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\$2.5M GOES TO DIVISION OF WILDLIFE RESOURCES

Grant will create buffer between port and GSL wetlands

Brice Wallace
Business Journal

The Utah Inland Port Authority, a target of criticism from environmentalists and others since its formation, is moving on a pair of initiatives aimed at improving air quality and preserving shoreline at Salt Lake City's Northwest Quadrant.

UIPA last week approved a \$2.5 million grant to the Utah Department of Natural Resources' Division of Wildlife Resources to buy property near the southeastern shore of the Great Salt Lake to create buffer zones to protect wetlands and wildlife habitats. The same day, it held an event with other state agencies marking the award of \$112.4 million to be used to switch conventional diesel equipment operations to incorporate electric trucks and other actions at the Salt Lake City Intermodal Terminal.

UIPA's 16,000-acre project area in the Northwest Quadrant is near the Salt Lake City International Airport.

UIPA said the GSL funding is part of its ongoing efforts to balance economic growth with environmental stewardship, buffering ongoing development in the Northwest Quadrant jurisdiction area to ensure protection of lake ecosystems and



Jack Ray, president of the Utah Waterfowl Association, fields questions from news media during a briefing in late September at the Great Salt Lake. The briefing and media tour by the association and the Utah Inland Port Authority spelled out plans to preserve shoreline areas at Salt Lake City's Northwest Quadrant. Photo courtesy UIPA.

wildlife habitat.

"Protecting the Great Salt Lake is a top priority," said Ben Hart, UIPA's executive director. "Today's approval is a sig-

[see UIPA page 15](#)

Gardner report: Bulk of state's life sciences industry in SL Co.

Brice Wallace
Business Journal

As is the case with many industries, Utah's life sciences' centerpiece is Salt Lake County.

A new research brief by the Kem C. Gardner Policy Institute at the University of Utah reveals that the county in 2023 was responsible for 76.8 percent of the state's total life sciences jobs, 80.8 percent of total industry earnings, and 68.1 percent of the state's total life sciences GDP.

The report shows that of Utah's 47,608 life sciences jobs, 41,455 were in Salt Lake County. The county's total grew 4.5 percent from 2018 to 2023, compared with 0.8 percent in other Utah counties

and 2.1 percent among other Salt Lake County industries.

Utah in 2023 had 1,873 companies in the industry, including 1,438 in Salt Lake County. The county number grew 41.6 percent between 2018 and 2023, or 7.2 percent annually.

The life sciences industry in the county generated an estimated \$5.8 billion in GDP in 2023, representing 5.1 percent of the county's total GDP and \$9.3 billion in total output.

"Salt Lake County's life sciences industry is a powerful engine of economic growth, generating high-paying jobs and significant economic value," said Andrea Brandley, senior education analyst at the

[see LIFE SCIENCES page 14](#)

CHAMBER RELEASES GUIDE TO WORKPLACE FLEXIBILITY OPTIONS

Utah Community Builders, the Salt Lake Chamber's nonprofit foundation, has released the "Workplace Flexibility Guide," a new resource for the business community to learn about possibilities for workplace flexibility, ways to manage it and how it can be a catalyst for a high-performing work culture and employee wellness.

"During the last several years, Utah workforce habits and preferences have changed dramatically," said Kabi Catalano, executive director of Utah Community Builders. "We now know that workplace flexibility empowers employees and can foster an environment of trust, inclusivity and productivity. Any business in our growing community that wants to set themselves apart and thrive needs to consider flexible working offerings."

The guide explains that, while providing flexible work environments and enhanced benefits requires resources, it also delivers a strong return on investment by attracting and retaining top talent, in-

[see WORKPLACE page 14](#)

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NEWS

Rio Tinto transitions to renewable diesel at Kennecott copper operations

Rio Tinto has completed the transition from conventional to renewable diesel for all heavy mining equipment at its Kennecott copper operations in Salt Lake County. The company said the conversion gives the mine one of the lowest carbon footprints of any copper producer in the United States.

Kennecott's fleet of 97 haul trucks and heavy machinery equipment at the mine, concentrator, smelter, refinery and tailings are now all fueled by renewable diesel sourced in the United States. This is expected to reduce the mine's Scope 1 emissions by 450,000 tons, equal to eliminating the annual emissions of 107,000 cars, according to a Rio Tinto statement. In addition, the switch to renewable diesel reduces PM2.5 (particulate matter less than 2.5 microns in size) emissions at the tailpipes of the company's haul truck fleet by 40 percent, a reduction equivalent to approximately 2.3 billion miles of light vehicle travel annually.

The renewable diesel being used is currently a combination of 90 percent soybean and the remainder animal fat and used cooking oil.

"Kennecott has one of the lowest carbon footprints of any copper producer in the United States, thanks to recent ini-

tiatives such as the closure of a coal-fired power plant, installation of a 5-megawatt solar farm, deployment of battery electric vehicles underground and the transition to renewable diesel," the Rio Tinto release said. "The operation's overall carbon footprint has now been reduced by more than 80 percent from 2018 levels."

Speaking at an event at the mine with the Gov. Spencer J. Cox to celebrate the achievement, Rio Tinto Copper CEO Clayton Walker said, "The transition to renewable diesel is a significant step toward our decarbonization goals at Kennecott where we have now reduced emissions by 80 percent, thanks to a range of initiatives

in recent years. We remain committed to being responsible stewards of the environment and are always looking to find better ways to provide the materials the world needs for the energy transition."

Kennecott's transition to renewable fuel will also make low-carbon fuel more accessible in the state of Utah. In partnership with Kennecott, HF Sinclair is dedicating two tanks to renewable diesel for the mine with each having tank capacity of 18,000 barrels or 756,000 gallons.

"We're proud to support Rio Tinto's sustainability journey with a low-carbon fuel produced at our facilities," said Steven Ledbetter, Sinclair's executive vice president for commercial operations. "We're excited to see Kennecott move from trial to full implementation and what this could mean for other industries with evolving energy needs."

In 2023, Kennecott conducted an initial trial of renewable diesel, which compared two trucks using regular diesel against two using renewable diesel. Officials measured the trucks' acceleration, cycle time, fuel usage and engine inspection reports. The renewable diesel trials were successful, complementing similar test findings from Rio Tinto's boron mine in California.



Workers examine one of the massive haul trucks at Rio Tinto Kennecott's Bingham Canyon copper mine in Salt Lake County. The company's entire fleet at its Utah copper operations has been converted to renewable diesel full, primarily made from soy beans and used cooking oil. Photo by JT Taylor/Rio Tinto Kennecott.

2024 UTAH GENERAL ELECTION RESULTS

U.S. PRESIDENT		U.S. SENATE		U.S. HOUSE 2		U.S. HOUSE 4	
Donald Trump	58%	John Curtis	62%	Celeste Maloy	58%	Burgess Owens	61%
Kamala Harris	38%	Caroline Gleich	32%	Nathaniel Woodward	33%	Katrina Fallick-Wang	32%
UTAH GOVERNOR		Carlton Bowen	5%	Cassie Easley	5%	UTAH ATTORNEY GENERAL	
Spencer Cox	56%	U.S. HOUSE 1		U.S. HOUSE 3		Derek Brown	58%
Brian Smith King	30%	Blake Moore	63%	Mike Kennedy	64%	Rudy Bautista	28%
Phil Lyman (write-in)	8%	Bill Campbell	32%	Glenn Wright	34%	Results may change slightly as vote counting continues.	



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PACS acquires Pennsylvania operations

Farmington-based PACS Group Inc. has announced that independently operated subsidiaries of the company have acquired the operations of eight skilled nursing facilities in Pennsylvania. The facilities are located in the western Pennsylvania cities of Pittsburgh, Bedford, Bethel Park, Monroeville and McMurray, and collectively comprise 1,199 skilled nursing beds. The physical properties of four of the facilities are being leased from an affiliate of CareTrust REIT and PACS Group purchased the real estate of the other four facilities.

PACS Group is a holding company investing in post-acute health care facilities, professional practices and ancillary services. Founded in 2013, PACS Group's independent subsidiaries operate 284 post-acute care and senior living facilities across 16 states, serving over 27,000 patients daily.

"We're excited to enter into Pennsylvania — a new market for PACS and our 17th state — and we're pleased to welcome these eight facilities, as well as their staffs and residents, to the PACS family," said Jason Murray, PACS chairman and CEO. "We see tremendous opportunity to bring our model of post-acute care to the Greater Pittsburgh area, and provide top-level care to the communities the facilities serve."

"This acquisition illustrates an important element of our growth model in action. We consider acquisitions, both large and small, lease and purchase, when we believe the PACS operating model can thrive in this kind of market — and in new markets — and we look forward to seeing the good that these facilities can provide to their communities in the years to come," said Derick Apt, PACS Group's chief operating officer.

SEG launches charitable foundation

Smith Entertainment Group (SEG), the organization owned by Ryan and Ashley Smith and owner of the Utah Jazz and Utah Hockey Club, has launched the SEG Foundation as the primary vehicle for its philanthropic work. Operating as a 501(c)(3) nonprofit, the new entity is a follow-up to the Utah Jazz Foundation, which has provided full cost of attendance scholarships to 114 Utah Jazz Scholars while providing continued support through mentorship, internships and job training.

The SEG Foundation's "All In On Utah" campaign will choose an organization or cause to support each month during the Utah Jazz and Utah Hockey Club seasons. While the foundation will be funded by the Utah Jazz, Utah

Hockey Club and Delta Center, it will invite partners, fans and community members to join players, front office staff and SEG executives in providing service and needed support for individuals, families and groups across Utah, SEG said in a release.

"Here in Utah, showing up for each other is just part of who we are. It makes sense and feels right to give back to the amazing people and organizations that make this state so special — that's why we are launching the SEG Foundation," said Ashley Smith, co-founder of Smith Entertainment Group. "We're excited to go 'All In On Utah' as we team up with community groups, schools, nonprofits and more to invest in causes that matter all across Utah."

Tonaquint appoints Jim Buie CEO

Tonaquint Data Center Inc., a St. George-based data center provider serving emerging markets, has announced the appointment of Jim Buie as its CEO. Buie brings more than two decades of experience in the digital infrastructure and technology sector, having previously held leadership positions at Ark Data Centers (formerly Involta), Flexential (formerly ViaWest), Comcast and AT&T.

"Jim Buie is an invaluable addition to the Tonaquint executive team. We're confident that his exemplary leadership and expertise will elevate Tonaquint to even greater heights as a premier data center solution provider," said Kanan Joshi, a Tonaquint board member. "We look forward to a brand-new chapter of growth and expansion, continuing to create lasting value for our customers and partners."

In a statement, Buie emphasized Tona-

quint's flexibility in addressing the evolving needs of enterprise businesses with a special focus on delivering cutting-edge innovations, like liquid cooling technology.

"I am honored to step into the role of CEO at Tonaquint," said Buie. "As we move forward, we are taking a modern approach to data center solutions, focusing on cutting-edge technologies, while sustaining our reliability and resiliency, and solving our customers' power, compute and capacity challenges."

Tonaquint owns and operates data centers and provides cloud services in St. George; Oklahoma City, Oklahoma; and Boise, Idaho, with available inventory and expansion capability at all locations.

Buie holds a bachelor's degree in finance and accounting from Florida State University and an MBA from the University of Colorado.

BlytzPay tabs Andreozzi president/CFO

BlytzPay, an integrated financial technology platform based in Draper, has announced the appointment of Alison Andreozzi as president and chief financial officer.

"With 25 years of operational and private equity experience, Alison is poised to drive the business forward with her visionary leadership, financial acumen and passion for technology," BlytzPay said in announcing the appointment.

"BlytzPay has experienced massive growth in 2024, and I have no doubt that Alison's wealth of experience and proven track record make her the ideal choice for this new role," said Robyn Burkinshaw, CEO and founder of BlytzPay. "Alison's leadership will be crucial as we continue to expand our footprint, hone our strategic vision and navigate the challenges and opportunities within the fintech in-


dustry. I am confident that together, we will create even greater value for our clients while taking BlytzPay to new heights."

Andreozzi has held CEO and chief financial officer roles at companies in the tech, retail and health and wellness spaces, including CrossFit, Backbone PLM and Zane Benefits. In addition, she has more than 20 years of investment experience and has served on the boards of high-growth tech and consumer companies as a result of her roles as managing partner at Mercato Partners and venture partner at Signal Peak Ventures

"I am thrilled to join BlytzPay at such a critical point in its growth journey," said Andreozzi. "The intersection of finance and technology is a dynamic space that has energized and inspired me for years. I look forward to leveraging my experience to help the company innovate and scale while enabling lenders and dealers to save money, improve margins, and empower customers to pay conveniently and on time."




Alison Andreozzi




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Intermountain Health receives grant to combat antibiotic resistance

Bailey Chism
The City Journals

Researchers at Intermountain Health have been awarded a \$356,000 grant from Merck, a global science and technology company that develops medicines, vaccines and other health solutions, to fight antibiotic resistance and overuse in urgent and outpatient care settings to make sure patients get the best possible treatment for their illnesses. The grant will kick off the Intermountain ReSCORE-UC project — a two-year study on be-

havioral and organizational drivers of antibiotic use in Intermountain's urgent care centers and outpatient clinics.

The grant will allow researchers to have a better idea of sustaining durable improvements in antibiotic prescribing practices within these community settings. Among the urgent care environments, the high antibiotic prescription rate of clinicians for respiratory infections remains a constant predicament. In urgent care settings, more than 90 percent of infections do not have desirable treatment with antibiotics; these frequently cause serious side effects and develop antimicro-

bial resistance, according to a release from Intermountain.

While past programs have temporarily lowered prescribing rates by calling attention to the problem, improvements often have been short-lived, with rates usually climbing again shortly after the programs are completed. The new study extends the success of an initiative called SCORE-UC, which earlier had reduced antibiotic prescriptions for upper respiratory infections 15 percent at Intermountain Health's 26 urgent care centers.

Despite this success, the reduction was not permanent, and prescribing rates have begun to increase once more.

The over-prescription of antibiotics poses a threat to health nationwide, putting both individual and public health at risk, Intermountain said. The unnecessary consumption of antibiotics has quickly caused some antimicrobial resistance to rise. Consequently, certain antibiotics that were once effective are not anymore,

leading to infections that are much worse, longer hospitalization, additional complications, and even death. Adverse side effects of antibiotics include allergic reactions and disorders of the gastrointestinal tract, which sometimes can be serious.

Since 90 percent of respiratory infections are viral rather than bacterial, prescribing antibiotics in those instances is ineffective and needlessly exposes patients to potential side effects. The new grant also will support research into how the rates of antibiotic prescribing vary across different patient populations, including racial and ethnic minorities, and between rural and urban areas.

Led by investigators at Intermountain Health in collaboration with Dr. Adam Hersch, a pediatric infectious disease expert with the University of Utah, the aim is to enhance antibiotic stewardship throughout Utah urgent care facilities and throughout the Mountain West.

CECO Environmental to acquire Lindon's Profire Energy for \$125M

Dallas-based CECO Environmental Corp., an environmentally focused, diversified industrial company, has agreed to acquire Profire Energy Inc. of Lindon for \$125 million in an all-cash transaction. Founded in 2002, Profire has offices in Lindon; Victoria, Texas; Midland-Odessa, Texas; Homer, Pennsylvania; Greeley, Colorado; Millersburg, Ohio; and Acheson, Alberta, Canada.

Profire Energy is a technology company providing solutions in burner management technology and combustion control systems that provide mission-critical combustion automation and control solutions and services to improve environmental efficiency, safety and reliability for industrial thermal applications globally. Profire estimates its 2024 sales will be greater than \$60 million.

"We are extremely pleased to announce this transaction with CECO which is a testament to the value that has been created for Profire employees, customers and shareholders," said Cameron Tidball and Ryan Oviatt, co-CEOs of Profire, in a statement. "The combination of our well-established leadership in niche energy and industrial mission-critical applications with CECO's proven track record of acquiring and investing in companies to enhance their growth and create scale will unlock even more value for all constituents."

"I am excited to announce the acquisition of Profire and we look forward to welcoming their tremendous organization to our portfolio of leading solution companies," said Todd Gleason, CECO's CEO. "With an installed base approaching 100,000 burner management systems and a growing industrial market product offering, we look forward to accelerating their global market expansion and introducing their high-efficiency solutions to more customers in industrial air and water. We are also confident that the increased scale and combined corporate organizations will generate meaningful efficiencies and synergies."

Under the terms of the agreement, a subsidiary of CECO will commence a tender offer to acquire all issued and outstanding shares of Profire common stock at a price of \$2.55 per share in cash. The transaction, which has been unanimously approved by Profire's board of directors, implies an equity value of approximately \$125 million and a total enterprise value for Profire of approximately \$108 million. The price represents a 46.5 percent premium over Profire's closing share price of \$1.74 on Oct. 25.

Upon completion of the transaction, Profire will become a wholly owned subsidiary of CECO and shares of Profire's common stock will no longer be listed on any public market. The parties anticipate that the combination will be completed in the first quarter of 2025.

Existing home sales slide 1 percent in September across the nation

Existing-home sales drew back in September, according to a report from the National Association of Realtors. Three out of four major U.S. regions registered sales declines while the West experienced a sales bounce. Year-over-year, sales fell in three regions but grew in the West, the organization said.

Total existing home sales — completed transactions that include single-family homes, townhomes, condominiums and co-ops — receded 1 percent from August to a seasonally adjusted annual rate of 3.84 million in September. Year-over-year, sales waned 3.5 percent (down from 3.98 million in September 2023).

"Home sales have been essentially stuck at around a four-million-unit pace for the past 12 months, but factors usually associated with higher home sales are developing," said NAR Chief Economist Lawrence Yun. "There are more inventory choices for consumers, lower mortgage rates than a year ago and continued job additions to the economy. Perhaps, some consumers are hesitating about moving forward with a major expenditure like purchasing a home before the upcoming election."

Total housing inventory registered at the end of September was 1.39 million units, up 1.5 percent from August and 23 percent from one year ago (1.13 million). Unsold inventory sits at a 4.3-month supply at the current sales pace, up from 4.2

months in August and 3.4 months in September 2023.

"More inventory is certainly good news for home buyers as it gives consumers more properties to view before making a decision," Yun said. "However, the inventory of distressed properties is minimal because the mortgage delinquency rate remains very low. Distressed property sales accounted for only 2 percent of all transactions in September."

The median existing-home price for all housing types in September was \$404,500, up 3 percent from one year ago (\$392,700). All four U.S. regions registered price increases.

"Moderating home price increases are welcome news for home buyers," Yun said. "With wage growth now outpacing home price appreciation, housing affordability will improve."

According to the monthly Realtor Confidence Index, properties typically remained on the market for 28 days in September, up from 26 days in August and 21 days in September 2023.

First-time buyers were responsible for 26 percent of sales in September — matching the all-time low from August 2024 and November 2021 — and down from 27 percent in September 2023.

All-cash sales accounted for 30 percent of transactions in September, up from 26 percent in August and 29 percent in September 2023.

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Work Daze

Want to get ahead? Get some manners

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Who says? I says. Taylor Telford says so, too.

“The years spent apart from colleagues have rusted workers’ social skills,” Telford writes in “Business Etiquette Classes Boom as People Relearn How to Act at Work,” a recent article in *The Washington Post*.

Makes sense. The ability to play nice with others is not important when your only co-worker is your cat. Now, jammed together in the same litter box with co-workers who neither purr nor groom themselves, the ability to get along is essential for survival.

The introduction of younger workers into the mix also makes for friction. Believe it or don’t, these young whipper-snappers may balk at giving their older team members the respect they deserve.

“How may I please you, my liege lord” is just something you rarely hear from Gen Z serfs.

Another social skill sorely lacking

in the modern world of work is knowing what qualifies as appropriate workwear. This is understandable for both newbies, arriving on the scene from college pep rallies and panty raids, as well as old-

bies, returning to the office after years of working at home. Management can definitely smooth reentry by crafting a dress code. For example:

No. 1: In office situations, bathrobes must extend below the knees.

No. 2: Bunny slippers are not allowed after 10 a.m.

No. 3: Pants are no longer optional in Zoom meetings, unless your office has a door and your door has a lock.

While predicting fashion trends is never easy, those wishing to boost their careers by elevating their wardrobe from “business casual” to “business professional” should consider the experience of Teniola Ayoola, whose development classes at Harvard “preached about the importance of conveying ‘gravitas’ and ‘executive presence.’”

If you do not see these qualities in the upper management of your company,

I suggest you look to the great leaders of the past, such as Lydia Pinkham and John D. Rockefeller (quite a fun guy, despite what you have heard).

While frockcoats and starched collars for men have not made a comeback — yet — it makes sense to get ahead of the curve. Women who want to dress for success should consider adding corsets, crinolines and bustles to their wardrobes. For CEOs, both male and female, now demanding workers return to the office or face exile, togas make perfect sense, with a laurel wreath crown to set off the look.

(All employees will benefit from my Ted Talk on modern office wear, including subjects such as “What is a tie and you wear it, where?” and “The 6-inch stiletto heel. Does it have a place in IT?”)

Business meals are an area where good manners can make the difference between closing the deal and ending your career. Before accepting an invitation to dine with a client or a senior manager, be sure you can answer the following questions:

Q: What fork do you use to eat a Whopperrito 6?

A: You don’t use a fork. You use a straw.

Q: What exotic cocktail can you order to impress a client?

A: Milk and Hershey’s syrup with a twist.

Q: When dining with your manager, who picks up the check?

A: The person who earns the least.

Another “soft skill” that is essential to master is the ability to foster harmonious human interactions. These simple rules should serve you well in the office:

No. 1: Never ask a co-worker to tell you their salary, unless you’re absolutely sure you make more.

No. 2: Avoid making eye contact, especially with HR employees. They can look in your soul and know in an instant that you are fudging your expense account.

No. 3: If you have trouble making small talk in meetings or office events, learn how to play the accordion.

Outside the office, it is important that you use your social skills to make contacts. If you were not born with the networking gene, etiquette experts recommend that you develop a “personal elevator pitch.”

Feel free to use mine:

“Nice to meet you. I’m an insignificant cog in an inconsequential department of a failing company. I’m not looking for a job, but if anyone offered me a position, I would take it because I’m desperate. I’m glad we’re besties now. I’ll be coming to your house this weekend for a barbecue.”

“And yes,” you can add before the elevator reaches the top floor, “I will bring my accordion.”

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

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Commission OKs Enbridge rate reductions

Rate changes amounting to an overall decrease for Enbridge Gas customers in Utah and Idaho have been approved by the Utah Public Service Commission. The decrease, which went into effect Nov. 1, follows closely on the heels of gas-cost decreases announced earlier this year. The decrease for a typical residential customer in Utah and Idaho will be about \$12.57 annually or about 1.9 percent.

“Natural gas costs continue to remain low throughout the nation and this is something we are starting to see reflected in the gas cost rates for our customers,” said Judd Cook, vice president and general manager of Enbridge Gas for Utah, Wyoming and Idaho. “With energy prices at the forefront of everyone’s minds,

we are working diligently to pass savings onto customers as soon as possible.”

These rates, often referred to as a pass-through rate, are costs associated with purchasing and delivering natural gas to customers. Gas costs are passed on to customers with no markup and have no impact on the utility’s profit. Because the costs of gas can change rapidly and can be affected by supply and demand, Enbridge Gas and the state commissions reevaluate this portion of the rate at least twice a year.

Also included as part of this rate change were adjustments to include costs related to aging infrastructure investment, energy efficiency programs and bill assistance programs for low-income customers.

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Bright economic numbers signal a strong holiday shopping season

This fall's better-than-expected economic showing is good news for the upcoming holiday shopping season.

Retail sales rose 0.4 percent in September, beating analysts' expectations. Meanwhile, the economy added a remarkable 254,000 jobs in the month — 100,000 more than most forecasters predicted. The national unemployment rate dropped from 4.2 percent in August to 4.1 percent in September, while wages accelerated 4 percent in September compared to 3.8 percent the previous month.

Bolstered by a strong job market, winter holiday spending is expected to grow between 2.5 percent and 3.5 percent this year, according to the National Retail Federation. That's in line with historical averages and similar to Deloitte's 2024 projection of 2.3 percent to 3.3 percent sales growth. Most of the growth will be driven by online purchases, which are expected to jump 7 percent to 9 percent over 2023.

Holiday shoppers' dollars will stretch further this year than in 2023 and 2022, thanks to slowing inflation and rising wages. The Consumer Price Index slowed to 2.4 percent in September, down from 2.5 percent the previous month. And inflation in the Mountain Region of the U.S. slowed even more, to 1.4 percent in September.

While wage growth has been outpac-

ing inflation since May 2023, household income has yet to fully recover the purchasing power lost to inflation in recent years. Many people are starting off their holiday shopping season already in debt. Credit card debt hit a record \$1.14 trillion in the second quarter of 2024, according to the Federal Reserve Bank of New York. And half of credit card holders are carrying a balance from month to month — the highest level in four years, according to Bankrate's 2024 Credit Card Debt Survey.

Nearly half — 48 percent — of Utahns say they are worse off financially

compared to a year ago, according to the Kem C. Gardner Policy Institute's Survey of Utah Consumer Sentiment. The way people feel about the economy often influences their spending decisions. However, easing inflation and lower interest rates could improve Utahns' feelings about the economy.

This holiday season may bring price relief in certain categories. Toy prices, for example, dropped 2.9 percent over the past year. Some electronics, including televisions and computers, are also cheaper overall. Motor fuel prices are down

15.5 percent nationally and 18.6 percent regionally. These are all great trends.

Other factors impacting holiday spending include an abbreviated shopping season. With Thanksgiving falling on Nov. 28 this year, there are 26 days from Thanksgiving to Christmas. Additionally, the economic uncertainty surrounding the U.S. presidential election could play a role in how consumers do their holiday shopping.

Robert Spendlove is the senior economist for Zions Bank in Salt Lake City.



ROBERT SPENDLOVE

CORPORATE FINANCIAL REPORTS

The following are recent financial reports as posted by selected Utah corporations:

SkyWest

SkyWest Inc., based in St. George, reported net income of \$89.7 million, or \$2.16 per share, for the third quarter ended Sept. 30. That compares with \$23.5 million, or 55 cents per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$913.8 million, up from \$766.2 million in the year-earlier quarter.

SkyWest Inc. is the holding company for SkyWest Airlines, SkyWest Charter and SkyWest Leasing, an aircraft leas-

ing company. SkyWest Airlines has a fleet of approximately 500 aircraft connecting passengers to over 240 destinations throughout North America.

"Our ability to organically grow the number of available captains for the first three quarters of 2024 has opened up incremental growth vectors for us," Chip Childs, CEO, said in announcing the results. "We are making significant progress in recapturing underserved markets, increasing fleet utilization and quickly placing new aircraft deliveries into service. I want to thank our people for their amazing work as we continue to execute on these opportunities, including the expansion of our CRJ550 and E175 fleets."

Merit Medical

Merit Medical Systems Inc., based in South Jordan, reported net income of \$28.4 million, or 48 cents per share, for the third quarter ended Sept. 30. That compares with \$25.8 million, or 44 cents per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$339.8 million, up from \$315.2 million in the year-earlier quarter.

Merit develops, manufactures and distributes medical devices used in interventional, diagnostic, and therapeutic procedures, particularly in cardiology, ra-

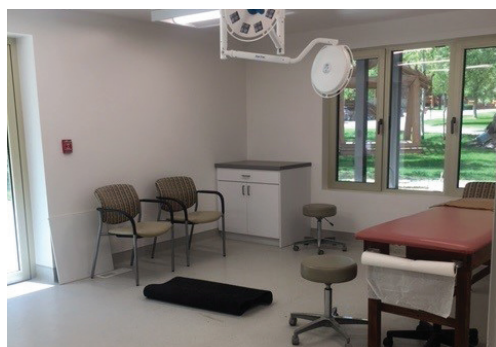
see EARNINGS page 12



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Commercial Snow & Ice Management Services

COMMERCIAL SNOW & ICE MANAGEMENT SERVICES

Ranked by Number of Full-Time Employees

BUSINESS JOURNAL **List**

	Company Name Address	Phone Web	Number of Utah Full-Time Employees	Square Feet or Areas Managed	Fleet Size— (Trucks)	Fleet Size— (Heavy Equip.)	Year Established	Top Local Executive
1	Sinc Constructors Co. 1299 W. 75 N. Centerville, UT 84014	801-898-4448 sinconstructors.com	101+	20M	26-50	51+	2011	Mike Sowby President
2	MD Property Services 947 S. 500 E., Ste. 100 American Fork, UT 84003	801-763-0272 mdpropertyinc.com	76-100	1M+	100	26-50	1991	David Gray President
2	TruCo 4640 Commerce Drive Murray, UT 84107	801-466-8044 trucoservices.com	76-100	Utah & Nevada	51+	1-25	2017	John Riley
4	Summit Pools & Landscape P.O. Box 1055 Layton, UT 84041	801-458-8989 summitpoolsutah.com	26-50	Wasatch Front	26-50	1-25	2013	Kyler Kendall
5	The Samara Co. 420 W. 1500 S., Unit 200 Bountiful, UT 84010	801-845-6811 samaracompany.com	50	16M	90	40	2017	Bruce Reed Founder
6	Pinnacle Landscaping & Maintenance 8945 S. 1300 E. West Jordan, UT 84088	801-254-6172 pinnacle-landscape.com	1-25	Areas in Salt Lake, Utah, Davis, Summit counties	1-25	1-25	2005	Stacy Curtis Justin Hails



Please note that some firms chose not to respond, or failed to respond in time to our inquiries. All rights reserved. Copyright 2024 by Business Journal. The Business Journal strives for accuracy in its list publications. If you see errors or omissions in this list, please contact us at lists@slbusinessjournal.com.

Northern Utah faces parking lot snow removal as winter approaches

As winter approaches, Northern Utah municipalities are gearing up for the annual challenge of snow removal, particularly in commercial parking lots. Local officials report that snow removal in these areas typically occurs approximately 10 to 15 times each winter, depending on the severity of the season.

With winter storms frequently blanketing the region, effective snow management is crucial for ensuring public safety and maintaining access to businesses. According to the National Weather Service, Northern Utah can expect significant snowfall, especially in the mountains, leading to potential accumulation in urban areas.

One of the main concerns for property owners and managers is the weight of the snow accumulating in parking lots. Snow that

is approximately four inches deep can weigh a staggering 100 to 125 tons per acre. This weight can significantly affect the structural integrity of surfaces and create hazardous conditions for drivers and pedestrians. With multiple

storms throughout the winter, the cumulative weight can lead to dangerous ice formation and potential damage to infrastructure if not addressed properly.

Local governments are collaborat-

ing with snow removal contractors to ensure timely clearing of parking lots. "Our priority is to keep our roads and commercial areas safe for the public," said Sarah Jensen, a city planner in Ogden. "Effective snow removal is essential for reducing accidents and ensuring that businesses can operate smoothly during winter months."

Residents are encouraged to be mindful of parking regulations during snow removal operations. Many municipalities enforce temporary parking restrictions to facilitate snow plowing and keep access routes clear.

As Northern Utah braces for the winter season, residents and businesses alike must prepare for the logistical challenges snow brings and the necessary efforts required to manage it effectively.



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Industry Briefs

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

BANKING

• **Chartway Credit Union**, based in Virginia, has appointed **Desai Madrigal** as associate director on its board of directors. Madrigal is the owner of WIN Home Inspection in St. George and president of the Southern Utah Latino Business Alliance, a part of the Washington Area Chamber of Commerce. His experience includes more than two decades of leadership in the financial and real estate sectors.



Desai Madrigal

• **Bank of Utah**, based in Ogden, has hired **Kevin Thompson** as a loan officer at its St. George location. Thompson is one of two interns who received a full-time offer from Bank of Utah after its inaugural internship program earlier this year. He interned as a credit analyst. His education includes an A.S. in aviation from Southern Utah University and an AAS in diesel maintenance. He is currently working toward his MBA in finance from SUU. Thompson was a special operations diesel mechanic with the U.S. Air Force for four years and spent two years as a Rapid Deployable Heavy Operations squadron leader.



Kevin Thompson

• **D.L. Evans Bank** has appointed **Spencer Pack** to vice president commercial loan officer at its Orem branch. Pack has been in the banking industry since 2006, finding fulfillment in helping clients and small-business owners reach their financial goals. Throughout his career, he has held a range of roles in retail and commercial banking, including personal banker, branch manager, business banking officer, relationship manager and business development officer. He earned an associate degree in business administration from Ensign College (formerly LDS Business College).



Spencer Pack

• **TAB Bank**, based in Ogden, has reported that it closed \$98.4 million in credit facilities with 385 deals in the third quarter. Several companies are Utah-based, including Dirty Dough, based in Lindon. The deals span numerous sectors, including homeware, restaurant, manufacturing, real estate and transportation. The largest was \$12 million for a multifamily community developer based in Texas. The bank's services include working capital, equipment financing, term loans, lines of credit and commercial real estate loans.

DIVIDENDS

• The board of directors of **Zions Bancorporation NA** has declared a regular quarterly dividend of 43 cents per common share. It is payable Nov. 21 to shareholders of record Nov. 14. The board also declared regular quarterly cash dividends on the company's various perpetual preferred shares, including series A, G, I and J. Those dividends are payable Dec. 6 to shareholders of record Dec. 1.

ECONOMIC INDICATORS

• The **median annual salary** in October for Utahns who have stayed in their job for at least 12 months was \$49,800, up 4.7 percent from a year earlier, according to data from **ADP Pay Insights**. The national median for job-stayers was \$56,000, a 4.6 percent increase. For job-changers, the median salary grew 6.2 percent. Details are at <https://payinsights.adp.com/>.

• The current year-over-year **inflation rate** "feels like" 6.6 percent to the **average Utahn**, according to a survey by **CardRates.com**. That is more than double the actual rate. The highest "feels like" rate is in Maine, at 8.6 percent. The lowest is in Kansas, at 5.5 percent. Forty-two percent of Utah respondents said they think "all the time" about inflation when making financial decisions, while 34 percent said "frequently." Four percent said they never think about the rise in prices. Sixty-four percent of Utahns said they expect inflation to increase, while 24 percent believe it will hold stable, while only 12 percent of survey takers said they believe it will decrease. Details are at <https://www.cardrates.com/studies/how-americans-perceive-inflation/>.

• **Deer Valley/Park City** is the "most expensive ZIP code in Utah," according to a study by **RealtyHop**. The report looks at the three most expensive ZIP codes in each state, based off their

home listing prices. The top codes in Utah are 84060 in **Deer Valley/Park City**, with a median list price of \$2,125,000; 84098 in **Kimball Junction/Park City**, at \$1,370,000; and 84004, **Alpine**, at \$1,260,000. The most expensive in the U.S. is 94027 in Atherton, California, with a median price of \$7,750,000. The least expensive is 72758 in Rogers, Arkansas, at \$408,403. Details are at <https://www.realtyhop.com/blog/most-expensive-us-zip-codes-2024/>.

• **Utah** has two locations on a list of "cities with the most ambitious young professionals," compiled by **Career.io**, a platform for career guidance and success. They are No. 38 **Salt Lake City** and No. 96 **Provo**. Career.io identified the 100 cities across U.S. with the hardest-working young professionals. The top-ranked city is New York City. Details are at <https://career.io/career-advice/americas-top-cities-for-ambitious-young-professionals>.

• **Utahns' dream business is owning a ski lodge** in Park City, according to a survey by **MarketBeat.com**. Other top choices in Utah are a glamping resort and a craft brewery and gastropub. Details are at <https://www.marketbeat.com/originals/survey-reveals-americas-most-coveted-businesses-in-2024/>.

• **Utah** is ranked as the second-worst state for **beekeeping**, according to a list compiled by **Lawn Love**. It compared 39 of the 50 states with available data based on four categories, considering rates of honey production, annual and quarterly colony loss, and apiculture establishments. The top-ranked state is California. The bottom-ranked state is Arkansas. Details are at <https://lawnlove.com/blog/best-states-for-beekeeping/>.

EDUCATION/TRAINING

• **Utah Valley University** recently held a ribbon-cutting event for its new 24-seat dental hygiene lab and community clinic on the university's Lehi campus. It will be used to train dental hygienists and provide free and low-cost care to approximately 3,000 low-income community members. Prior to the new facility, the dental hygiene program only had access to 15 chairs/workstations. In addition to the lab, the university's respiratory therapy program and Police Academy — Peace Officer Standard and Training programs will be housed in the building.

ENERGY

• **Sky Quarry Inc.**, an energy solutions company in the waste asphalt shingle recycling industry, has announced two appointments. **Darryl Delwo** has been named chief financial officer and **Cyla Apache** has been promoted to vice president of finance. Delwo has over 28 years of experience and was promoted after serving as vice president of finance since 2020. He was previously chief financial officer of Noralta Technologies Inc. and was controller and acting CFO for the startup company Sulvaris Inc. Apache has over six years of controllership experience with a background in implementing software and developing efficient workflows.

• **Qualtrics**, an experience management software company co-headquartered in Provo and Seattle, has announced that "X4: The Experience Management Summit" will take place March 18-20 in Salt Lake City. Registration is open now. The event will bring together more than 8,000 C-suite executives, thought leaders and experience management professionals for three days of learning, inspiration and connection. It will feature keynote presentations, breakout sessions and workshops about the latest AI-powered innovations and trends in experience management. Details are at www.qualtrics.com/x4summit.

EVENTS

• **Qualtrics**, an experience management software company co-headquartered in Provo and Seattle, has announced that "X4: The Experience Management Summit" will take place March 18-20 in Salt Lake City. Registration is open now. The event will bring together more than 8,000 C-suite executives, thought leaders and experience management professionals for three days of learning, inspiration and connection. It will feature keynote presentations, breakout sessions and workshops about the latest AI-powered innovations and trends in experience management. Details are at www.qualtrics.com/x4summit.

EXPANSIONS

• Utah-based dessert retailers **Mrs. Fields**, a retail cookie franchisor, and frozen yogurt brand **TCBY**, both portfolio companies of Salt Lake City-based Famous Brands International, have opened a co-branded store in the Carolina Place Mall in Pineville, North Carolina. This marks the 15th outlet opened by Famous Brands franchisee Samuel Batt and is the first to offer both brands in the same retail location. Mrs. Fields opened its first store in 1977, while TCBY is marking its 40th year.

FOODS

• **Clear Water Distilling**, a Pleasant Grove-based craft spirits maker, has named **David Schroeder** as vice president of sales. He will be tasked with helping expand the company's presence in both domestic and international markets. He joins Clear Water from Guinness and has held positions at Independence Brewing

see BRIEFS next page

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from previous page



David Schroeder

and Third Coast Coffee in Austin, Texas, as well as Diageo, where he worked extensively on the Guinness brand across markets in St. Louis, Houston and Denver.

GOVERNMENT

• **Spanish Fork** has received a \$1.2 million grant from the **Federal Emergency Management Agency** to repair its water pipeline and damaged embankments as part of a major disaster declaration issued in response to the Spanish Fork River flooding in 2023. Flooding from rapid snow melt damaged part of the drinking water pipeline and embankment in four locations, which affected the community's drinking water infrastructure. The \$1.2 million in FEMA funding will bring the facility to pre-disaster function and capacity, while making the waterline stronger to prevent future damages.

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HEALTH CARE

• **Supplemental Health Care**, based in Salt Lake City, has named **Scott Armstrong** as chief revenue officer. He will oversee the company's client sales organization and business development strategy. Armstrong has 15 years of sales and sales leadership experience from Medical Solutions, in addition to prior roles.



Scott Armstrong

INDOOR ENTERTAINMENT

• **Sky Zone**, a Provo-based indoor entertainment company, has announced plans to open 10 new parks, includ-

ing in Austin; Seattle; Henderson, Nevada; Brooklyn; and the Atlanta metro area. They are expected to open in the 2026 first quarter. Sky Zone owns, operates and franchises over 270 parks.

INVESTMENTS

• **Voze**, a Sandy-based company offering a sales solution, has raised \$12 million in a Series A funding round. The round was co-led by **Origin Ventures** and **Mercury**, with participation from previous investors, including **AlbumVC** and **Pipeline Capital Partners**. This funding brings Voze's total capital raised to date to \$15 million. Voze said the funds will be used to expand its product and engineering teams. Voze currently serves a customer base of more than 5,000 sales professionals.

• **Databento**, a Salt Lake City-based financial data software company, has closed on \$10 million in funding, increasing its total Series A round to \$30 million. The round features follow-on investments from existing shareholders, with new participation from **Belvedere Trading**, **Clear Street**, **Lightscape Partners** and asset management firms.

• **Paterna BioSciences**, a Salt Lake City-based biotechnology company dedicated to solving male infertility, has closed a \$6 million oversubscribed seed funding round, led by **SpringTide Ventures**, with participation from **e184**, the **Utah Innovation Fund**, **Freya Ventures**, **Divergent Capital**, **Seaside Ventures** and several individual investors. The company said the investment will accelerate the development of its in vitro spermatogenesis technology through preclinical development, as well as to develop the company's infrastructure and grow its team.

MANUFACTURING

• **YESCO**, a Salt Lake City-based sign company, has fabricated and installed signage for **Ford Amphitheater** in Colorado Springs, Colorado. The work included the fabrication and installation of a 31-foot-long illuminated stage sign on an existing structure. A second stage sign measured 50 feet wide. YESCO also installed two sets of letters on entrance arches for the amphitheater.

NONPROFITS

• The **Candy Bomber Foundation** has named retired **Gen. Mike Minihan** as its new chairman of the board. Minihan recently retired from the U.S. Air Force after a 34-year career culminating as Air Mobility Command commander. He served as a pilot with 3,400 flight hours, multiple deployments and years of service overseas, including tours in Germany and the Republic of Korea. The Spanish Fork-based foundation honors



Mike Minihan

Col. Gail S. Halvorsen, known for leading airlift missions over East Berlin following World War II during which candy was dropped to children newly confined in the divided city. The foundation conducts educational activities showing the importance of air mobility in humanitarian operations.

• **OUR Rescue**, a nonprofit dedicated to combating sex trafficking and child exploitation, has announced plans to move its global headquarters from Salt Lake City to Minneapolis. The move is scheduled to be completed in January. The organization has operations in 27 countries. OUR Rescue said it will maintain a significant presence in Salt Lake City, where the organization was founded in 2013. The Utah office will continue to operate as one of OUR Rescue's two Centers of Excellence, focusing on operational and mission support (shared services including marketing, advancement, finance, HR, IS and legal).

PHILANTHROPY

• **LifeWave**, a Draper-based wellness technology company, has donated \$100,000 to **The Ocean Cleanup**, a nonprofit organization working to remove plastic from the world's oceans. LifeWave said its commitment to environmental sustainability aligns with its larger ESG (environmental, social and governance) goals.

• **Maverik — Adventure's First Stop** and **Kum & Go** on Veterans Day will treat all veterans and active-duty military service members to a free Bean-to-Cup coffee, up to size large, in gratitude for their service. The deal will be offered across their combined footprint of more than 840 Maverik and K&G locations in 20 states.

• **USANA Kids Eat** has begun its fifth annual **Holiday Food Bag Program**, an initiative continuing through Dec. 6 that provides a two-week supply of nutritious food for children during December's holiday school break. People are invited to sign up at usanakidseat.org. The do-it-yourself project includes both donation and service elements. Participants shop for the food, assemble the bags on their own, and deliver the bags. Last year, the program successfully distributed over 4,300 food bags.

RECOGNITIONS

• **Three Utah companies** are on **Inc.'s** 2024 list of **Founder-Friendly Investors**, recognizing private equity and venture capital firms with the best track records of success in partnering with founder-led companies. The final list recognizes 208 firms. The Utah companies are **Banner Capital Management LLC** (private equity), **Mercato Partners** (venture capital) and **Tower Arch Capital** (private equity). To compile the list, Inc. went to entrepreneurs who have sold to private equity and venture capital firms and had them complete a questionnaire about their experiences partnering with private equity, venture capital and debt

firms and shared data on how their portfolio companies have grown during these partnerships.

• Utah's 529 nonprofit educational savings plan, called **my529**, is one of five 529 plans to receive the **Analyst Rating of Gold for 2024** by **Morningstar**. It has earned the top rating for 14 consecutive years, the only plan to do so. In its annual industry report, Morningstar evaluated 59 plans for their underlying investment quality and selection process, asset allocation methodology, investment team and state oversight. For Gold-rated plans like my529, distinguishing factors included investment option design, state stewardship and low costs. More than 168,900 my529 beneficiaries have used their funds for qualified education expenses, including K-12 tuition expenses, since 2011, totaling over \$7.3 billion in withdrawals.

• **Gov. Spencer Cox** recently presented 25 state employees with the **Governor's Award for Excellence** at an awards ceremony held at the Governor's Mansion. The awards recognize the contributions of state employees in the categories of innovation and efficiency, energy and environment, heroism, leadership and outstanding public service. Recipients this year are **Shelly Jackson**, Lieutenant Governor's Office; **Collin Tanner**, Lieutenant Governor's Office; **John Fryer**, Department of Workforce Services; **Camie Escobar**, Board of Pardons and Parole; **Heather Sarin**, Department of Health and Human Services; **Sydney Jorgensen**, Office of the Governor; **Carrie Trujillo**, Department of Financial Institutions; **Kara Hetrick**, Commission on Criminal and Juvenile Justice; **Kelly Christensen**, Department of Insurance; **Steve Myer**, Department of Public Safety; **Tech Sgt. Taylor Hymas**, Utah Army National Guard; **Tara Connolly**, Department of Government Operations; **Katie Corak**, Department of Commerce; **Eric Cropper**, Utah State Tax Commission; **Rebecca Dilg**, Governor's Office of Economic Opportunity; **Judy Hut**, Cultural and Community Engagement; **Laurie O'Connor**, Labor Commission; **Lesla Bulloch**, Department of Alcoholic Beverage Services; **Mark Taylor**, Utah Department of Transportation; **Sandi Archibald**, Capitol Preservation Board; **Emily Willis**, Governor's Office of Planning & Budget; **Dylan Martinez**, Department of Environmental Quality; **Hannah Freeze**, Utah Department of Agriculture and Food; **James Kirkland**, Department of Natural Resources; and **Alec Langton**, Department of Corrections.

• Six applicants were awarded prizes at the **State Bank Business Challenge**, a pitch competition that took place during the One Utah Summit at Southern Utah University. Judges awarded a total of \$50,000 to young and established businesses. The awardees were selected from 92 applicants, each of whom submitted a 90-second video pitching their busi-

see BRIEFS page 14

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GUEST COLUMN

Women's health care needs to be a statewide priority

Our health is one of the most important elements of a quality life. It shapes our families, our work and our future. Yet, a new Gallup and West Health report has delivered a troubling reality: Utah ranks dead last in the nation for health care access, leaving many without the resources they desperately need.

Forbes Advisor used 14 key health metrics across all 50 states, which included the relative numbers of hospital beds, doctors, nurses, community health centers and percentage of residents who lack health insurance.

The 10 states that are deemed to

have the least accessible health care in the U.S. are 1. Utah, 2. Nevada, 3. Texas, 4. Arizona, 5. Georgia, 6. South Carolina, 7. Indiana, 8. Wyoming, 9. Idaho and 10. North Carolina,

The report noted that Utah is at the top of the list because of its lack of resources, which includes qualified health care professionals and hospital beds. In fact, Utah has the third-lowest number of primary care physicians per 10,000 residents and hospital beds per 1,000 residents, and fourth-lowest number of nurse practitioners per 10,000 residents.

However, even more disheartening,

according to this report, is that Utah employers contribute one of the lowest percentages toward employee health insurance premiums, adding financial strain to many Utahns. These aren't just statistics; it's a reality for countless Utahns struggling to get the care they need.

It's important to understand how health impacts the lives of Utahns, especially women. The Utah Women & Leadership Project at Utah State University has released 14 reports on various topics related to women's health, the majority of which have been published within the past three years.

For example, Utah remains one of the lowest-ranking states for mammography screenings. Only 63 percent of Utah

women, ages 40 and over, have annual screenings, ranking the state one of the three worst in the nation. Some of the reasons women do not get screened include lack of insurance coverage, low accessibility of services, lack of time, lack of childcare and fear of diagnosis. Furthermore, Utah ranks 49th (out of 51) for women's preventive health care.

In addition, Utah has the highest birth rates in the U.S. and data show one in eight women experience postpartum depression in Utah and one in four women with a history of anxiety or depression before pregnancy experience symptoms of postpartum depression.

Other data are summarized in "The Current Status of Utah Women & Girls: A Research Synopsis," available through the Utah Women & Leadership Project at Utah State University.

What can Utahns do? Although strategic conversations are already being held, it is important that these be elevated and supported by more public and private partners. We need more resources, which include more beds, primary care physicians, and nurse practitioners (individuals of different genders and race/ethnicity communities). These resources are important for men, women, and children.

Other suggestions particularly useful for women include increased digital options such as telehealth to provide greater access to primary care and offering these services in languages other than English. In addition, as women in our state continue to have babies at higher rates and at younger ages than their national counterparts, it is increasingly important to understand how perinatal mood and anxiety disorders may impact Utah families.

And finally, additional health issues such as substance use, disordered eating or suicidal behaviors will demand additional mental health resources to respond to the unique needs of those individuals.

The statewide movement, A Bolder Way Forward, has an area of focus called "Health Across the Lifespan," which is working to optimize the health and well-being of women and girls in Utah. This work is being led by Intermountain Health and the University of Utah Health System, with other partners being invited into this work. For example, Regence BlueCross BlueShields is also a key partner in this work. They are working in the following areas: access, adolescent health, mental health/well-being, older adult/end of life, perimenopause/middle age, prevention, reproductive health and trauma informed care.

Supporting women's health isn't just about women themselves — it's about building stronger families, thriving communities and a future where every generation has the chance to flourish.

When we prioritize the well-being of women, we're nurturing the very heart of society. When we choose to invest in women's health, we're choosing to uplift everyone.

Susan R. Madsen is the inaugural Karen Haight Huntsman Endowed Professor of Leadership at Utah State University and founder and director of the Utah Women & Leadership Project.



SUSAN R. MADSEN

EARNINGS

from page 7

diology, oncology, critical care and endoscopy. It has approximately 7,200 employees worldwide.

"We delivered better-than-expected financial results in the third quarter, reflecting continued strong execution," Fred P. Lampropoulos, chairman and CEO, said in announcing the results. "Our constant currency, organic, revenue and our constant currency total revenue modestly exceeded the high end of our expectations in the third quarter."

Extra Space

Extra Space Storage Inc., based in Salt Lake City, reported funds from operations attributable to common stockholders and unit holders of \$388.8 million, or \$1.75 per share, for the third quarter ended Sept. 30. That compares with \$348.5 million, or \$1.69 per share, for the same quarter a year earlier.

Net income attributable to common stockholders totaled \$193.2 million, or 91 cents per share. That compares with \$188.4 million, or 96 cents per share, for the year-earlier quarter. The company said earnings per share decrease was primarily due to a \$51.8 million loss related to the impairment of the Life Storage Inc. trade name based on the company's decision to operate under a single brand.

Same-store revenues in the most recent quarter totaled \$424 million, down from \$425.3 million in the year-earlier quarter.

"We continue to maintain strong occupancy during a time of year which is typically marked by occupancy declines," Joe Margolis, CEO, said in announcing the results. "This occupancy both optimizes performance in the current market and positions the portfolio for future revenue growth. Our third-party management, bridge loan and insurance businesses continue to outperform projections, and together with incremental G&A savings, produced core FFO per share growth modestly ahead of our projections."

Beyond

Beyond Inc., based in Midvale, reported a net loss of \$61 million, or \$1.33 per share, for the third quarter ended Sept. 30. That compares with a loss of \$63 million, or \$1.39 per share, for the same quarter a year earlier.

Revenue in the most recent quarter

totaled \$311.4 million, down from \$373.3 million in the year-earlier quarter.

Beyond is an e-commerce and affinity data monetization company that owns Overstock, Bed Bath & Beyond, Baby & Beyond and Zulily.

"We delivered sequential improvement in gross margin and continued to recognize the benefits of our cost reduction actions, ultimately delivering against our commitment to improve adjusted EBITDA (earnings before interest, taxes, depreciation and amortization)," Adrienne Lee, chief financial and administrative officer, said in announcing the results.

"We recently announced the sale of our headquarters, which is expected to close in the fourth quarter, and announced a \$20 million annualized reduction in staff-related expenses as we drive towards profitability and continue create a more variable and leverageable cost structure to support our evolving business needs. All in, we expect to have reduced our fixed expense base by an annualized \$65 million heading into 2025."

"We are in the process of transforming our asset-light business into an affinity and data monetization model with a strong technology focus, comprised of a collection of brands offered on a comprehensive platform from which customers can unlock value within the four walls of their home and four corners of their property," said Marcus Lemonis, executive chairman.

"We are still in the early innings of creating a robust data cooperative that will serve as the affinity and loyalty program foundation, and having recently announced partnerships with both The Container Store and Kirkland's Home, we are well on our way," he said. "What we are ultimately building at Beyond is intended to leverage the combined strengths of all involved parties, driving improved financial performance and shareholder value."

Zions

Zions Bancorporation, based in Salt Lake City, reported net earnings applicable to common shareholders of \$204 million, or \$1.37 per share, for the third quarter ended Sept. 30. That compares with \$168 million, or \$1.13 per share, for the same quarter a year earlier.

Zions has banking operations in 11 western states and had approximately \$87 billion of total assets Dec. 31, 2023.

"We're pleased with the continued improvement in our financial performance, reflected in the 21 percent increase in earnings per share over the same period last

year," Harris H. Simmons, chairman and CEO, said in announcing the results.

Among statistics cited by Simmons are net interest margin growing to 3.03 percent from 2.93 percent a year ago, operating costs increasing 1 percent, average noninterest-bearing demand deposits decreasing 1.7 percent relative to the prior quarter of this year, and tangible common equity growing 28 percent over the past year and 8 percent over the past quarter.

"While classified loans increased 66 percent quarter over quarter, reflecting somewhat weaker fundamental performance in multi-family residential loans, we expect credit losses to remain well-controlled as a result of strong equity and sponsorship in these deals. Realized total credit losses remained very low during the quarter at an annualized rate of 0.02 percent of loans," he said.

FinWise

FinWise Bancorp, based in Murray, reported net income of \$3.5 million, or 25 cents per share, for the third quarter ended Sept. 30. That compares with \$4.8 million, or 37 cents per share, for the same quarter a year earlier.

FinWise Bancorp is a bank holding company that wholly owns FinWise Bank, a Utah-chartered state bank, and FinWise Investment LLC.

Among other third-quarter statistics, loan originations increased to \$1.4 billion, compared to \$1.2 billion for the quarter ended June 30 and \$1.1 billion for the third quarter of the prior year. Net interest income was \$14.8 million, compared to \$14.6 million for the quarter ended June 30 and \$14.4 million for the third quarter of the prior year.

"Our results during the third quarter reflect the resiliency of our existing business as well as the actions we've taken to enhance long-term growth," Kent Landvatter, CEO, said in announcing the results. "We saw a notable step-up in loan originations and generated solid revenue, coupled with a deceleration of our expense growth. Additionally, we continued to gain traction with new strategic programs, as we announced one new lending program in the quarter, which brings the total new lending programs to three so far this year."

"Overall, I am pleased with the operational performance of our company and I am excited about the outlook. We will remain laser-focused on continuing to grow our business and will strive to continue to deliver long-term value for all our stakeholders."

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.

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

Membership Luncheon, a Utah Valley Chamber of Commerce event. Location is Ivy Hall Academy, 4692 N. 300 W., Provo. Details are at thechamber.org.

Nov. 12, 10-11:30 a.m.

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

Nov. 13, 7:15 a.m.-3 p.m.

Fall Conference, a ChamberWest event. Keynote presenters are Boyd Matheson, host of KSL NewsRadio’s “Inside Edition” and KSL-TV’s “Sunday Edition”; and Robert Spendlove, senior vice president and senior economist at Zions Bank. Location is Utah Cultural Celebration Center, 1355 W. 3100 S., West Valley City. Cost is \$125 for nonmembers and members. Details are at chamberwest.com.

Nov. 13, 11 a.m.-1 p.m.

“Let’s Do Lunch” Series, including the graduation of the Leadership South Valley program, presented by the South Valley Chamber of Commerce and Leadership South Valley. Speaker Scott Anderson, non-executive chairman of Zions Bank, will discuss “The Heart of Leadership: Why People and Relationships Matter.” Location is Zions Bank Technology Center, 7860 S. Bingham Junction, Midvale. Cost is \$20 for members, \$30 for nonmembers. Details are at southvalleychamber.com.

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

Cache Women in Business Luncheon, a Cache Valley Chamber of Commerce event. Location is Logan Country Club, 710 N. 1500 E., Logan. Cost is \$20 for members, \$23 for nonmembers, \$25 at the door. Details are at cachechamber.com.

Nov. 13, 5-7 p.m.

“Wind Down Wednesday Mixer,” hosted by Encircle House Heber, in partnership with the Utah LGBTQ+, Heber Valley and Park City chambers of commerce. Location is Encircle Heber, 81 E. Center St., Heber. Details are at <https://www.parkcitychamber.com/events>.

Nov. 13, 5-7 p.m.

“Business After Hours,” an Ogden-Weber Chamber of Commerce event. Location is BMR Auto Detailing, 2108 S. 1100 W., No. 1, Ogden. Free for chamber members and first-time guests, \$10 for nonmember guests. Details are at ogdenweberchamber.com.

Nov. 13, 6-8 p.m.

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

Nov. 14

Utah Life Sciences Summit, hosted by BioUtah. Theme is “Innovation for Life.” Location is Hilton Salt Lake City Center, 255 S. West Temple, Salt Lake City. Cost is \$275 for members and \$375 for nonmembers. Details are at <https://members.bioutah.org/events>.

Nov. 14, 8:30 a.m.-2 p.m.

Annual Women in Business Summit, a Davis Chamber of Commerce event. Speakers are Amanda Covington, chief corporate affairs officer, Larry H. Miller Co.; Julianne Nagle, owner and founder, Garden O’Veaten, consultant and coach; and Becki Wright, founder and CEO, Proximity. Location is Weber State University Davis Campus, Stewart Ballroom, 2750 University Park Blvd., Layton. Cost is \$65 for members, \$85 for nonmembers. Details are at davischamberofcommerce.com.

Nov. 14, 8:30 a.m.-5 p.m.

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

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

“Downtown Daybreak: Utah’s First Sports-Anchored Mixed-Use Development,” a ULI (Urban Land Institute) Utah event. Panelists from Larry H. Miller Real Estate, South Jordan City and Wasatch Front Regional Council will share insight on the benefits of mixed-use, transit-oriented urban developments and how they enrich the lives of future generations. After the panel discussion, an optional tour of Daybreak Field at America First Square will be available. Location is South Jordan Fire Station No. 64, 5443 W. Lake Ave., South Jordan. Costs range from \$30 to \$50. Details are at <https://utah.uli.org/events-2>.

Nov. 14, 6-8 p.m.

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

Nov. 15, 8 a.m.-3:30 p.m.

Women & Business Conference and Athena Awards Luncheon, a Salt Lake Chamber event that is the primary fundraiser for the Women’s Business Center of Utah. Theme is “ILLUMINATE.” Opening keynote speaker Nicole Sherman, president and CEO of Riverview Bancorporation and Riverview Bank in Washington state, will discuss “This is Your Now! Daring to Be You.” Location is Grand America Hotel, 555 S. Main St., Salt Lake City. Cost is \$180 for members and \$250 for nonmembers. Details to be announced at slchamber.com.

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

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

Nov. 15, 10 a.m.-1:30 p.m.

Fourth Annual Veteran Unite Conference, hosted by the Utah SBA, in partnership with the Utah Department of Veteran and Military Affairs, the Utah Veteran Business Resource Center and the Big Sky Veteran Business Outreach Center. Event aims to celebrate the entrepreneurial journeys of veteran- and military spouse-owned businesses. Keynote speaker is retired Lt. Col. Carl Churchill, owner of Alpha Coffee. Other speakers are SBA Regional Administrator Aikta Marcoulier and a panel featuring local veteran entrepreneurs. Location is Zions Bank in downtown St. George. Conference is free. Veteran entrepreneur networking dinner and event at 5 p.m. costs \$20. Details are at https://bit.ly/UNITE_2024.

Starting Nov. 18

2024 Grant Workshop Tour, a Utah Division of Outdoor Recreation series highlighting the upcoming year’s grant opportunities, including those for the Utah Outdoor Recreation Grant, Recreation Restoration Infrastructure Grant, Utah Children’s Outdoor Recreation and Education Grant, OHV Recreation Grant, Recreation Trails Program, Boating Access Grant, Clean Vessel Act Grant and the Land and Water Conservation Fund. Events are Nov. 18, 9-11 a.m., Uintah Conference Center, 313 E 200 S., Vernal; Nov. 18, 3-5 p.m., Helper Auditorium, 19 S. Main St., Helper; Nov. 19, 9-11 a.m., John Wesley Powell History Museum, 1765 E. Main St., Green River; Nov. 19, 3-5 p.m., City Council Chamber, 50 W. 100 S., Blanding; Nov. 20, noon-2 p.m., Teasdale Culture Center, 73 Main St., Teasdale; Nov. 21, 9-11 a.m., Washington County Building, 197 E. Tabernacle St., St. George; Nov. 21, 3-5 p.m., Commission County Building, 105 E. Center St., Beaver; Dec. 9, 10 a.m.-noon, Snow College, 150 College Ave. E., Ephraim; Dec. 9, 2-4 p.m., City Council Chambers, 439 W. Utah Ave., Payson; Dec. 10, 10 a.m.-noon, Heber City Police Department, 301 S. Main St., Heber City; Dec. 11, 10 a.m.-noon, Nibley City Hall, 455 W. 3200 S., Nibley; and Dec. 12, 10 a.m.-noon, Utah DNR, 1594 W. North Temple, Salt Lake City. Free, but registration is required. Details are available at 801-538-4700.

Nov. 18, 6:30-7:30 p.m.

“How to Talk to AI: Entry-Level AI Workshop,” a Small Business Development Center event. Location is the Orem/Provo SBDC at Utah Valley University. Details are at <https://clients.utahsbdc.org/events.aspx>.

Nov. 19, 9-10:30 a.m.

AI Workshop, a Small Business Development Center event. Speaker Jordan Gibbs will discuss “ChatGPT Hacks for Your Business.” Event takes place online. Free. Details are at <https://clients.utahsbdc.org/events.aspx>.

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

Women in Business, an Ogden-Weber Chamber of Commerce event. Speaker Abby Monroe, WIB chair, will discuss “Give Back.” Location is Jeremiah’s Lodge & Garden, 1329 W.

12th St., Marriott-Slaterville. Cost is \$25 for WIB members and first-time guests, \$35 for nonmembers. Details are at ogdenweberchamber.com.

Nov. 20, 8 a.m.-noon

Import Workshop, presented by The Mill Entrepreneurship Center at Salt Lake Community College and aimed at helping business owners with the process of bringing products into the U.S. Resource panel includes Ann Marie Wallace, state director, Women’s Business Center of Utah; Dengpan Dong, Chinese Association of Science and Technology; Millicent Haizel Dadson, president, African Chamber of Commerce of Utah; and Jay Francis, president and CEO, South Valley Chamber of Commerce. Presenters are Natalie El-Deiry, director of immigration and integration, Governor’s Office of Economic Opportunity; Jon Beutler, director of The Mill, Salt Lake Community College; Doug Bruhnke, founder and CEO, Global Chamber; and Joseph Brubaker, attorney, international business law. Location is SLCC’s Miller Campus, Building 5, 9750 S. 300 W., Sandy. Cost is \$30. Details are at <https://themillslcc.com/event/import-workshop/>.

Nov. 20, 11:30 a.m.-1 p.m.

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

Nov. 20, 11:30 a.m.-1 p.m.

“Strictly Networking Lunch,” a West Jordan Chamber of Commerce event. Location is All-Star Bowling and Entertainment, 1776 W. 7800 S., West Jordan. Details are at <https://wjc-ut.com/events>.

Nov. 20, 11:30 a.m.-1 p.m.

Lunch Break Networking, a Point of the Mountain Chamber of Commerce event. Location to be announced. Details are at theptchamber.com.

Nov. 20, noon-1 p.m.

“Solve the Business Puzzle,” a Women’s Business Center of Utah event. Presenter Kim Tolamn will discuss “The Financial Side of Making Your Idea Happen.” Event takes place online. Free. Details are at wbcutah.org.

Nov. 20, 5:30-6:30 p.m.

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

Nov. 20, 6-7 p.m.

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

Nov. 21, 11:30 a.m.-1 p.m.

Chamber Luncheon, a Davis Chamber of Commerce event. Speakers

BRIEFS

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ness. At the summit, the 45 semifinalists pitched three times to judges. **Merch Makers**, an AI-driven platform that simplifies merchandise creation by handling design, production, e-commerce and fulfillment, won a total of \$19,000 in addition to mentoring from Jeremy Smith and Brad Bonham, Utah's entrepreneur-in-residence. **Tiny's Botanas**, a Mexican specialty snack company founded and run by a mother-daughter duo in St. George, was awarded \$14,000, a marketing consultation, an accounting consultation, and an MBC scholarship. **Interval AI**, a Provo-based company that helps businesses automate their internal collections process, was awarded a total of \$6,000 and received the Governor's Office Choice. **Fishing Weed Blocker**, a company and product that helps fishermen keep plants off of hooks, was awarded a total of \$5,500 and named Best Student Business. **Push Pilot**, a company and product created for the construction industry to automatically eject wood plugs out of saw holes, won a total of \$5,500. **SoundSculpt**, a royalty-free AI-generated music service, was awarded a total of \$3,500 and a legal consultation.

RETAIL

• **Arc'teryx Equipment**, a Canadian design company specializing in technical high-performance outerwear and equipment, has opened its first retail location in Salt Lake City at City Creek Center. The 4,000-square-foot store will offer a seasonal product focus and will work closely with local partners like Exum Mountain Guides and Park City Powder Cats, as well as a team of five local ambassadors from Arc'teryx's core sports.

• **Image Studios**, a Salt Lake City-based franchisor of salon suites, has named **Josh Wall** to its board of directors. Wall is a 20-year franchise industry veteran with extensive leadership, franchise relations and real estate experience. He currently serves as chief growth officer for Unleashed Brands. He also has served as



Josh Wall

a board member for the past five years with children's consignment franchise Just Between Friends. Image Studios has 93 stores in operation across 22 states, and a pipeline of 220 stores in development, 50 of which are projected to open in 2025.

TECHNOLOGY

• **BambooHR**, a Draper-based company offering human resources software, has appointed **Jonathan Vaas** as chief legal officer. He will oversee all legal, regulatory, and compliance matters. Vaas has over two decades of experience in law and technology, particularly within the high-growth B2B software category, with experience in corporate and regulatory law, M&A, strategy, governance, software licensing and risk management.



Jonathan Vaas

• **Ionic Mineral Technologies**, a maker of nano-silicon battery anode materials based in Provo, has named **Sunho Kang** as chief technology officer. He will lead the efforts in advancing Ionic's Ionisil nano-silicon anode products and their commercial development. Kang has over 25 years of experience in battery technology innovation, with leadership roles at institutions including Argonne National Laboratory, Samsung SDI, Apple and Volkswagen, where Kang helped develop and industrialize li-ion battery materials.



Sunho Kang

• **Qualtrics**, an experience management software company co-headquartered in Provo and Seattle, has appointed **Rachita Sundar** as chief financial officer and member of the executive leadership team. Based in Seattle, Sundar has more than two decades of experience at high-growth and industry



Rachita Sundar

leading companies, most recently serving as senior vice president of financial planning and analysis at HubSpot. Before that, she spent more than a decade in finance leadership roles at Microsoft.

CALENDAR

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are Abigail Palmer Cox, Utah first lady; and Mike Moon, associate director at UServeUtah, discussing "Why Stepping Up for Your Community Is More Important Than Ever." Location is Davis Technical College, Allied Health Building, 435 S. Simmons Way, Kaysville. Cost is \$25 for members, \$35 for nonmembers. Details are at davischamberofcommerce.com.

Nov. 21, 11:45 a.m.-1 p.m.

"Lunch & Learn," presented by the Saratoga Springs Business Alliance and the Point of the Mountain Chamber of Commerce. Speaker is Kim R. Best. Location is the chamber office, 225 E. State St., Lehi. Cost is \$20, or bring your own lunch. Details are at thepointchamber.com.

Nov. 21, 5-6 p.m.

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

Dec. 2, 6:30-7:30 p.m.

"How to Talk to AI: Entry-Level AI Workshop," a Small Business Development Center event. Location is the Orem/Provo SBDC at Utah Valley University. Details are at <https://clients.utahsbdc.org/events.aspx>.

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

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

Dec. 3, 5-7 p.m.

Annual Charity Event, a ULI (Urban Land Institute) Utah event ben-

efiting the Fourth Street Clinic. Location is Cinq Clubroom (Central Warehouse), 530 W. 200 S., Salt Lake City. Costs range from \$40-\$45 for members, \$55 to \$60 for nonmembers. Details are at <https://utah.uli.org/events-2/>.

Dec. 4, 10-11 a.m.

"Instagram Essentials: Building Genuine Connections That Matter," a Women's Business Center of Utah event. Presenter is Irene Katzias. Event takes place online. Free. Details are at wbc.utah.org.

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

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

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

"Wasatch Back Business University: Strategic Marketing and Customer Retention," presented by the Park City Chamber/Bureau. Location is Blair Education Center, Intermountain Park City Hospital, 900 Round Valley Drive, Park City. Free, but registration is required. Details are at <https://www.parkcitychamber.com/events>.

Dec. 4, 6-7:30 p.m.

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

Dec. 5-6

Summit Directors and Officers Conference, organized by IMA Financial Group's Salt Lake City office and designed for directors, officers, and executives of

see CALENDAR next page

LIFE SCIENCES

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Gardner Institute. "With three-fourths of Utah's life sciences jobs and over 80 percent of earnings, Salt Lake County plays a central role in this important industry."

The industry accounted for 4.4 percent of overall Salt Lake County employment and 5.6 percent of county wages, exceeding other Utah counties. In Utah, the industry produced nearly \$4.2 billion in wages, or 3.6 percent of the state's total wages. Average annual earnings in the sector were \$112,197 in Salt Lake County, or 27.2 percent higher than other industries in the county.

That \$112,197 county average compares with an average of \$88,198 in other industries and with \$88,177 in life sciences jobs in other Utah counties.

The Gardner report shows that the life sciences sector added jobs at an average annual rate of 4.5 percent from 2018 to 2023 in Salt Lake County, exceeding the 2.1 percent growth rate of other industries in the county.

Total life sciences employment in Salt Lake County included 40.9 percent in biosciences-related distribution; 32.5 percent in research, testing and medical labs; 17.3 percent in medical devices; and 9.2 percent in therapeutics and pharmaceuticals.

The industry's employment figures are likely to come up during BioUtah's annual Utah Life Sciences Summit, set for Nov. 14, 8:30 a.m.-4:45 p.m., at the Hilton Salt Lake City Center. With the theme "Innovation for Life," the event

will feature awards presentations and discussions about the FDA, the University of Utah partnering to build life sciences in Utah, the emergence of women's health in life sciences, women's health as a \$1 trillion market opportunity, workforce issues, health care compliance, intellectual property, cybersecurity, robotics and state development resources. Details are at <https://utahlifesciences-summit.com/>.

WORKPLACE

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creasing productivity and supporting team members' overall well-being.

"Utah Community Builders is an integral part of the Salt Lake Chamber's ability to champion community prosperity," said Derek Miller, president and CEO of the Salt Lake Chamber. "With the Workplace Flexibility Guide, they are handing business leaders a roadmap to success. By implementing flexibility practices, leaders can set the stage for improved employee well-being, a healthier company culture and increased productivity and dedication — all of which lead to the community prosperity that we are striving to achieve."

In addition to highlighting why workplace flexibility should be prioritized, the resource also gives suggestions based on business size. For many years, offering flexible options at small businesses has seemed impossible. This resource can help companies of all sizes find options that work well for their business model and situation, the chamber said.

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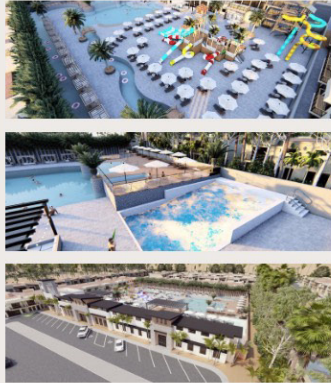
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CALENDAR

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public, pre-IPO and private companies. Location is Montage Deer Valley Resort. Cost is \$675. Details are at summitconf.org.

Dec. 5, 3-5 p.m.

"Happy Hour with the CEO," a Park City Chamber/Bureau event. Location is the chamber/bureau offices, 1850 Sidewinder Drive, Suite 200, Park City. Free, and open to the public. Details are at <https://www.parkcitychamber.com/events/>.

Dec. 9, 6-8 p.m.

"How to Start a Business 101,"

a Small Business Development Center event. Location is the Orem/Provo SBDC at Utah Valley University. Details are at <https://clients.utahsbdc.org/events.aspx>.

Dec. 10, 10-11 a.m.

"FinCEN: Beneficial Ownership Reporting Under the Corporate Transparency Act," a U.S. Small Business Administration "Utah Business Bridge" event. The Corporate Transparency Act requires many companies doing business to report information to the Financial Crimes Enforcement Network (FinCEN). Event features information about reporting requirements and how to comply with the law. Speaker is David King, guidance and outreach director, Beneficial Ownership & Transparency Unit at FinCEN. Event takes place online.

Details are at <https://bit.ly/UBB-1210>.

Dec. 11, 5-7 p.m.

"Business After Hours," an Ogden-Weber Chamber of Commerce event. Location is Ogden Mustangs, Weber County Ice Sheet, 4390 Harrison Blvd., Ogden. Free for members and first-time guests, \$10 for nonmember guests. Details are at ogdenweberchamber.com.

Dec. 11, 6-8 p.m.

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

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

2024 Women in Business Holiday Luncheon, a Davis Chamber of Commerce

event. Location is Courtyard by Marriott Layton Hotel, 1803 Woodland Park Drive, Layton. Cost is \$25 for members, \$35 for guests. Registration is required. Details are at davischamberofcommerce.com.

Dec. 12, 6-8 p.m.

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

Dec. 17, 8:15-10 a.m.

Women in Business Breakfast and Gift Exchange, an Ogden-Weber Chamber of Commerce event. Location is Jeremiah's, 1307 W. 12th St., Marriott-Slaterville. Cost is \$25 for members and first-time guests, \$35 for nonmembers. Details are at ogdenweberchamber.com.

UIPA

from page 1

nificant step forward in our mission to ensure development near the lake benefits both our economy and the environment."

UDWR will use the funds to buy the buffer zone land and manage the property in perpetuity for waterfowl conservation, open space and habitat restoration. The grant aligns with UIPA's strategy to use a portion of primary municipal funds for mitigation projects, ensuring the long-term sustainability of Utah's natural resources. The wetlands and habitats are deemed vital for sustaining migratory bird populations and local wildlife.

"This grant will play a critical role in preserving vital wetland habitats around the Great Salt Lake now and for generations to come," said Jack Ray, president of the Utah Waterfowl Association. "As an organization dedicated to protecting waterfowl and their habitats, we are grateful for UIPA's commitment to both wildlife and sustainable development."

The division will use the grant exclusively for land acquisition and related expenses, including title insurance, appraisals and closing costs. A restrictive covenant will be placed on the property to ensure its conservation, with any changes in use requiring UIPA's approval.

"The Great Salt Lake is a unique and

invaluable resource, not only for Utah but for the entire western region," said Brian Steed, Great Salt Lake commissioner. "The approval of this grant highlights the power of partnership in addressing one of the state's most pressing environmental challenges."

"This collaboration with UIPA strengthens our conservation goals and secures crucial habitat areas around the Great Salt Lake," said Joel Ferry, executive director of the Utah Department of Natural Resources. "It's a meaningful step toward sustaining the ecosystem for future generations."

The plan for the division to use the funds for land acquisition was the focus of a media briefing in late September at the lake by UIPA and the Utah Waterfowl Association. At that time, Hart said the \$2.5 million, contributed by counties surrounding the lake, is part of a longer-term plan for an additional \$20 million in investments over the next 25 years for lake area protection. He also said UIPA is open to feedback from stakeholders and is dedicated to adjusting plans as necessary to protect the lake's ecosystem.

"We're working hard to find solutions that work for everyone," Hart said. "Preserving the Great Salt Lake isn't just about today. It's about creating a sustainable future for generations to come."

The diesel equipment switchout project was the subject of a gathering last

week in which UIPA, the Utah Department of Environmental Quality, the Utah Division of Air Quality, the U.S. Environmental Protection Agency and local officials explained the \$112.4 million award through the EPA's Clean Ports Program.

The DEQ was awarded \$110 million to deploy zero-emission (ZE) technology, and UIPA was awarded \$2.4 million for climate and air quality planning, all targeted at reducing emissions at the terminal by transitioning conventional diesel equipment operations to incorporate electric trucks, switcher locomotives, cargo-handling equipment and the necessary charging infrastructure to support the new ZE equipment.

"This grant signifies a tremendous leap forward for Utah, where environmental stewardship and economic vitality go hand in hand," said Kim Shelley, DEQ's executive director. "Today's event showcased how advanced technologies can elevate Utah's logistics sector while protecting the health of our communities."

"This funding enables us to build a sustainable logistics network that aligns with Utah's air quality goals," Hart said. "This wouldn't be possible without the partnership between Union Pacific, UDAQ and the EPA. Together, we're driving transformative changes that will positively impact our state for generations."

In addition to the vehicle replacement, the grant provides resources to establish a baseline emissions inventory and involve neighboring communities in sustainable air quality management practices.

The Clean Ports Program aims to decarbonize U.S. ports by funding ZE equipment, infrastructure and air quality planning. The program's goal is to reduce diesel emissions, improve air quality in communities near ports, and promote sustainable port operations nationwide.

"Union Pacific is proud to support this groundbreaking initiative that will drive more sustainable logistics practices in Utah," said Nathan Anderson, senior director of public affairs at Union Pacific. "Through this partnership, we're committed to reducing our carbon footprint through technologies that benefit the communities we serve, while strengthening Utah's role as a leader in sustainable transportation."

"Thanks to the 'Investing in America' agenda, this Clean Ports grant will jumpstart efforts to electrify operations at the Utah Inland Port, cutting emissions, combating climate change and cleaning up air quality in Salt Lake City," said KC Becker, administrator for the EPA's Mountains and Plains Region (Region 8). "EPA is excited to see this investment make tangible improvements to the West Salt Lake community, including cleaner air and better health outcomes."



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