., Sandy. Details are at [www.connectshare.com](http://www.connectshare.com) or by contacting Randy Hunt of the ConnectShare Advisory Board at [randy@clearpath-strat.com](mailto:randy@clearpath-strat.com).

**Feb. 24, noon-1 p.m.**

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

**Feb. 24, 5-6 p.m.**

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

**Feb. 25-27**

**"Becoming an Outdoors Woman,"** a Utah State University Extension event. BOW is a non-profit educational program offering hands-on workshops to adult women ages 18 and older. The BOW workshop is a three-day, multi-course event where women have the opportunity to learn a variety of outdoor skills. Location is Holmstead Ranch Resort, 1000 E. Holmstead Ranch Road, Central. Costs range from \$250 to \$400. Registration can be completed at Eventbrite.com.

**March 1-2**

**2022 Intermountain Deal-Source Summit and Ski Event**, an ACG (Association for Corporate Growth) Utah event featuring middle-market deal

flow content, multiple networking and meeting opportunities and activities. Theme is "Celebrating Utah Dealmakers." Location is Pendry Hotel Park City, 3720 N. Sundial Court, Park City. Cost through Feb. 2 is \$275 for members, \$375 for nonmembers. Details are at <https://www.acg.org/utah/events/2022-intermountain-dealsource-summit-and-ski-event>.

**March 1, 8:30-11 a.m.**

**"Financial Statements,"** part of the 10-week Key Bank Business Accelerator program presented by the South Valley Chamber and Suazo Business Center. Location is Salt Mine Productive Workspace, 7984 S. 1300 E., Sandy. Cost for the 10-week program is \$500 (must be a chamber member to apply). Details are at [southvalleychamber.com](http://southvalleychamber.com).

**March 1, 9 a.m.-noon**

**"Value That Attracts Customers,"** part of the nine-week "First Step to Next Step" program presented by the Women's Business Center of Utah. Event takes place online via Zoom. Free. Details are at [wbcutah.org](http://wbcutah.org).

**March 1, 1-3:30 p.m.**

**"Managing the Health of Your Risk Pool: How to Develop a Winning Health Plan in the Wake of COVID, and Strategies for Managing Mental Health & Stress in the Workplace,"** a Brown & Brown "Whiteboard Event" featuring information about the true costs associated with healthcare and how to make more informed decisions in 2022. Presenters are professor Dave Ross and Sherri Wittwer, mental health expert. Location is Loveland Living Planet Aquarium, 12033 Lone Peak Parkway, Draper. Details are at (801) 505-6500.

**March 1, 6:30-8 p.m.**

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

**March 2-May 4**

**Executive Certificate of Global Business Management**, presented by The Mill Entrepreneurship Center at Salt Lake Community College. The 10-week course takes place Wednesdays, 5:30-8:30 p.m., at 9690 S. 300 W., Sandy. Cost is \$995. Registration deadline is Feb. 23. Details are available by emailing [venita.ross@slcc.edu](mailto:venita.ross@slcc.edu).

**March 2, 11:30 a.m.-1 p.m.**

**"Lunch & Learn: What is Integrative Medicine?"** a Park

City Chamber/Bureau event. Dr. Jeanne Falk, an integrative medicine physician, will address integrative medicine and its benefits. Location is Blair Education Center at Intermountain Park City Hospital, 900 Round Valley Drive, Park City. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>

**March 3, 9-10 a.m.**

**Morning Speaker Series**, an Ogden-Weber Chamber of Commerce event. Event takes place online via Zoom. Free for chamber members and first-time guests. Details are at [ogdenweberchamber.com](http://ogdenweberchamber.com).

**March 3, 6-8 p.m.**

**"Entrepreneur 101,"** a Small Business Development Center (SBDC) event that takes place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

**March 4, 5-7 p.m.**

**"First Friday,"** a Utah Black Chamber of Commerce networking event. Location is The Shop, 350 E. 400 S., Salt Lake City. Cost is \$10 for members, \$20 for nonmembers. Details are at [utahblackchamber.com](http://utahblackchamber.com).

**March 4, 6-9 p.m.**

**2022 Cache Valley Awards Gala**, a Cache Valley Chamber of Commerce black-tie event. Opening reception is followed by dinner at 7 p.m. and program at 7:30 p.m. Location is Riverwoods Conference Center, 615 Riverwoods Parkway, Logan. Cost is \$90. Details are at [cachechamber.com](http://cachechamber.com).

**March 8, 11:55 a.m.-12:55 p.m.**

**Monthly Women in Business Luncheon**, a Cache Valley Chamber of Commerce event. Check website for location. Cost is \$14 for WIB members, \$16 for nonmembers. Details are at [cachechamber.com](http://cachechamber.com).

**March 9-10**

**Entrepreneur & Investor Life Sciences Summit 2022**, presented by BioUtah, BioHive and the PIVOT Center at the University of Utah and designed to bring investors and innovators together to showcase Utah's entrepreneurship. Summit takes place March 9 at the Peterson Eccles Alumni House on the University of Utah campus. Ski day is March 10. Details to be announced.

**March 9, 5-7 p.m.**

**"Business After Hours,"** an Ogden-Weber Chamber of Commerce event. Free for employees of chamber members and first-time guests, \$10 for nonmembers. Details to be announced at [ogdenweberchamber.com](http://ogdenweberchamber.com).

**March 10, 11:30 a.m.-1 p.m.**

**Women in Business Luncheon**, a Davis Chamber of Commerce event. Cost is \$20 for members, \$30 for guests. Details to be announced at [davischamberofcommerce.com](http://davischamberofcommerce.com).

**March 10, 6-8 p.m.**

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

**March 15-April 5, 8 a.m.-5 p.m.**

**Lean Six Sigma - Green Belt**, a Salt Lake Community College Employee Development Workshop taking place on Tuesdays. Participants will learn methodologies for waste reduction and process improvement skills and apply problem-solving and quantifiable tools through Lean Six Sigma strategies. Location is SLCC's Westpointe Campus, 1060 N. Flyer Way, Salt Lake City. Cost is \$1,450. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

**March 15, 8:30-11 a.m.**

**"Banking,"** part of the 10-week Key Bank Business Accelerator program presented by the South Valley Chamber and Suazo Business Center. Location is Salt Mine Productive Workspace, 7984 S. 1300 E., Sandy. Cost for the 10-week program is \$500 (must be a chamber member to apply). Details are at [southvalleychamber.com](http://southvalleychamber.com).

**March 15, 9 a.m.-noon**

**"Culture That Attracts Talent,"** part of the nine-week "First Step to Next Step" program presented by the Women's Business Center of Utah. Event takes place online via Zoom. Free. Details are at [wbcutah.org](http://wbcutah.org).

**March 15, 11 a.m.-1 p.m.**

**"Women's Equality in Utah: Why Utah is Ranked as the Worst State and What Can Be Done,"** a Business Women's Forum event. Speaker Susan Madsen will discuss results of a white paper that analyzed a WalletHub report titled "2021's Best & Worst States for Women's Equality." Location is Hilton Garden Inn Salt Lake City Downtown, 250 W. 600 S., Salt Lake City. Cost is \$30 for members, \$40 for nonmembers. Details are at [slchamber.com](http://slchamber.com).

**March 15, 11:25 a.m.-1 p.m.**

**Leadership Luncheon**, a Cache Valley Chamber of Commerce event. Location is The Riverwoods Conference Center, 615 Riverwoods Parkway, Logan. Cost is \$16 for members and \$17 for nonmembers preregistered, \$20 for members and \$22 for

nonmembers not preregistered. Details are at [cachechamber.com](http://cachechamber.com).

**March 15, noon-1 p.m.**

**Local First Collab**, a Utah Black Chamber of Commerce event. Location is The Shop, 350 E. 400 S., Salt Lake City. Details are at [utahblackchamber.com](http://utahblackchamber.com).

**March 15, 5-6 p.m.**

**Corporate Tour**, a Utah Black Chamber of Commerce event. Location is Zions Bank, 1 S. Main St., Salt Lake City. Details are at [utahblackchamber.com](http://utahblackchamber.com).

**March 16, 7:15-9 a.m.**

**2022 Partners in Education Appreciation Breakfast**, hosted by the Ogden-Weber Chamber of Commerce and its Partners in Education sponsors. Location is Ogden Eccles Convention Center, 2415 Washington Blvd., Ogden. Free. Registration deadline is March 4. Details are at [ogdenweberchamber.com](http://ogdenweberchamber.com).

**March 16, 8 a.m.-4 p.m.**

**"Business Writing,"** part of the Salt Lake Community College Frontline Leader Workshop Series. Participants will consider critical writing skills to achieve clarity, organization, readability and accuracy in business messaging. Location is SLCC's Westpointe Campus, 1060 N. Flyer Way, Salt Lake City. Cost is \$250. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

**March 17, 11:30 a.m.-1 p.m.**

**Chamber Luncheon**, a Davis Chamber of Commerce event. Details to be announced at [davischamberofcommerce.com](http://davischamberofcommerce.com).

**March 18, 8 a.m.-12:30 p.m.**

**Box Elder Business Summit**, a Box Elder Chamber of Commerce event with the theme "Leadership in Today's Business World." Keynote speakers include Wendy Williams, vice president of propulsion systems for Northrop Grumman Space Systems, and Cody Vaibell, entrepreneur and investor. Panel discussions will focus on topics including workforce and diversity and inclusion. Location is USU Brigham City Regional Campus, 989 S. Main St., Brigham City. Cost is \$40. Details are at [boxelderchamber.com](http://boxelderchamber.com).

**March 22, 9 a.m.-noon**

**"Generating Revenue/Marketing,"** part of the nine-week "First Step to Next Step" program presented by the Women's Business Center of

see CALENDAR next page

**CALENDAR***from previous page*

Utah. Event takes place online via Zoom. Free. Details are at [wbcutah.org](http://wbcutah.org).

**March 22, 2-5 p.m.**

**Utah Valley Job Fair**, a Utah Valley Chamber event. Location is Utah Valley Convention Center, 220 W. Center St., Exhibit Hall A, Provo. Details are at [thechamber.org](http://thechamber.org).

**March 23-April 13, 8:30 a.m.-4:30 p.m.**

**PMP Certification Exam Prep**, a Salt Lake Community College Employee Development Workshop taking place on Wednesdays. This intermediate course prepares participants to successfully pass the PMP exam by reviewing the concepts and principles of project management. Students will study project management methods in accordance with PMI requirements and a syllabus to study for the 2021 200-question PMI PMP examination. Location is SLCC's Miller Campus, 9750 S. 300 W., Sandy. Cost is \$1,195. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

**March 24, 8:30-11 a.m.**

**ConnectShare B2B Networking Event** designed for business leaders and decision-makers. Location is the Miller Conference Center, 9750 S. 300 W., Sandy. Details are at [www.connectshare.com](http://www.connectshare.com) or by contacting Randy Hunt of the ConnectShare Advisory Board at [randy@clearpath-strat.com](mailto:randy@clearpath-strat.com).

**March 24, noon-1 p.m.**

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

**March 24, 6-7 p.m.**

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

**March 29, 8:30-11 a.m.**

**"Management,"** part of the 10-week Key Bank Business Accelerator program presented by the South Valley Chamber and Suazo Business Center. Location is Salt Mine Productive Workspace, 7984 S. 1300 E., Sandy. Cost for the 10-week program is \$500 (must be a chamber member to apply). Details are at [southvalleychamber.com](http://southvalleychamber.com).

**March 29, 9 a.m.-noon**

**"Keeping Customers Happy,"** part of the nine-week "First

Step to Next Step" program presented by the Women's Business Center of Utah. Event takes place online via Zoom. Free. Details are at [wbcutah.org](http://wbcutah.org).

**March 29, 5-8:30 p.m.**

**2022 Awards Gala**, a ChamberWest event. Event includes honoring Hall of Fame Award recipient Mayor Kristie Overson of Taylorsville and three finalists in five award cat-

egories. Theme is "The Wizard of Oz: There's No Place Like ChamberWest." Reception begins at 5 p.m., with dinner and program starting at 6:30 p.m. Location is the Maverik Center, 3200 S. Decker Lake Drive, West Valley City. Details to be announced at [chamberwest.com](http://chamberwest.com).

**April 1, 6-11 p.m.**

**"Evening In Harlem,"** a Utah Black Chamber of Commerce

event. Location is The Leonardo, 209 E. 500 S., Salt Lake City. Cost is \$50. Details are at [utahblackchamber.com](http://utahblackchamber.com).

**April 5, 9 a.m.-noon**

**"Knowing Your Numbers,"** part of the nine-week "First Step to Next Step" program presented by the Women's Business Center of Utah. Event takes place online via Zoom. Free. Details are at [wbcutah.org](http://wbcutah.org).

**April 7, 8-9 a.m.**

**"Coffee Chat with the CEO,"** a Park City Chamber/Bureau event. CEO Jennifer Wesselhoff will be available for friendly, informal conversation about how the chamber can most effectively serve businesses and the community. Location is Kimball Junction

see **CALENDAR** page 18



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**CALENDAR***from page 17*

Visitor Information Center, 1794 Olympic Parkway Blvd., Park City. Free. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

**April 7, 9-10 a.m.**

**Morning Speaker Series,** an Ogden-Weber Chamber of Commerce event. Event takes place online via Zoom. Free for chamber members and first-time guests. Details are at [ogdenweberchamber.com](http://ogdenweberchamber.com).

**April 8, 5-7 p.m.**

**"First Friday,"** a Utah Black Chamber of Commerce networking event. Location is 2200 S. Main St., Suite 200, South Salt Lake. Cost is \$10 for members, \$20 for nonmembers. Details are at [utahblackchamber.com](http://utahblackchamber.com).

**FARMERS***from page 6*

veterinarians for Utah's farmers and ranchers. Studies show that for every \$20 invested in a veterinary school, \$48 are returned to the local economy through research grants. Utah currently has 15 percent fewer veterinarians per capita than the national average, with our growing state there is an increasing demand for veterinarians. A vet school at USU will be huge benefit to Utah's farming and ranching community."

**3. Agriculture Infrastructure.** "The recent COVID pandemic has highlighted the importance of and need for additional processing for agricultural products. The Utah Department of Agriculture & Food (UDAF) is requesting \$3 million to create a grant program designed to help expand existing or establish new processing facilities in Utah. Utah Farm Bureau believes it is critical to invest in processing infrastructure that will provide the opportunity for Utah producers to process their products locally and for Utah consumers to purchase those products and support local agriculture.

"As Utah Farm Bureau begins this new calendar year with the state legislative session and then follows-up with the many planting, nurturing and harvesting decisions of the growing season, its public policy process will lead the way in helping government and community leaders understand the needs of a successful agriculture industry and how to support it."

**April 12, 8:30-11 a.m.**

**"Customers & Competitors,"** part of the 10-week Key Bank Business Accelerator program presented by the South Valley Chamber and Suazo Business Center. Location is Salt Mine Productive Workspace, 7984 S. 1300 E., Sandy. Cost for the 10-week program is \$500 (must be a chamber member to apply). Details are at [southvalleychamber.com](http://southvalleychamber.com).

**April 12, 9 a.m.-noon**

**"Managing Your Cash Flow,"** part of the nine-week "First Step to Next Step" program presented by the Women's Business Center of Utah. Event takes place online via Zoom. Free. Details are at [wbcutah.org](http://wbcutah.org).

**April 12, 11:55 a.m.-12:55 p.m.**

**Monthly Women in Business Luncheon,** a Cache Valley Chamber of Commerce event. Check website for loca-

tion. Cost is \$14 for WIB members, \$16 for nonmembers. Details are at [cachechamber.com](http://cachechamber.com).

**April 13, 4-5 p.m.**

**Venture Capital Collab,** a Utah Black Chamber of Commerce event. Location is The Shop, 350 E. 400 S., Salt Lake City. Details are at [utahblackchamber.com](http://utahblackchamber.com).

**April 13, 5-7 p.m.**

**"Business After Hours,"** an Ogden-Weber Chamber of Commerce event. Free for employees of chamber members and first-time guests, \$10 for nonmembers. Details to be announced at [ogdenweberchamber.com](http://ogdenweberchamber.com).

**April 14, 1-5 p.m.**

**2022 Business 2 Business Expo,** a Davis Chamber of Commerce event featuring more than 70 exhibitors. Location is

Davis Conference Center, 1651 N. 700 W., Layton. Free. Details are at [davischamberofcommerce.com](http://davischamberofcommerce.com).

**April 15, 5-7 p.m.**

**Business After Hours,** a Utah Black Chamber of Commerce event. Location and other details to be announced at [utahblackchamber.com](http://utahblackchamber.com).

**April 19, 9 a.m.-noon**

**"Cash Flow Projection Lab,"** part of the nine-week "First Step to Next Step" program presented by the Women's Business Center of Utah. Event takes place online via Zoom. Free. Details are at [wbcutah.org](http://wbcutah.org).

**April 19, 11:25 a.m.-1 p.m.**

**Leadership Luncheon,** a Cache Valley Chamber of

see **CALENDAR** next page

**ENNICO***from page 12*

Forms 1099-K from both PayPal and Venmo.

What can you do about this? Basically, not much. Unless Congress changes the law (which it might if the Republicans take control of Congress this fall, as some predict), there are only three things you can do:

No.1: If you are not treating your online selling as a business, start doing so. Talk to your accountant about filing Schedule C as part of your personal tax return next year.

No. 2: Keep track of all deductible expenses you can use to reduce your taxable income from online selling this year. (Buy

CPA Bernard Kamoroff's book *475 Tax Deductions for Businesses and Self-Employed Individuals: An A-to-Z Guide to Hundreds of Tax Write-Offs* and commit it to memory.)

No. 3: If you expect to generate only a small amount of money from online selling this year (less than \$2,000-\$3,000 in gross sales), consider terminating your relationship with PayPal, Venmo and Zelle and requiring your customers to pay the old-fashioned way: by checks, credit cards and bank wire transfers.

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

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**EMPLOYMENT***from page 1*

Mark Knold, chief economist at DWS. "Each month the unemployment rate moved lower and lower, finally sinking last month into historic territory. The state's unemployment rate is now below 2.0 percent for the first time ever. This is uncharted territory in terms of such a low unemployment rate and gauging how much lower it can conceivably go."

The December national unemployment rate also continued to decline, sitting at 3.9 percent at month's end.

In keeping with the department's recent practice of comparing current employment data with that of two years ago due to statistical anomalies caused by the COVID-19 pandemic, Utah's

nonfarm payroll employment for December was increased an estimated 3.7 percent over the past 24 months. The state's economy added a cumulative 59,200 jobs since December 2019, bringing the current employment level to about 1,646,900.

Utah's December private-sector employment recorded a two-year expansion of 5.0 percent, DWS reported. Eight of Utah's 10 major private-sector industry groups posted net two-year job gains, led by trade, transportation and utilities (up 22,300 jobs); professional and business services (up 15,200 jobs); construction (up 11,500 jobs); and manufacturing (up 7,900 jobs). The two industry groups with less employment than two years ago are natural resources and mining with a loss of 800 jobs and other services with a loss of 200 jobs.

**UPDATES***from page 1***March 16, 11:30 a.m.-1 p.m.**

**Business Alliance Luncheon** at Boondocks Fun Center in Kaysville.

**POSTPONEMENTS**

**2022 Awards Gala,** a ChamberWest event, originally scheduled for March 8, has been postponed until March 29, 5-8:30 p.m., at the Maverik Center in West Valley City. Details to be announced at [chamberwest.com](http://chamberwest.com).

**"Evening In Harlem,"** a Utah Black Chamber of Commerce event, originally scheduled for Feb. 4, has been postponed until April 1, 6-11 p.m., at The Leonardo, 209 E. 500 S., Salt Lake City. Cost is \$50. Details are at [utahblackchamber.com](http://utahblackchamber.com).

**2022 Athena Leadership Award Ceremony & Luncheon,** an Ogden-Weber Chamber of Commerce event, originally scheduled for Jan. 25, has been postponed until April 26, 11:30 a.m.-1 p.m., at Timbermine, 1701 Park Blvd., Ogden. Award recipient is Raquel Da Silva, executive director of Family Promise of Ogden. Cost is \$30. Details are at [ogdenweberchamber.com](http://ogdenweberchamber.com).

**Utah Manufacturers Association Annual Awards Banquet** at the Little America Hotel in Salt Lake City, originally scheduled for Jan. 29, 6-9 p.m., has been postponed until a date in November to be determined.

**MISCELLANEOUS**

RainFocus, a Lehi-based provider of an enterprise event marketing platform, has announced that its RainFocus Insight 2022 event, originally a hybrid program with in-person components Feb. 7-9, will now be offered as a fully virtual experience.

Several Small Business Development Center (SBDC) events originally scheduled to take place at the Orem/Provo SBDC at Utah Valley University have been moved online (details are at <https://clients.utahsbdc.org/events.aspx>):

- Feb. 1, 6:30-8 p.m.: Word-Press Workshop.

- Feb. 3, 6-8 p.m.: "Entrepreneur 101."

- Feb. 10, 6-8 p.m.: "Business Essentials."

- Feb. 15, 6:30-8 p.m.: "How to Make Your Website Sell, So You Don't Have To."

- March 3, 6-8 p.m.: "Entrepreneur 101."

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## COX ADDRESS

from page 1

that those of us from rural Utah have felt for far too long: the terrible realization that our kids and grandkids might not be able to live near us. In rural Utah, that happens because of a lack of jobs. Along the Wasatch Front, it's due to the unsustainable increase in housing prices. We have to get this right. We must act now."

Cox said the state faces "a generational opportunity" to invest in infrastructure because of its strongest economy in the U.S. "If the federal government is going to continue recklessly spending money borrowed from future generations, it is our duty to invest in projects that will benefit our children and grandchildren," he said.

He also asked legislators to support 26 new policy initiatives presented by the United Economic Opportunity Commission, including "a dramatic overhaul and removal of many state and local economic incentives." Bills proposed by the commission focus on workforce development, education alignment with industry, housing availability, a better start-up ecosystem, reworking rural economics, bolstering international trade, multicultural economic empowerment and bridging opportunity gaps.

His push for Utah to become "the nation's leader in sustainable energy development" stems from a need to not be reliant on foreign nations to be the primary suppliers of the U.S.'s clean energy future.

"Twenty-eight of the world's 35 most critical minerals can be found right here in our state," Cox said. "We can show the country and the world how to responsibly harness the power of our precious natural resources while being wise and protective stewards of this land that we cherish."

He also seeks support for the Utah Sustainable Health Collaborative, which has what he described as "the audacious goal" of lowering healthcare costs and improving health outcomes. "The concept is simple but revolutionary: In Utah we can create a new system focused on health, not healthcare," he said.

As a way of easing the effects of inflation — rates are the highest in 40 years — Cox proposes an additional \$160 million grocery tax credit. "With this year's [budget] surplus, I think we can all agree that it's time we gave some of that hard-earned money back to Utahns," he said.

A common theme of state government the past few years has been to accommodate or manage population and economic growth while maintaining Utah's hallmark quality-of-life characteristics. Cox echoed some of those sentiments in his address.

"While water is the greatest limiting factor to our growth, there are several other pressing issues we must address, including air quality, transportation, housing affordability and other infrastructure needs," the governor said. "Our goal should never be to grow for growth's sake. We must prioritize a quality of life that all Utahns can enjoy."

## CALENDAR

from previous page

Commerce event. Location is The Riverwoods Conference Center, 615 Riverwoods Parkway, Logan. Cost is \$16 for members and \$17 for nonmembers preregistered, \$20 for members and \$22 for nonmembers not preregistered. Details are at [cachechamber.com](http://cachechamber.com).

### April 19, 5-6 p.m.

**Corporate Tour**, a Utah Black Chamber of Commerce event. Location is 34 S. State St., Salt Lake City. Details are at [utahblackchamber.com](http://utahblackchamber.com).

### April 20

**Utah Women's Entrepreneurial Conference**, an educational conference for Utah women business owners that features general sessions, breakouts and a grant pitching competition. Location to be announced. Details are at [www.utahwec.com](http://www.utahwec.com).

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

**Business Alliance Luncheon**. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Cost is \$20. Registration is required. Details are at [davischamberofcommerce.com](http://davischamberofcommerce.com).

### April 20, 3:30-5 p.m.

**"Good Food in Bad Times,"** presented by P3 Utah and Impact Hub Salt Lake. Speakers are Kelly Lake, co-owner of Lux Events; and Jamaica Trinnaman,

owner of Hello Bulk and The Neighborhood Hive. Details to be announced.

### April 21, 8:30-11 a.m.

**ConnectShare B2B Networking Event** designed for business leaders and decision-makers. Location is the Miller Conference Center, 9750 S. 300 W., Sandy. Details are at [www.connectshare.com](http://www.connectshare.com) or by contacting Randy Hunt of the ConnectShare Advisory Board at [randy@clearpath-strat.com](mailto:randy@clearpath-strat.com).

### April 21, 6 p.m.

**Annual Chamber Gala**, an Ogden-Weber Chamber of Commerce event. Details to be announced at [ogdenweberchamber.com](http://ogdenweberchamber.com).

### April 22, 5:30-9 p.m.

**Annual Banquet**, a Box Elder Chamber of Commerce event. Location is Box Elder County Fair Grounds, Fine Arts Building, 320 N. 1000 W., Tremonton. Details to be announced at [boxelderchamber.com](http://boxelderchamber.com).

### April 26, 8:30-11 a.m.

**"Systems,"** part of the 10-week Key Bank Business Accelerator program presented by the South Valley Chamber and Suazo Business Center. Location is Salt Mine Productive Workspace, 7984 S. 1300 E., Sandy. Cost for the 10-week program is \$500 (must be a chamber member to apply). Details are at [southvalleychamber.com](http://southvalleychamber.com).

### April 26, 9 a.m.-noon

**"Planning for Continuity,"**

part of the nine-week "First Step to Next Step" program presented by the Women's Business Center of Utah. Event takes place online via Zoom. Free. Details are at [wbcutah.org](http://wbcutah.org).

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

**2022 Athena Leadership Award Ceremony & Luncheon**, an Ogden-Weber Chamber of Commerce event. Award recipient is Raquel Da Silva, executive director of Family Promise of Ogden. Location is Timbermine, 1701 Park Blvd., Ogden. Cost is \$30. Details are at [ogdenweberchamber.com](http://ogdenweberchamber.com).

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

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

### May 3, 9 a.m.-noon

**"Action Plan Presentations and Graduation,"** part of the nine-week "First Step to Next Step" program presented by the Women's Business Center of Utah. Event takes place online via Zoom. Free. Details are at [wbcutah.org](http://wbcutah.org).

### May 5, 5-7 p.m.

**Business After Hours Mixer**, a Park City Chamber/Bureau event. Location is Wicked Fast Internet, 4554 Forestdale Drive, No. D19, Park City. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.



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