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BUSINESS JOURNAL

OF NOTE

**They said it wasn't possible**

As of last week, nearly 80 percent of Utah was completely drought-free, according to data from the U.S. Drought Monitor. The bulk of the improvement can be attributed to the 2022-23 winter season, the snowiest winter since record-keeping began in 1930, leaving Utah's reservoirs currently at 48 percent capacity, up from 33 percent capacity at this same time in 2022 when the entire state was experiencing drought conditions.

Industry Briefs
pages 12-13

Business Calendar
page 15



Under the eye of Ukraine's president, Volodymyr Zelenskyy (rear), Aaron Starks (left), president and CEO of the Utah Aerospace and Defense Association, shakes hands with Oleksandr Kamyshin, minister for strategic industries of Ukraine, following the signing of a memorandum of understanding promoting a shared commitment to grow cooperation between the East European country and Utah's aerospace and defense industries. Photo courtesy of Presidential Office of Ukraine.

Utah ADA signs agreement with Ukrainian government

The Utah Aerospace and Defense Association (ADA) has announced the signing of a memorandum of understanding (MOU) with the Ministry for Strategic Industries of Ukraine. Signed by Aaron Starks, president and CEO of the Utah ADA, and Oleksandr Kamyshin, minister for strategic industries of Ukraine, the agreement represents a significant step forward in fostering collaboration between Ukraine and Utah's aerospace, defense and security companies, an ADA release said.

The MOU reflects a shared commitment to promoting industry growth and development in Ukraine, further strengthening the already close relationship between Ukraine and Utah. The agreement creates a framework for critical industries in Ukraine and Utah-based companies to

cooperate on armored vehicle manufacturing, artillery and air defense systems, aerospace equipment, autonomous systems and more. It will open up pathways for Utah companies to explore manufacturing opportunities in Ukraine, and for the Ukrainian government and private sector to source strategic goods and services from Utah's robust industry, ADA said.

"We highly value the commitment and support that Utah has shown our country. Utah was the first state-level leadership delegation to visit Ukraine after the full-scale invasion, and we will always remember that," said Kamyshin. "We are excited to execute this MOU with Utah Aerospace

see UKRAINE page 16



An illustration from the Utah Jazz shows how the logo of LiveView Technologies, Utah's new uniform sponsor, will be displayed on the team's "generic" game jerseys.

American Fork tech firm becomes Jazz's new uniform sponsor

The Utah Jazz have announced a multi-year jersey patch partnership with LiveView Technologies (LVT), an American Fork-based national provider of life safety and security technology. The LVT patch will appear on all Utah Jazz jerseys beginning with the upcoming 2023-24 NBA season, which begins with preseason games in October.

"We could not be happier to partner with another growing Utah-built company like LVT that shares our commitment to community," said Ryan Smith, majority owner and governor of the Utah Jazz. "As our partnership with '5 For The Fight' evolves into its next phase, we're excited to feature the LVT logo on our jerseys and continue using that prominent space to celebrate the innovative, hard-working mindset that Utah is all about."

In 2017, Smith, founder and current executive chairman of Qualtrics, a Provo-based technology company that produces an experience management platform for businesses,

see JAZZ page 10

Port's next target is Beaver Co.'s Mineral Mountains

Brice Wallace

Salt Lake Business Journal

A new inland port area in Beaver County could someday become "central hubs for fueling, logistics and emerging industry growth."

That's what the Utah Inland Port Authority envisions for a four-zone area of about 19,820 acres. Dubbed the Mineral

Mountains project area, it would encompass parts of Beaver City, Beaver County and Milford City.

The port authority board will consider creating the project area at an Oct. 4 meeting in Milford. At a September briefing to the board, Jen Wakeland, Beaver County strategic development director, said the county wants to continue to invest in agriculture but also into agriculture technology, mining, advanced manufacturing,

aerospace technology and renewable energy.

"In short, Beaver County is uniquely situated to continue supporting the existing economy and allows for agility to expand into emerging and diverse industries," Wakeland said.

The four Mineral Mountains zones

see BEAVER CO. page 19



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NFP acquires Divergent Wealth Advisors

New York City-based NFP, a property and casualty broker, benefits consultant, wealth manager and retirement plan advisor, has acquired Divergent Wealth Advisors LLC of South Jordan. Divergent is an independent registered investment advisor that focuses on holistic wealth management solutions and retirement planning. Divergent co-founders Jordan Collins and Brady Ririe will join NFP and report to Jeff Scott, senior vice president of retirement.

"We're thrilled to join NFP and begin contributing to the success of a growing, people-first organization," said Collins and Ririe in a joint statement. "We know our clients have needs beyond wealth management and retirement, and as part of NFP we have a great opportunity to introduce a breadth of solutions that addresses these needs."

"We're very excited to welcome Jordan and Brady to NFP," said Scott. "We're expanding our wealth management and retirement plan capabilities, while increasing our presence in the fast-growing western U.S. We're also adding a group

of talented wealth advisors who are committed to delivering an amazing client experience built on a foundation of trust and fiduciary care."

The acquisition of Divergent, which has more than \$675 million in assets under management (as of August), closed on Aug. 7. The deal enhances value for NFP clients by enabling the company's Utah-based group benefits and retirement plan advisory businesses to collaborate with the Divergent team and align capabilities with client needs, Scott said.

"Adding Divergent builds on our well-established presence in Utah and underscores our focus on scaling our wealth management and retirement expertise in the western U.S. and beyond," said Mike Schneider, president of NFP's Central and West regions. "This acquisition also reinforces that NFP is an outstanding option for growing firms that value culture and who can benefit from the resources and support NFP offers."

NFP has over 8,000 employees with offices in North America and Europe.

Lehi-based OrderProtection.com names Chatterley its new CEO

OrderProtection.com, an e-commerce purchase protection and customer experience platform based in Lehi, has named Tanner Chatterley its new CEO.

"With a strong background in the organization and a demonstrated commitment to customer-centric leadership, Chatterley is poised to lead the company into its next phase of growth and innovation while helping expand its footprint into new markets," OrderProtection.com said in a release.

Chatterley, who joined OrderProtection.com last year as the director of revenue, brings a background in revenue optimization, business analytics,

operational leadership and customer success management to his new role. His journey from overseeing sales and customer success at the company to managing its implementation, marketing and a large number of its employees gave him a comprehensive understanding of the business and earned him the trust of its team, making him uniquely suited to take on the executive role, the company said.

"What excites me most about this opportunity is the chance to shape OrderProtection.com's long-term vision and transform it into an all-inclusive, post-purchase customer experience platform for the brands we serve," said Chatterley. "As the director of revenue, I was able to lead a team of account executives and customer success managers who share our company's dedication to providing the best post-purchase protection for consumers. Now, as CEO, I have been trusted with the responsibility of steering the entire ship forward, serving as both a navigator and a collaborator and working more closely with all departments to enable our team to pivot swiftly and effectively in response to market conditions and feedback from both current and future customers."

In 2022, OrderProtection.com secured a \$10 million Series A investment from growth-stage private equity firm, Maddix Capital, based in Lehi. The advising team at Maddix Capital was involved in the decision to place Chatterley in the executive position.

"Tanner was a standout for this role very early on," said Jesse Silva, founder and general partner of Maddix Capital, who took a position as board member at OrderProtection.com following the Series A investment. "Like many of us at Maddix, he exhibits a relentless entrepreneurial spirit that is deeply committed to delivering results, driving innovation and empowering individuals on his team."

Prior to joining OrderProtection.com, Chatterley was the revenue operations manager at Aumni, an investment analytics company that delivers data and insights for private capital markets. He was also senior revenue optimization analyst and client success manager at Route, a post-e-commerce-purchase platform and an analyst at Blackstone Analytics.

Rory Murphy, Managing Partner
CRG Development

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Rio Tinto expands reclamation

Rio Tinto Kennecott is reclaiming 740 additional acres of land at the Bingham Canyon Mine as part of the company's commitment to the environment and the local community. The East Waste Rock Reclamation project entered its third phase this summer and is expected to last through 2028.

This latest phase of the reclamation process includes softening the grade of approximately 12.4 million cubic yards of waste rock that was created during mining, covering it with 3.7 million cubic yards of topsoil and planting 23 varieties of natural grasses and shrubs native to the area. This restoration process enhances biodiversity on the remediated land and improves the appearance of the mine for residents throughout Salt Lake Valley, the company said.

"Rio Tinto Kennecott is committed to leaving a lasting legacy with our neighbors that have shared our history for over

120 years now," said Nate Foster, Rio Tinto Kennecott managing director. "We're investing in restoring hundreds of acres of land back to its natural beauty in areas we no longer need for active mining, as part of our long-term commitment to be responsible stewards in our community."

Phase 1 of the project lasted from 2018 to 2020 and reclaimed two waste rock lifts or levels. Phase 2 ran from 2021 to 2022 and reclaimed three waste rock lifts and now Phase 3 will fully reclaim the remaining East Waste Rock lifts to complete the project. This reclamation was included in the permitting through the Utah Department of Oil, Gas and Mining and the Division of Water Quality.

Upon completion of Phase 3, the improvements to the East Waste Rocks will also help maintain critical erosion control, which will positively impact stormwater management in the area, Foster said.

Golden Key Award winners named

The Utah Governor's Committee on Employment of People with Disabilities and the Utah State Office of Rehabilitation (USOR) presented its annual Golden Key Awards during the recent Disability:IN Utah Summit at the Zions Bank's Midvale Technology Campus. The Golden Key Awards honor Utah businesses for their efforts in creating job opportunities for people with disabilities.

"Utah has always been a leader in helping people with disabilities," said Gov. Spencer Cox at the event. "Today, the Utah State Office of Rehabilitation continues to help people with disabilities secure good jobs and reach greater self-reliance."

The 2023 Golden Key Award winners are: Large Employer of the Year, Zions Bank; Medium Employer of the Year, Potbelly Sandwich Works; Small Employer of the Year, Johan's PostNet; Freedom Award, Mountain Amer-

ica Credit Union; Provider of the Year, Fit To Recover; and the ACE Award, ZanDraya Pollock of Amazon.

The Utah Governor's Committee on Employment of People with Disabilities and USOR help employers tap into the pool of workers with disabilities to meet their labor needs. The organizations provide training in disability awareness and job accommodations, acting as a bridge to connect businesses with individuals ready to contribute to the workforce. People with disabilities bring a diverse set of skills, talents and experiences to their roles.

"The Golden Key Awards recognize members of Utah's business community that support employment of people with disabilities," said Sarah Brenna, director of the Utah State Office of Rehabilitation. "These employers are leading the way in supporting people with disabilities find meaningful jobs."

Incentives keep Utah film production going

Brice Wallace

Salt Lake Business Journal

Despite labor strikes by actors and writers, Utah has been able to keep some smaller film productions rolling.

The Governor's Office of Economic Opportunity (Go Utah), at its September meeting, approved incentives for two productions and boosted an incentive for a production that spent more in the state than originally expected.

The projects are projected to spend a total of nearly \$1.8 million in Utah.

The Go Utah board approved a cash rebate incentive of up to \$180,000 for Tacloban Films LLC for "Angels in the Mine," a family feature expected to spend \$900,000 in Utah. It will employ 40 cast, 30 crew and 150 extras, including during principal photography scheduled through Oct. 6 in Tooele and Utah counties.

Based on a true story, the film will tell about a community's effort to rescue 10-year-old Joshua Dennis from an abandoned mine in the mountains of Stockton, Utah.

The director is Garrett Batty, who also is a producer along with Daren Smith.

Mouse Film LLC was approved for an incentive of up to \$22,600 for "Mouse," a feature drama expected to spend \$113,000 in Utah. It is expected to have 18 cast, 16 crew and 85 extras, including during principal photography taking place through Oct. 10 in Salt Lake and Weber counties.

"Mouse" tells the story of a lonely man who commits petty crimes but who meets a woman in a pen pal service who scams someone and unsuspecting people.

The director is Kenny Riches. Producers are Dave Moppert and Jack Hessler.

The Go Utah board approved an amended incentive for The Chosen Texas LLC for the fourth season of "The Chosen." The original tax credit incentive, approved in March, was for up to \$638,787 but now is up to \$713,787 because the company boosted its in-state spending from nearly \$3.2 million to more than \$3.95 million. Shooting took place in June and July in Utah County.

Tri Pointe Homes launches Utah operation

Tri Pointe Homes, one of the largest homebuilders in the U.S., has announced that it is opening of a new division in Utah. The Incline Village, Nevada-based company, employer of more than 1,500, said its operations will be based in the Greater Salt Lake City region.

Tri Pointe Homes' said its expansion capitalizes on the rapid population and job growth that Utah has been experiencing for more than a decade and that is a key driver of housing demand.

"We conducted in-depth research into the Utah market leading up to our expansion into the region," said Tom Mitchell, president and chief operating officer of Tri Pointe Homes. "We are a growth company that looks closely at each new market's fundamentals and carefully analyzes how we can best execute on them. When studying the Utah market, we saw clearly

how Tri Pointe Homes' model of being a customer-driven, premium lifestyle builder will fill a need in a very strong market. We are excited to announce our expansion into Utah and are confident it will prove to be a successful strategic move for Tri Pointe Homes."

"Utah's consistently strong housing market is fueled by its diverse economy, which provides a runway for long-term growth," said Ken Krivanec, who has been named as president of the new division. Krivanec, who has served as division president for Tri Pointe Homes' Washington division for 12 years, will serve in a dual president role. "The state is home to a large number of different industries, including tech, life sciences, aerospace, financial services and energy/natural resources. This diversity has led to one of the strongest job

growth markets in the country which coincides with an ever-increasing demand for housing."

"Ken is the ideal leader to launch our new Utah division," said Mitchell. "Having been raised in Utah, working in the industry there previously, and regularly travelling over the last decade between the Washington and Utah markets, Ken has deep ties and a profound understanding of the market. Ken is a strategic and collaborative leader who has the backing of a highly qualified and engaged team in Washington, which will allow him to take on this expanded leadership role focusing first on land and talent acquisition and contribute in a significant way to Tri Pointe Homes' strategic growth in both the Washington and Utah markets."

Tri Pointe Homes Inc. is a publicly traded company and builds premium homes and communities in 10 states.

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Utah Office of Tourism awards \$4.7 million to local tourism organizations

The Utah Board of Tourism Development has approved more than \$4.7 million in cooperative marketing grants for 47 destination marketing organizations and travel-related nonprofits in 26 counties throughout the state. The goal of the co-op program is to leverage state and partner dollars to attract visitors and expand the tourism economy, the board said.

“The co-operative marketing program is a direct investment the Office of Tourism makes to support tourism initiatives at the local level,” said Vicki Varela, managing director of the Utah Office of Tourism and Film. “This enables communities to lead their visitor economies consistent with local priorities. This is a priority under our Red Emerald Strategic Plan.”

The Utah Cooperative Marketing Program was established in 2005 and has since success-

fully funded 983 applications totaling \$58.1 million to destination marketing organizations and travel-related nonprofits, extending the state’s brand to \$116.2 million in out-of-state marketing dollars. The co-op fund creates a partnership between the Utah Office of Tourism (UOT) and Utah’s local destination marketing organizations, including convention and visitor bureaus, chambers of commerce, events, festivals and regional tourism organizations to increase visitor spending in the state through marketing.

“Once again, I was left inspired by the optimism and ingenuity of our applicants,” said Kym Buttschardt, UOT Cooperative Marketing Committee chair. “The awards were well-deserved. Our industry partners will execute thoughtful, creative plans to create even more unforgettable experiences for our visitors.”

Onboarding critical to keeping hires

BambooHR, a cloud-based human resource platform based in Lehi, has released a new onboarding study that reveals that companies have just 44 days on average to convince new hires to stay and that first impressions make a lasting impression, for better or worse.

The study of 1,565 full-time U.S. employees and 500 human resources professionals showed that 70 percent of new hires decide if a new job is the right fit for them within the first month, with 29 percent knowing within the first week. The study found that 44 percent of new employees have regrets or second thoughts about their new role within the first week, with 23 percent admitting to crying during their first week.

“These findings show that

recruiting top talent doesn’t end with an offer letter,” said Anita Grantham, head of HR at BambooHR. “Smart organizations know that onboarding is actually ‘hiring phase two’ and is much more than a welcome email and a tech checklist. Those critical first 44 days need to create new-hire confidence by continuing to advocate for the company’s mission and values, the importance of the role they fill, and the plans for growth and success a new employee can anticipate.”

According to the study, employees’ top frustrations with onboarding include a lack of clarity around who can answer questions (65 percent), inadequate training on company products and services (62 percent) and technology issues (51 percent).

Industrial Supply Co. names Yurgaitis CEO

Salt Lake City-based Industrial Supply Co. has named Jessica Yurgaitis is its new CEO, replacing Chris Bateman, who retired in June.

With over a quarter-century at the company, Yurgaitis is a long-time member of Industrial Supply’s executive team. She is currently the vice chair of the Industrial & Safety-U.S. Division of Affiliated Distributors and a former board member of the Industrial Supply Association.

Randy Evans, co-chairman

of Industrial Supply’s board of directors, said that he and the entire board have complete confidence that Yurgaitis is the best person to ensure the company’s future success and uphold its core values of delivering innovative solutions and superior customer service.

“Not only does Jessica have an intimate knowledge of our business model, but she also is deeply committed to personalized customer service and strong vendor relationships, both of which set us apart from other suppliers,” said Evans.

Yurgaitis said she looks forward to expanding her role in the company. “We have an incredible leadership team in place and

are well-situated to meet our customers’ needs, no matter what the future brings,” she said.

The great-granddaughter of Industrial Supply’s founder, Rudy Orlob, Yurgaitis is part of the fourth generation of company leadership, continuing the company’s legacy as a family-run business.

Industrial Supply Co. has served the construction, manufacturing, mining, government and industrial community since 1916. The maintenance, repair and operational and production distributor has eight locations in the Intermountain West, which serve Wyoming, Nevada, Utah, Arizona and surrounding areas.



Jessica Yurgaitis

Existing-home sales decrease 0.7% in August

Nationwide existing-home sales moved lower in August, according to the National Association of Realtors (NAR). Among the four major U.S. regions, sales improved in the Midwest, were unchanged in the Northeast, and slipped in the South and West. All four regions recorded year-over-year sales declines.

Total existing-home sales — completed transactions that include single-family homes, townhomes, condominiums and co-ops — slid 0.7 percent from July to a seasonally adjusted annual rate of 4.04 million in August. Year-over-year, sales fell 15.3 percent, down from 4.77 million in August 2022.

“Home sales have been stable for several months, neither rising nor falling in any meaningful way,” said Lawrence Yun, NAR chief economist. “Mortgage rate changes will have a big impact over the short run, while job gains will have a steady, positive impact over the long run. The South had a lighter decline in sales from a year ago due to greater regional job growth since coming out of the pandemic lockdown.”

Total housing inventory registered at the end of August was 1.1 million units, down 0.9 percent from July and 14.1 percent from one year ago (1.28 million). Unsold inventory sits

at a 3.3-month supply at the current sales pace, identical to July and up from 3.2 months in August 2022.

The median existing-home price for all housing types in August was \$407,100, an increase of 3.9 percent from August 2022 (\$391,700). All four U.S. regions posted price increases.

“Home prices continue to march higher despite lower home sales,” Yun said. “Supply needs to essentially double to moderate home price gains.”

According to the Realtors Confidence Index, properties typically remained on the market for 20 days in August, unchanged from July and up from 16 days in August 2022. Seventy-two percent of homes sold in August were on the market for less than a month.

First-time buyers were responsible for 29 percent of sales in August, down from 30 percent in July and identical to August 2022.

Distressed sales, including foreclosures and short sales, represented 1 percent of sales in August, unchanged from July and the previous year.

According to Freddie Mac, the 30-year fixed-rate mortgage averaged 7.18 percent as of Sept. 14. That’s up from 7.12 percent the prior week and 6.02 percent one year ago.

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Should your business coach be an advocate or an adversary?

It was early in the month of April when my phone rang. I knew who it was, even before I answered. The familiar voice said the words that I had expected: “Joe needs you here right away. How soon can you come?”

My client had just emerged from his quarterly board meeting, and he was feeling very beaten up. The phone call was from his secretary, who had come to recognize that, as his coach, I filled an important role in helping him deal with the challenges of leading his company. That role was especially important in helping him rise and recharge after what was often a very tough review with his board.

I met with Joe a few hours after the phone call. He shared the stress he was feeling, wondering aloud about his ability to effectively respond to the mandates of his board. I listened attentively, not offering any immediate feedback. What he needed initially was an empathetic listening ear.

Soon I shifted into offering

reassurances. Joe is an incredibly creative leader, technically competent in his industry and an outstanding motivator of people. But his confidence had taken a

hit from the board; they had lit a fire under him, but they hadn’t fired him. In fact, their confidence in him was as high as ever, but their expectations for future performance were also high.

My role as Joe’s CEO coach that day was, first and foremost, to be his advocate, to restore his faith that he could meet the challenges before him. However, over the next two hours, that role shifted. I became an intensive questioner. I sought to understand the specifics of each of the board’s mandates. I did this without trying to provide solutions. Those needed to come from Joe.

As together we considered his possible actions, I questioned Joe’s answers. I became his adversary. What he needed next was someone who would challenge him. I was careful not to take on the intimidating tone

he had felt from his board, but I wanted to facilitate his best thinking, to help him discover blind spots, and ultimately to leave our meeting with a sense of what to do next.

My relationship with Joe continued over the years until his business was acquired by a larger company and he walked away with a very lucrative exit. During our time working together, I received many calls from Joe’s secretary urgently requesting that I hurry to meet with him. At one point, she told me that I was the only one who could restore his confidence after a tough board meeting.

She saw my role as that of advocate. But the fact is that that role was necessarily an ongoing balance between advocacy and adversary.

Balancing counsel between validating a client’s positions (advocate) and challenging those positions (adversary) is a critical skill for business advisors, coaches and mentors. The extent to which we strike this balance may vary depending on the individual client’s needs, the specific situation, and the coaching

philosophy of the advisor.

Key points to consider regarding advocacy:

- To be effective advocates, coaches, mentors and advisors take the time to understand their clients’ goals, values and unique circumstances. They listen actively to their clients’ perspectives, seeking to validate their feelings and experiences. It’s essential that they build strong rapport and trust before challenging the client’s positions.

- Validation is about acknowledging and empathizing with the client’s viewpoint and feelings, creating a safe environment where the client feels understood and supported. This is especially important when he or she faces challenges or has doubts about their decisions.

Key points to consider regarding being an adversary:

- Challenging a client’s positions involves asking tough questions, playing the devil’s advocate and helping the client critically assess their ideas and strategies. This process encourages clients to explore different perspectives, identify potential pitfalls and make more informed, objective decisions.

- Understanding the context and timing of when to shift into an adversarial mode is critical. While growth and learning are most often achieved through challenging the client, advisors must be sensitive to signals that their questioning is too much. I’ve adopted what I call the “spanking your baby rule.” If the client feels I’m spanking their baby too hard, they can call a time-out.

The balance between advocate and adversary will differ for each client. Some may require more validation and encouragement, while others may benefit from a more adversarial approach. Remember that the ultimate goal of any advisor, coach or mentor is to foster the client’s growth and development. Balancing the roles of advocate and adversary helps clients build confidence and competence to address their challenges independently over time.

Richard Tyson is the founder, principal owner and president of CEObuilder, which provides forums for consulting and coaching to executives in small businesses.



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Work Daze

Racing ahead in your career? Better learn to drag your feet

What do you do when a new assignment comes around? If you immediately raise your hand, you're making a big mistake. What you should do is duck your head. And if that new assignment does land in your lap, you certainly shouldn't put your nose to the grindstone and start working. What you should do is hold your nose, and start dragging your feet. Alas, in today's dog-eat-dog, AI-eat-AI business world, being a procrastinator gets a bad rap. This is not justified.



The less work you do, the fewer career-ending blunders you make. Plus, with a project you haven't finished, you're far less likely to be included in the next round of layoffs. How can you be fired? You have work to do. Duke University professor Dorie Clark doesn't agree. In her recent *Harvard Business Review* article, "Five Ways to Actually Move Forward on That Task You've Been Avoiding," we learn that procrastination is "actually a subconscious strategy to avoid negative emotions," in which we "fill our time with what we recognize as comparatively

trivial matters." The fact that you are wasting your time reading this extremely trivial column shows that you have the making of a great foot-dragger. All you have to do is take each of Professor Clark's five steps, and do the exact opposite. No. 1: Get clear on the vision. Ambiguities surrounding an assignment can result in a "freeze response," as you try to determine "what they're actually looking for." Of course, at your company, you can easily answer this question: What "they're" looking for are reasons to throw you under the bus. Though you may want to jump in and save the day, it's

far better to procrastinate and save your job. No. 2: Identify concrete steps. If an assignment looks doable, it's probably because you don't understand what will be required to do it. To help you understand what steps are needed to finish a project, you are advised to hire a consultant. Unless you want to pay someone \$500 an hour to schmooze your boss, throw shade on your abilities and steal your job, I don't agree. As Benjamin Franklin famously said, "Lie down with fleas and wake up with consultants." No. 3: Take (small) action.

the project just to shut you up. You're not only off the hook, but when your boss sees how good you are at avoiding work by delegating it to others, they'll recognize you as management material. No. 5: Limit competing distractions. Rather than tackling a major project, humans are wired to "choose the quick dopamine hit of crossing off a minor to-do item, like checking email or ordering your sandwich for a lunch meeting." If you think any work assignment is as important as ordering the right sandwich — "Just say no to chicken salad," as Benjamin Franklin famously said — you may be a hopeless case. The advice Clark provides to avoid high-dopamine distractions is to hide your phone or use a computer that's not connected to the Internet. To develop quality distractions, I recommend you stop paying your phone bill and use a computer that's not turned on. This will provide a bottomless time suck as you spend hours waiting on line for customer service at the phone company and complaining to IT about your company's Internet provider. With distractions like these, it will be impossible to work on your project, which is one more reason we say, "Procrastinators of the world, unite! You have nothing to lose but your jobs." And if you doubt it, ask Ben Franklin.

Bob Goldman was an advertising executive at a Fortune 500 company. He offers a virtual shoulder to cry on at bob@bgplanning.com. COPYRIGHT 2023 CREATORS.COM

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YouScience survey: Majority of 2023 graduates opting out of four-year college

YouScience, an American Fork-based brain-training exercises, assessment and career development company, has released key findings from its second annual national “2023 Post-Graduate Readiness Report.” The report underscores a significant trend among high school graduates in the Class of 2023, with 55 percent opting out of the traditional four-year college education program. Comparatively, for graduates spanning the 2019-22 classes, this figure stood at 48 percent, signaling a noteworthy transformation within the education landscape.

“This paradigm shift highlights a growing sentiment among recent high school graduates, who are increasingly questioning the value of pursuing a conventional four-year college degree and exploring alternative pathways,” study authors concluded.

The report, based on a nationwide online survey of more than 500 students from the high school graduating classes of 2020, 2021, 2022 and 2023, highlights the evolving trajectories of postsecondary education, the driving forces behind these changes and

the growing necessity for more personalized guidance in today’s swiftly evolving educational and workforce environments. In a time when industry leaders grapple with talent shortages and with nearly 6 million Americans remaining unemployed, this survey emphasizes the critical importance of enhancing the education and engagement of our future workforce, YouScience said.

Key findings of the report include:

- The decision to pursue alternative post-secondary options hints at an evolving postsecondary landscape.
- Twenty-seven percent of respondents in the Class of 2023 reported attending a two-year college, while 13 percent are working as part of a career plan, 9 percent have no plan, 7 percent are attending trade or technical school, 8 percent are taking time off and/or gap year(s) and 5 percent are joining the military.
- There’s a pressing need to raise awareness of the variety of postsecondary careers or educational opportunities at the high school level.
- Thirty percent of the Class

of 2023 graduates were unaware of available career and technical education (CTE) programs.

- A breakdown in student-educator communication may be a factor behind the lack of CTE program awareness.

- About 65 percent of the Class of 2023 graduates had five or fewer conversations with teachers or counselors about post-high school choices.

- Over half (51 percent) of the Class of 2023 cited “family members” as their primary influence on their path.

- High school graduates feel uncertain about their current chosen pathways.

- Nearly one-third (31 percent) of the Class of 2023 are not sure they are where they want to be in their education or career path.

- Thirty-four percent of those who graduated from 2020-22 expressed similar uncertainty.

- Sixty-four percent of students who graduated from high school from 2020-23 reported changing their major since their initial selection and 45 percent reported changing their major two or more times.

During their middle and high school years, students are encouraged to shape their educational and career paths through courses that provide a foundational knowledge base. However, a common issue arises when students make these decisions without a clear understanding of their own strengths, often resulting in post-graduation dissatisfaction and disengagement.

“Empowering students with a deeper understanding of their unique strengths enables them to proactively plan their future and

make well-informed post-graduation decisions,” said Edson Barton, founder and CEO of YouScience. “Our research highlights the urgency of providing students with more individualized guidance and exposure to diverse pathways. By arming our students with aptitude-based guidance and insight into a wider variety of potential careers earlier and more effectively, we can instill the confidence needed to navigate through high school, postsecondary and career and ultimately set them up for future success.”

JAZZ from page 1

partnered with the Jazz for a patch on Utah’s jersey. But instead of putting his company’s name on the uniforms, he opted for a patch that advertised the Qualtrics-led nonprofit global campaign to fight cancer called 5 For The Fight that invites everyone to donate \$5 to be contributed to the quest for a cure for cancer. The patch became the first-ever cause-related jersey sponsorship in the history of North American professional sports and has been prominently featured on Jazz jerseys for the past six seasons.

Smith subsequently sold Qualtrics in 2018 but remains as chairman of the multi-billion-dollar company. In 2020, he bought the Utah Jazz from the family of late Utah auto dealership magnate Larry H. Miller.

Prior to announcing the partnership with LVT, the Jazz announced that the 5 For The Fight campaign had exceeded its initial \$50 million goal and was being retired in favor of a new sponsor. Although the uniform patch will no longer feature the cancer campaign, Smith said the Jazz will continue its support for the 5 For The Fight effort.

“With the help of Utah Jazz fans, partners and the community, 5 For The Fight has crossed the \$50 million mark. It was an ambitious goal we set at the time we announced the jersey patch,” said Mike Maughan, co-founder of 5 For The Fight. “It has been amazing to see the entire community rally around the cause and get involved; 5 For the Fight is excited about our continued partnership with the Utah Jazz to continue to raise money for cancer research alongside other generous partners,

and hundreds of thousands of supporters across the world.”

LiveView Technologies was founded in 2005, and since 2019 has experienced hyper growth, averaging an annual recurring revenue (ARR) year-over-year growth of 120 percent and expanding its workforce by 450 percent. The company’s user-friendly, enterprise life safety and security solutions secure any physical environment using intelligent automation and actionable, real-time data. Many public and private industries have utilized LVT’s rapidly deployable commercial security systems, including sports, critical infrastructure, retailers, transportation and hundreds of other customers around the United States. Earlier this year, LVT also partnered with state emergency management officials, providing them with their technology to monitor flood waters across Utah.

“We’re excited to join the Jazz community. By having LVT serve as the team’s jersey patch partner, it will propel our organization’s growth and recognition across Utah and beyond,” said Ryan Porter, CEO, president and co-founder of LVT. “We believe in Utah, and we’re proud to represent this state. LVT is committed to the community, and we know that when people feel safe, communities are better. We look forward to a successful partnership with the Jazz.”

As part of its partnership with the Utah Jazz, LVT will also be the official jersey patch partner for Junior Jazz, the largest and longest-running youth basketball league in the NBA, with more than 60,000 players across six states. During the upcoming season, the program is set to surpass 2 million total youth participants since its inception.



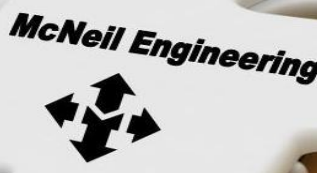
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CONVENTIONS

• The **International Inbound Travel Association** board of directors has selected Salt Lake City to host its summit Feb. 9-12, 2025. Salt Lake City was one of seven destinations bidding on the event. The **Salt Lake City Convention and Visitors Bureau**, an active member of IITA, and the **Hilton Salt Lake City Center** submitted the winning bid. Also an active IITA member, the **Utah Office of Tourism** has pledged its support of the event. The summit brings together hundreds of travel organizations to do business and put together USA itineraries and travel services for international travelers visiting the U.S. from around the world.

ECONOMIC INDICATORS

• **Utah** is ranked No. 2 on a list of “**Best States for Millennials**,” compiled by **Scholaroo**. Utah held the same spot last year. Scholaroo analyzed economic, social and environmental metrics across all 50 states. Utah ranked No. 1 for employment, No. 4 for personal finance, No. 11 for quality of life, No. 15 for health, No. 20 for political and social environment, No. 26 for affordability and No. 27 for safety. The top-ranked state is Minnesota. The bottom-ranked state is Alabama. Details are at <https://scholaroo.com/report/best-states-for-millennials/>.

• **Salt Lake City** is ranked No. 104 and **West Valley City** is No. 190 on a list of “**Best Cities to Own an Electric Car**,” compiled by **Roof Gnome**. It compared the 200 biggest U.S. cities based on EV incentives, infrastructure, costs, and safety, factoring in EV laws, electricity costs, charging station access, and solar energy potential from viable roofs. The

top-ranked city is San Diego. The No. 200 city is Detroit. Details are at <https://roofgnome.com/blog/studies/best-cities-electric-car-owners/#rankings>.

• **Utah** is ranked No. 18 on a list of “**Best States to Visit This Fall**,” compiled by **LawnStarter**. It compared the 48 contiguous U.S. states based on four categories, including the length of projected fall foliage, scenic drives, fall festivals and pumpkin patches. On breakout lists, Utah is No. 2 for most scenic drives and No. 5 for fewest wineries per 100,000 residents. The top-ranked state overall is California. The bottom-ranked state is Louisiana. Details are at <https://www.lawnstarter.com/blog/studies/best-worst-states-to-visit-in-fall/#rankings>.

EXPANSIONS

• **Qualtrics**, a Provo-based company focused on experience management, has opened an office in Reston, Virginia, about 20 miles from Washington, D.C. It will serve as a hub for artificial intelligence innovation and public-sector growth. The new office expands the company’s presence in the region following its 2021 acquisition of Reston-based Clarabridge, a company focused on omnichannel conversational analytics. Qualtrics will occupy 52,266 square feet across two full floors in the newly developed Reston Station complex.

• **Biomerics**, a Salt Lake City-based medical device contract manufacturer, has completed a 100,000-square-foot expansion of its operations in Brooklyn Park, Minnesota. It brings the size of the facility to 170,000 square feet. The expansion includes 20,000 square feet dedicated to expanding micro metals laser processing, 24,000 square feet for complex extrusion processing, and 10,000 square feet for advanced catheter processing. The expansion also provides areas for employee training and office space. Biomerics also has polyurethane manufacturing in Salt Lake City.

GOVERNMENT

• **Salt Lake County** Mayor Jenny Wilson has appointed **Kelly Colopy** as human services



Kelly Colopy

director for the county. Colopy returns to Utah after serving as the director of the City of Long Beach Department of Health and Human Services since 2013. From 2005 to 2012, she worked in various roles within Salt Lake County government, including as acting director of the Division of Mental Health and associate director of the Human Services Department.

• **Salt Lake City** has issued a request for statement of qualifications (RFSQ) for the redevelopment of the **Historic Northwest Pipeline Building** and site, formerly used as the city’s public safety complex, at the northeast corner of 200 South and 300 East. The RFSQ is the first phase of a two-phased process to select a developer for the city to partner with on the redevelopment of the approximately 2.4 acre property. The second phase will be a request for proposals (RFP), in which development teams will submit specific proposals for redeveloping the property with a mix of uses that serve residents and the downtown community. The nine-story Northwest Pipeline Building was constructed in 1958 by the Pacific Northwestern Pipeline Corp.

HEALTHCARE

• **Avance Clinical**, a CRO for biotech, has appointed **Madison Esely-Kohlman**, based in Salt Lake City, as a director of business development. She is focused on partnering with biotech companies on their Phase I-III clinical trials. Esely-



Madison Esely-Kohlman

Kohlman has experience working in specialty drug development services, including in vitro DMPK testing and regulated bioanalysis, and GLP preclinical studies.

HOSPITALITY

• **Audubon International**, a nonprofit organization focused on conservation initiatives, has added **Black Desert Resort** as a registered member of its Audubon International Signature Sanctuary Program. Black Desert

Resort is a golf, lodging, recreation and residential community near St. George. Over the coming months, Black Desert will work closely with Audubon International’s team of environmental specialists to formulate a plan to earn property-wide designation as a Platinum Certified Signature Sanctuary, starting with its 19-hole championship golf course. Black Desert’s 150-room eco-hotel is set to open in fall 2024, with Golf Village, Family Village and Boardwalk complexes to follow. The long-term plan envisions the potential for up to 1,000 homes.

INVESTMENTS

• **Quad-C Management Inc.**, a Virginia-based middle market private equity firm, has closed on an investment in the **Vortex Cos.**, a provider of trenchless infrastructure rehabilitation products and services. Vortex Products has two U.S. facilities, with its Sandy facility formulating, manufacturing and distributing geopolymers, hybrid mortars, polymeric resins. Vortex was founded in 2015. The amount of the investment was not disclosed.

• **Lane VC**, a Lehi-based venture capital firm focused on mobility and mobility supporting tech-based startups, has added **Brent Bennett** as a venture partner. Bennett began his career with a human resource outsourcing firm, and served in the U.S. Army Reserve representing soldiers returning from Desert Storm in matters pertaining to retirement, life insurance and the G.I. bill. He has served on the board of the Utah Entrepreneur Organization, the broker advisory board of CIGNA, Aetna Health Plans, SelectHealth and the National Advisory board of UnitedHealthcare. Bennett has been a leader in the employee benefits market since 2002 when he acquired Spectra Benefits.



Brent Bennett

MANUFACTURING

• **Purple Innovation Inc.**, a Lehi-based manufacturer of comfort products, has appointed **Todd Vogensen** as chief financial officer. Vogensen succeeds **Bennett Nussbaum**, who has been serving as interim CFO since August 2021. Vogensen’s



Todd Vogensen

career spans multiple publicly traded retail brands, including Chico’s, Michaels and Gap. Most recently, Vogensen has led a broad finance team at Party City as executive vice president/CFO.

NONPROFITS

• **Visit Salt Lake**, a private, nonprofit corporation that promotes Salt Lake as a convention, meetings, sports events and travel destination, has named **Stuart Webber** as director of convention sales. He will pursue citywide conventions with 1,700-plus attendees from the health, medical, public administration, legal and governmental markets. Webber has more than 15 years of tourism industry and destination marketing organization experience. He served as Sioux Falls Convention Center’s director of sales since 2007 and worked with Global Spectrum in Sioux Falls as manager of corporate sales. He also has experience with Northwest Airlines.



Stuart Webber

PARTNERSHIPS

• **Ivory Innovations** and the **Call to Action Foundation** have joined forces to create the “**Housing for Impact**” partnership, aimed at addressing the need for affordable housing in Utah. To kick off the partnership, local leaders recently gathered to announce seven upcoming affordable housing projects and a goal to build 850 affordable housing units over the next three years. In addition to Salt Lake City, the following communities have been identified as locations for upcoming developments: Lehi, South Jordan, Francis, Park City, Draper and Magna. Ivory Innovations is an applied academic institution at the University of Utah’s David Eccles School of Business dedicated to catalyzing high-impact innovations in housing affordability. The Call to Action Foundation is a private operating foundation dedicated to increasing access to education, affordable housing, and food security for underserved communities throughout the West and Midwest.

• **Instructure**, a Salt Lake City-based learning platform company, has announced a partnership with **K16 Solutions**, involved in content and data migration and integration. The partnership extends access to a simple yet powerful archiving

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Industry Briefs

from previous page

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• **O.C. Tanner**, a Salt Lake City-based company focused on employee recognition, has announced its participation in the **Zebra PartnerConnect** program. Zebra Technologies is a digital solution provider enabling businesses to connect data, assets and people. O.C. Tanner joins as a registered independent software vendor focusing on Android-based mobile computers and tablets equipped with Culture Cloud, O.C. Tanner's employee-recognition solution.

REAL ESTATE

• **Human Interest**, a California-based 401(k) provider for small and mid-size companies, has leased the entire 29,938-square-foot floor at **Mountain Tech Center** in Lindon. The site will be the base of the company's "Operational Center of Excellence" and is set to create 306 new jobs and bring a \$3 million investment to Utah over the next five years. The location announcement was made by **JLL**. Jillian Johnson and David Nixon of JLL represented Human Interest, and **Cushman & Wakefield's** Dana Baird, JT Redd and Mike Richmond represented the sublandlord. Human Interest in May was approved for a tax-credit incentive by the Utah Governor's Office of Economic Opportunity board, based on the creation of 306 high-paying positions over five years.

RECOGNITIONS

• The **U.S. Chamber of Commerce** has announced that **Big Dill Pickleball Co.** in Draper has been named among 70 of "America's Top Small Businesses." It will compete for one of seven finalist spots, setting the stage for the announcement of the chamber's annual "America's Top Small Business Awards" winner on Oct. 19. The top 70 small businesses will receive a one-year paid membership to the U.S. Chamber of Commerce and will be prominently featured on its website. The chamber received more than 15,000 applications from throughout the U.S. They were evaluated on their business growth, ability to overcome challenges, innovative strategies for success, and community engagement.

• **Thomas Wright** has been named the recipient of the **Who's Who in Luxury Real Estate Lifetime Achievement Award**, an honor bestowed twice annu-

ally. Thomas is CEO and principal broker of Summit Sotheby's International Realty, Park City, and president of Majestic Realty Collective, a compendium of



Thomas Wright

some of the nation's top Sotheby's International Realty companies. Wright also has been involved in philanthropy, including Sotheby's Cares Charity Golf Tournament hosted annually, and is involved in several organizations.

• **Utah Global Diplomacy** recently honored several people with **Citizen Diplomat Awards**, recognizing their work in establishing and strengthening Utah's international relationships. They include **Franz Kolb**, director of international trade and diplomacy at the Utah Governor's Office of Economic Opportunity; **Chris and Erlynn Lansing**, directors of the Church Hosting Office for



Franz Kolb



Chris Lansing



Erlynn Lansing



DeAnna DeBry



Lynn DeBry

The Church of Jesus Christ of Latter-day Saints; and **DeAnna and Lynn DeBry**, volunteer hosts for Utah Global Diplomacy (retired). Utah Global Diplomacy aims to promote respect and understanding between the people of Utah and other nations.

• The **University of Utah's** David Eccles School of Business is ranked No. 7 among undergraduate programs for entrepreneurship and No. 4 among public schools for 2024 by **U.S. News & World Report**. The entrepreneurship program at the Eccles School is provided in partnership between the Department of Entrepreneurship & Strategy

and the Lasonde Entrepreneur Institute. The **U.S. News** best business school rankings are based on the judgments of deans and senior faculty members at peer institutions. This year, the survey included deans and senior faculty members at each of the 523 undergraduate business programs accredited by the Association to Advance Collegiate Schools of Business. For the graduate business school rankings, **U.S. News** surveyed all 496 MBA programs accredited by the association.

• **Utah Valley University** has been recognized as an "Outstanding Member Institution" by the **Hispanic Association of Colleges and Universities** for its efforts to assist Latino and other unrepresented populations find their path in higher education. UVU provides a variety of programs to help pre-college-age Latino students feel at home on campus, and UVU has the largest Latino student enrollment among four-

year higher education institutions in Utah.

TECHNOLOGY

• **Avetta**, a Lehi-based provider of a platform for supply chain management, has appointed **Jeff Kristick** as chief revenue officer. Kristick has over two decades of go-to-market experience in the enterprise and software-as-a-service sectors, most recently holding leadership roles at TIBCO Software, including senior vice president of TIBCO sales for North America and Europe. Before that, he served as president of Meridian Knowledge Solution and held sales and marketing roles at Oracle, SAP, SuccessFactors, Plateau Systems and Siebel Systems.

TRAVEL

• **Christopherson Business Travel**, Salt Lake City, has appointed **Gregory Mueller** as vice president of product and UX design. Responsible for all product design at Christopherson, Mueller brings over 15 years of experience across industries, includ-

ing in travel, healthcare, e-commerce and open-source developer tools. Mueller's career highlights



Gregory Mueller

include leading design efforts for numerous startups and tech companies, including Amazon, Yahoo and PSNGR1 (Passenger1).



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Calendar

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

Oct. 2-4

Fall One Utah Summit, featuring a keynote presentation, awarding of the Rural Utah Awards and a “State of Rural Utah” presentation. Oct. 2 is pre-summit day with a summit launch party. Summit takes place Oct. 3. “Leadership Day” is Oct. 4. Event includes breakout sessions. Location is Southern Utah University, Cedar City. Cost is \$350. Details are at <https://one.utah.gov/>.

Oct. 3-5, Oct. 10

Annual Fall Speaker Event, a Bank of Utah event. Speaker Larry Gelwix, known as the “Getaway Guru” and the “Winningest Coach in America,” will discuss “Attitude & Effort: The Muscle of Resilience.” Events are Oct. 3 at the Grand America Hotel in Salt Lake City, Oct. 4 at the Riverwoods Conference Center in Logan, Oct. 5 at Thanksgiving Point in Lehi, and Oct. 10 at Eccles Conference Center in Ogden. All begin at 11:30 a.m. RSVP is required. Details are at <https://campaign.documatix.com/DPS/Events/Registration?GUID=yK1x9I25KUG2Ogi4JMKXwg>.

Oct. 3, 9-10:30 a.m.

“Coffee Chat with the CEO,” a Park City Chamber/Bureau event in which CEO Jennifer Wesselhoff will be available for an informal conversation. Location is Kimball Junction Visitor Information Center, 1794 Olympic Parkway Blvd., Park City. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

Oct. 3, 2-3:30 p.m.

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

Oct. 3, 10 and 17, 5-8 p.m.

“Cash Flow is King” Workshop Series, a Small Business Development Center event. Oct. 3 session is “Financial Statements.” Oct. 10 is “Cash Flow Management.” Oct. 17 is “Cash Flow Projections.” Location is Salt Lake SBDC at Salt Lake Community College. Cost is \$70 for all three sessions, \$30 for individual sessions. Registration can be completed at [Eventbrite.com](https://eventbrite.com).

Oct. 4, 8:30-10 a.m.

“Crossroads of the World: Vietnam,” a World Trade Center Utah event, in partnership with Becamex and Binh Duong, and focused on why Vietnam is uniquely positioned to support Utah companies seeking manufacturing partners. Speakers include Paul Biltline, president and CEO, Medical Technique Inc.; Bill Dao, North America chief representative, Becamex Vietnam and Binh Duong; Le Thi Hai Van, economic counselor, Vietnam Embassy in Washington, D.C.; H.E. Vo Van Minh, governor, Binh Duong; and Ted Osius, president and CEO, US-ASEAN Business Council and former U.S. ambassador to Vietnam. Location is World Trade Center at City Creek, Lobby Training Room, 60 E. South Temple, Suite 300, Salt Lake City. Free, but registration is required by Oct. 2. Details are at <https://www.wtcutah.com/tradeevents/vietnam-with-becamex-and-binh-duong>.

Oct. 4, 11:30 a.m.-1 p.m.

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

Oct. 4, 11:30 a.m.-1 p.m.

“Park City Business University: Sales/Lead Conversion Systemization,” a Park City Chamber/Bureau event. 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/>.

Oct. 4, noon-1:30 p.m.

“In the Know: Washington Comes to South Valley,” a South Valley Chamber of Commerce event featuring information about the issues and projects that U.S. Reps. Curtis and Owens are working on and what their priorities are for the rest of the year, and what they see ahead for 2024. Location is Nice InContact CXone, 75 W. Towne Ridge Parkway, Sandy. Free for chamber members, \$20 for nonmembers. Details are at southvalleychamber.com.

Oct. 6, 6-9 p.m.

First Friday October Old Skool Jam, presented by Alpha Kappa Alpha Sorority Inc. Upsilon Beta Omega Chapter, in collaboration with the Utah Black Chamber of Commerce. Location is Hilton Salt Lake Center, 255 S. West Temple, Salt Lake City. Cost is \$40, \$50 at the door. Details are at utahblackchamber.com.

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

“Meet the New Members” Lunch, a South Valley Chamber of Commerce event. Location is South Valley Chamber, Pinnacle Room, 9800 S. Monroe St., Sandy. Cost is \$20 for members, \$25 for nonmembers. Details are at southvalleychamber.com.

Oct. 10 and 24, 9-11 a.m.

“Master Class: Utah Economy Fundamentals, Outlook and Policy Insights,” a Salt Lake Chamber event. Presenters are Phil Dean and economists from the Kem C. Gardner Policy Institute. Location is Kem C. Gardner Policy Institute, 411 E. South Temple, Salt Lake City. Cost is \$199. Details are at slchamber.com.

Oct. 10, 9-11 a.m.

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

Oct. 10, 11:30 a.m.-1 p.m.

Women in Business Professional Growth Series, a ChamberWest event. Topic and presenter to be announced. Location is Embassy Suites, 3524 S. Market St., West Valley City. Cost is \$25 for chamber members registered by Oct. 4, \$35 for nonmembers and members thereafter. Details are at chamberwest.com.

Oct. 11, 8:30 a.m.-noon

“Meet the Money,” a Small Business Development Center event. Location is the Kaysville SBDC at Davis Applied Technology Center. Details are at <https://clients.utahsbdc.org/events.aspx>.

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

Women in Business, a Cache Valley Chamber of Commerce event. Location is Adams Wealth Advisors, 701 S. Main St., Logan. Cost is \$16 for members, \$18 for nonmembers, \$20 at the door. Details are at cachechamber.com.

Oct. 11, noon-2 p.m.

Women Tech Awards, a Women Tech Council event. Location is Grand America Hotel, 555 S. Main St., Salt Lake City. Registration can be completed at [Eventbrite.com](https://www.womentechcouncil.com/awards/). Details are at <https://www.womentechcouncil.com/awards/>.

Oct. 11, 5-7 p.m.

“Business After Hours,” an Ogden-Weber Chamber of Commerce event. Location is DayBreak Senior Services, 1351 Valley Drive, Ogden. Free for

chamber members and first-time guests, \$10 for nonmember guests. Details are at ogdenweberchamber.com.

Oct. 11, 6-7:30 p.m.

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

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

“Witches, Werewolves and Women in Business” October Luncheon, a Davis Chamber of Commerce event. Location is Lagoon at the Biergarten, 375 N. Lagoon Drive, Farmington. Cost is \$25 for members, \$35 for nonmembers (registration is required). Details are at davischamberofcommerce.com.

Oct. 12, 6-8 p.m.

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

Oct. 17-18

“Access to Capital and Meet the Resource Partners,” a Small Business Development Center event that takes place Oct. 17, 8:30-11:30 a.m., at the Beaver County Fairgrounds; Oct. 17, 1:30-4:30 p.m., at the Garfield County Commission chambers; and Oct. 18, 8:30-11:30 a.m., at the Southwest Technical College. Details are at <https://clients.utahsbdc.org/events.aspx>.

Oct. 17, 11 a.m.-1 p.m.

Business Women’s Forum: “Telling Your Story: Tips and Tricks for Today’s Job Market.” Speaker is Marian Janikula, executive recruiter, Intermountain Health. Location is Ken Garff University Club, Rice-Eccles Stadium, 451 S. 1400 E., Salt Lake City. Cost is \$35 for members, \$50 for nonmembers. Details are at slchamber.com.

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

Professional Development Series, a ChamberWest event. Speaker Major Gen. Jefferson Burton (retired), will discuss “Leadership’s Impact on Culture and Success: A Blueprint for Thriving Organizations.” Location is Conservation Garden Park, 8275 S. 1300 W., West Jordan. Cost is \$25 for chamber members registered by Oct. 12, \$35 for nonmembers and members thereafter. Details are at chamberwest.com.

Oct. 18, 11 a.m.-1 p.m.

Business Bootcamp, a South

Valley Chamber of Commerce event. Speaker Erik Foglman, transformation partner at Impact Utah, will discuss “Harvesting More Profit Through Operational Excellence.” Location is Draper City Hall, 1020 E. Pioneer Road, Draper. Cost is \$35 for members, \$50 for nonmembers. Details are at southvalleychamber.com.

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

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

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

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

Oct. 18, 6-8 p.m.

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

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

Peer Roundtable: “Retaining Top Talent,” a Salt Lake Chamber event that is in-person and for members only. Location is Salt Lake Chamber, 201 S. Main St., No. 2300, Salt Lake City. Free, but registration is required. Details are at slchamber.com.

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

“Connect 4 Lunch,” presented by the American Fork, Point of the Mountain, Pleasant Grove/Lindon and Eagle Mountain chambers of commerce. Location is Texas Roadhouse, 1402 E. Main St., Lehi. Details are at thepointchamber.com.

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

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

Oct. 19, 6-8 p.m.

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

Oct. 19, 6:30-8 p.m.

“How to Make Your Website Sell, So You Don’t Have To,”

CALENDAR

from page 15

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

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

"Friday Connections Speed Networking," presented by ChamberWest and the Utah Black, Utah Hispanic, Pacific Island, Magna Area and Murray Area chambers of commerce. Location is Utah Trucking Association, 4181 W. 2100 S., West Valley City. Cost is \$5. Details are at chamberwest.com.

Oct. 23, 8 a.m.-6 p.m.

Super Crowd Utah, a conference for investors and entrepreneurs empowering community builders, social entrepreneurs and diverse founders. New investors will learn to invest like

pros and entrepreneurs will learn to raise capital. Location is the Conference Center at Salt Lake Community College's Miller Campus, 9750 S. 300 W, Sandy. Costs vary. Details are at <https://events.humanitix.com/supercrowd/utah23?discountcode=THEMILL>.

Oct. 24, 7:30 a.m.-5:30 p.m.

"Trends" Conference, a ULI (Urban Land Institute) Utah event featuring a deep dive into the most current state and national real estate trends, with a focus on what to expect in the future. Theme is "Shape Today, Transform Tomorrow." Keynote speaker is Spencer Levy, global client strategist and senior economic advisor for CBRE. Location is Hyatt Regency Salt Lake City, 170 S. West Temple, Salt Lake City. Cost ranges from \$230 to \$355. Details to be announced at <https://utah.uli.org/events-2/>.

Oct. 24, 10-11:30 a.m.

"LGBTQ in the Workplace" Training, presented by the Utah Advanced Materials & Manufacturing Initiative and Equality Utah. Speakers are Olivia Jaramillo, director of public outreach for Equality Utah, and Adam White, Equality Utah trainer. Event takes place online. Cost is \$100 for two attendees. Registration can be completed at Eventbrite.com.

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

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

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

Women in Business, a South Valley Chamber of Commerce

event. Location is Riverton Hospital, 3741 W. 12600 S., Riverton. Cost is \$20 for members, \$25 for nonmembers. Details are at southvalleychamber.com.

Oct. 25, 8 a.m.-5 p.m.

Annual Symposium titled "APEX 2023," presented by the Utah APEX Accelerator. Theme is "Government Contracting at Its APEX: Accelerating Opportunity, Empowering Success." Event features one-on-one matchmaking appointments with large prime contractors and government agencies and breakout sessions. Location is Salt Lake Community College's Gail Miller Conference Center, 9750 S. 300 W., Sandy. Cost is \$60. Details are at https://business.utah.gov/events/list/?tribe_eventcategory%5B0%5D=13.

Oct. 25, 8 a.m.-1 p.m.

Second Annual NUME (Northern Utah Manufacturing Excellence) Conference and Networking. Location is Cache County Event Center, 490 S. 500 W., Logan. Cost is \$65, \$25 for each additional attendee in a group. Details are at cachechamber.com.

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

Business Success Series, a ChamberWest event. Location is Kearns Library, 4275 W. 5345 S., Kearns. Cost is \$25 per session. Details are at chamberwest.com.

Oct. 25, 5-7 p.m.

"Connect After Hours," a South Valley Chamber of Commerce event. Location is FatCats, 13901 S. Redwood Road, Bluffdale. Cost is \$15 for

members, \$20 for nonmembers. Details are at southvalleychamber.com.

Oct. 25, 6-7 p.m.

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

Oct. 26, noon-1 p.m.

Women in Business, a Box Elder Chamber of Commerce event. Location and RSVPs are available by contacting the chamber office. Cost is \$10. Details are at boxelderchamber.com.

Oct. 26, 5-7 p.m.

"Business After Hours," a Salt Lake Chamber event. Location is Humane Society of Utah, 4242 S. 300 W., Murray. Free for members and \$30 for nonmembers through Oct. 23, \$20 for members and \$40 for nonmembers thereafter. Details are at slchamber.com.

Oct. 26, 5-6 p.m.

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

Oct. 27, Nov. 3; 8 a.m.-1 p.m.

Government Affairs Boot Camp 2023, a Salt Lake Chamber two-day event. Location is Capitol Board Room, 350 State St., Salt Lake

see CALENDAR next page



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UKRAINE

from page 1

and Defense because it will help us bring U.S. defense companies to Ukraine, expedite our victory in the war and begin rebuilding our nation. A special 'thank you' to Aaron Starks and his team for their support and collaboration."

"This is a historic milestone in Utah's relationship with Ukraine and a major opportunity to leverage critical industries for a more peaceful and prosperous world," said Starks. "Our industry leaders in Utah stand with Ukrainians and we will do whatever we can to help them win the war and build a smart, robust economy."

The new partnership comes on the heels of a Utah delegation visit to Ukraine earlier this year when Starks joined Utah Senate President Stuart Adams and other leaders in Kyiv for high-level government and private-sector

meetings. The delegation visit resulted in the opening of various channels for Utah companies and organizations to provide humanitarian assistance and participate in the rebuilding of Ukraine's economy.

Under the MOU, Utah Aerospace and Defense and the Ministry for Strategic Industries of Ukraine will cooperate more closely on aerospace, defense and security initiatives, underlying the commitment of both parties to advancing critical technologies, economic growth and national security.

The Utah Aerospace and Defense Association was established to solve the challenges associated with innovation, entrepreneurship, workforce development and supply chain for companies in the intelligence, space launch, aerospace and defense sectors of Utah's economy. ADA promotes and advocates for aerospace and defense companies.

CALENDAR

from previous page

City. Cost is \$750 for members, \$1,000 for nonmembers. Details are at slchamber.com.

Oct. 27, 7:30 a.m.-noon

2023 Northern Utah Business (Nubiz) Symposium. Location is Weber State University, 3916 W. Campus Drive, Ogden. Details are at ogdenweberchamber.com.

Nov. 1, 8 a.m.-5 p.m.

Cache Business Women's Conference, a Cache Valley Chamber of Commerce event. Location is The Riverwoods Conference Center, 615 Riverwood Parkway, Logan. Details to be announced at cache-chamber.com.

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

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

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

"Park City Business University: Management Protocols," a Park City Chamber/Bureau event. 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/>.

Nov. 1, noon-1:30 p.m.

Information Session about the Goldman Sachs 10,000 Small

Businesses program. Location is Ogden-Weber Chamber of Commerce, 2380 Washington Blvd., Suite 290, Ogden. Details are at <https://themillatlscc.com/info-session/>.

Nov. 1, 6-9 p.m.

Titan Awards Gala, a South Valley Chamber of Commerce event. Reception takes place 6-7 p.m., followed by 7 p.m. dinner, entertainment and program. Award recipients are Abby Cox, first lady, state of Utah; Chuck and Crystal Maggelet, Maverik Inc./FJ Management; and Brandon Fugal, chairman, Colliers International. Location is Little America Hotel, 500 S. Main St., Salt Lake City. Details are at southvalleychamber.com.

Nov. 2, 8 a.m.-3 p.m.

Utah Valley Growth and Prosperity Summit 2023, featuring several panels addressing Utah County's biggest issues and opportunities. Panel topics include business environment, workforce development, transportation and infrastructure, water, housing, healthcare, natural resources and education. Location is Utah Valley University, Sorensen Student Center, 800 W. University Parkway, Orem. Cost is \$30 for Utah Valley Chamber of Commerce members and \$40 for nonmembers through Oct. 2, \$50 for members and \$60 for nonmembers Oct. 3-18. Details are at thechamber.org.

Nov. 2, 8 a.m.-3:30 p.m.

Women & Business Conference 2023, a Salt Lake Chamber event. Theme is "Thriving in the Hive." During the luncheon, the chamber will

present the Athena International Award and recognize business and community leaders with Pathfinder Awards. Location is Grand America Hotel, 555 S. Main St., Salt Lake City. Cost is \$125 for members and \$150 for nonmembers before Oct. 19, \$150 for members and \$200 for nonmembers thereafter. Luncheon only is \$85 for members and \$100 for nonmembers before Oct. 19, \$105 for members and \$120 for nonmembers thereafter. Details are at slchamber.com.

Nov. 4, 6-10 p.m.

UMA Annual Awards Banquet, a Utah Manufacturers Association event. Location is Hyatt Regency Salt Lake City, 170 S. West Temple, Salt Lake City. Cost is \$400 for couples, \$1,800 for a table of 10. Registration can be completed at Eventbrite.com.

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

"Let's Do Lunch," a South Valley Chamber of Commerce event featuring the Leadership South Valley graduation. Location is Larry H. Miller Group Corporate Office, 9350 S. 150 E., Suite 900, Sandy. Cost is \$20 for members, \$25 for nonmembers. Details are at southvalleychamber.com.

Nov. 8, 5-7 p.m.

"Business After Hours," an Ogden-Weber Chamber of Commerce event. Location is Weber Human Services, 237 26th St., Ogden. Free for chamber members and first-time guests, \$10 for nonmember guests. Details are at ogdenweberchamber.com.

Nov. 9

Mayer Brown Utah Life Sciences Summit, a BioUtah event. Location is Salt Palace Convention Center, 100 S. West Temple, Salt Lake City. Cost through Oct. 20 is \$225 for BioUtah members, \$325 for nonmembers; group tickets (five or more) cost \$200 each. Registration can be completed at https://whova.com/portal/registration/biohi_202311/.

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

"Lunch & Learn," a Box Elder Chamber of Commerce event. Location is Bridgerland Technical College, 325 W. 1100 S., Brigham City. Cost is \$10 per person. Details are at boxelderchamber.com.

Nov. 14, 11:30 a.m.-1 p.m.

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

Nov. 14, 7:15 a.m.-2:30 p.m.

Annual Fall Business Conference, a ChamberWest event. Location is Utah Cultural Celebration Center, 1355 W. 3100 S., West Valley City. Details to be announced at chamberwest.com.

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

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

Nov. 16, 8 a.m.-1:30 p.m.

2023 Annual Women in Business Summit, a Davis Chamber of Commerce event. Theme is "Grit & Grace." Location is Davis Conference Center, 1651 N. 700 W., Layton. Cost is \$65 for members, \$85 for nonmembers (registration is required). Details are at davis-chamberofcommerce.com.

Nov. 17, 8:30-10 a.m.

"Friday Connections Speed Networking," presented by ChamberWest and the Utah Black, Utah Hispanic, Pacific Island, Magna Area and Murray Area chambers of commerce. Location is Utah Trucking Association, 4181 W. 2100 S., West Valley City. Cost is \$5. Details are at chamberwest.com.

Nov. 22, 11:30 a.m.-1 p.m.

"Business Success Series," a ChamberWest event. Location is Kearns Library, 4275 W. 5435 S., Kearns. Cost is \$25 per session. Details are at chamberwest.com.

Nov. 28-30

"Carbon Fiber 2023," designed for engineers, executives, fabricators, OEMs and plant managers in aerospace, automotive and energy. Location is Little America Hotel, 500 S. Main St., Salt Lake City. Cost is \$1,795, \$1,895 on-site. Details are at <https://www.carbonfiber-event.com/>.

Dec. 5, 11 a.m.-1 p.m.

Women in Business Holiday Luncheon, a

see CALENDAR page 19



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CALENDAR

from page 17

ChamberWest event. Location to be announced. Details to be announced at chamberwest.com.

Dec. 6, 11:30 a.m.-1 p.m.

"Park City Business University: Product/Service Fulfillment & Automation," a Park City Chamber/Bureau event. 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/>.

Dec. 12, 8:15-10 a.m.

Women in Business Breakfast and Gift Exchange, an Ogden-Weber Chamber of Commerce event. Location is Jeremiah's Lodge and Garden, 1329 W. 12th St., Marriott-Slaterville. Cost is \$25 for members, \$35 for nonmembers, \$25 for first-time guests. Registration deadline is Dec. 5. Details are at ogdenweberchamber.com.

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

Women in Business Holiday Soiree, a South Valley Chamber of Commerce event. Location is Hale Centre Theatre, 9900 Monroe St., Sandy. Cost is \$20 for members, \$25 for nonmembers. Details are at southvalleychamber.com.

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

Women in Business, a Cache Valley Chamber of Commerce event. Location is Adams Wealth Advisors, 701 S. Main St., Logan. Cost is \$16 for members, \$18 for nonmembers, \$20 at the door. Details are at cachechamber.com.

Dec. 13, 4:30-7 p.m.

Holiday Open House, a South Valley Chamber of Commerce event. Location is South Valley Chamber, 9800 S. Monroe St., Sandy. Details are at southvalleychamber.com.

Dec. 13, 5-7 p.m.

"Business After Hours," an Ogden-Weber Chamber of Commerce event. Location is Eccles Community Art Center, 2580 Jefferson Ave., Ogden. Free for chamber members and first-time guests, \$10 for non-member guests. Details are at ogdenweberchamber.com.

Dec. 15, 8:30-10 a.m.

"Friday Connections Speed Networking," presented by ChamberWest and the Utah Black, Utah Hispanic, Pacific Island, Magna Area and Murray Area chambers of commerce. Location is Utah Trucking Association, 4181 W. 2100 S., West Valley City. Cost is \$5. Details are at chamberwest.com.

BEAVER CO.

from page 1

being considered as a port area are the Milford Flats Zone of roughly 17,115 acres north of Milford City; the Beaver City zone encompassing approximately 2,070 acres; the Milford Depot Zone of about 445 acres; and the Minersville Zone of 190 acres.

Among the area's advantages are proximity to Interstate 70, Highway 21 and rail access, plus two airports, one of which has cargo capacity.

UIPA documents indicate that the Beaver City zone is suited to trucking logistics because its anchor point is nearest to Interstate 15 and is near the midway point between Salt Lake City and Las Vegas.

"Our history as a county is one of resilience," Wakefield told the board. "We have survived centuries of boom-and-bust economics, both prosperity and turmoil. We have seen the rise of mining, agriculture and rail. We have also seen their decline."

"And yet, here we are, sitting in front of you today, in front of your board, with a proposal at hand — a proposal that we know will be a blessing in the lives of our residents, a proposal that bets on the good established there, and invests in the infrastructure that we have already built."

UIPA documents indicate

that its incentives for companies considering the area will favor those in the following industries: agriculture, agriculture tech, advanced manufacturing, mining, aerospace, warehouse and distribution, research and development and renewable energy.

"While the county has had its share of private-sector growth and contractions, without question both the Utah Inland Port Authority and Beaver County will be better off joining forces to economically empower the community," the documents say. "This new Project Area will benefit from synergized resource investments, targeted economic growth, and logistics development. The Port Authority will be working closely with the county to identify infrastructure opportunities, durable businesses, grant opportunities, and other efforts that will strengthen the county."

"Beaver County has been on board since Day One with the announcement of the inland port," said Beaver County Commissioner Tammy Pearson. "We've had the same, similar vision in our area. We've been working towards this for long time."

Pearson said Beaver County has a long cultural history similar to those of other rural counties. "Our biggest export is our children, so we're working on ways and means of keeping infrastructure built that is going to bring an economic driver to our

counties that'll keep our kids at home."

Utah has five inland ports, including the initial one in Salt Lake County and four created this summer: the 899-acre Iron Springs Inland Port near Cedar City that is being developed, owned and operated by BZI Steel; the 2,200-acre Verk Industrial Park project area in Spanish Fork; the Golden Spike project area totaling 1,500 acres in Garland, Tremonton, Brigham City and other parts of Box Elder County; and the Central Utah Agri-Park of roughly 35,000 acres in three parts of Juab County.

Ben Hart, UIPA's executive director, said other project areas to be considered soon are in Tooele County and west Weber County.

"People have asked, 'Are we just going to keep expanding, expanding and expanding?' No, we're not," Hart said. "There are some people who believe that we will, but we're going to be very, very prescriptive or very, very deliberative about the project areas that we bring on after west Weber County."

UIPA has had "really good conversations" with several communities, he added. Places being considered by UIPA must already have a "good, strong rail presence" and "that want us there," he said, "where can really engage and make a positive economic difference and also logistically as well."



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