

Focus



The Workplace
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TOOELE VALLEY & TWENTY WELLS

Pair of Tooele Co. projects bring inland port count to eight

Brice Wallace
Salt Lake Business Journal

At the beginning of 2023, Utah had one inland port area. As the year comes to an end, the number has swollen to eight, including two in Tooele County as the latest additions.

The Utah Inland Port Authority board, at its December meeting, approved the Tooele Valley and Twenty Wells project areas as inland ports, although the size of each was changed since the areas were proposed for ports in October. The Twenty Wells area previously was known as the Grantsville project area because it lies entirely in that municipality.

Both are expected to become economic catalysts for Tooele County and help Utah with its logistics needs. Recruitment and incentive efforts in both areas will focus on light industrial, manufacturing, distribution and data center sectors.

“The reality is, if we work together, which I believe we can and we will, we

can bring the best and brightest companies to Tooele,” Ben Hart, UIPA’s executive director, said at the meeting. “We can also do that in a way that will take traffic off of the roads and pollution out of the air. While we’re doing that, because we are statutorily required to, we’re also going to be creating money to help save the wetlands of the Great Salt Lake.

“All of those things can and will work together. Anybody who tells you something different is lying to you. I hate to say it that bluntly, but that’s the case. Our intent with the Inland Port and this project area is to not only be good neighbors, but also to ensure that the right economic growth is happening, that we’re good stewards of the environment, and also that we’ve got a good transportation system.”

The Tooele Valley project area covers 243 acres, adjusted from 162 acres when presented to the board in October. It is near Interstate 80, Interstate 15,

see INLAND PORTS page 14



Hundreds of Utah residential projects — like the Worthington Tower in downtown Salt Lake City — are making room for the thousands moving to the state each year as reported by the Utah Population Committee.

Consumer sentiment rises in Utah, drops nationwide

Utah’s consumer sentiment rose 4.5 points (6.4 percent) in November, a significant rise compared to its lackluster performance over the past several months. The index rose from 69.1 in October to 73.6 in November, according to the Kem C. Gardner Policy Institute’s Survey of Utah Consumer Sentiment.

A similar survey by the University of Michigan found that sentiment fell 4 percent among Americans as a whole during the same period — from 63.8 to 61.3.

“The variation in the index is indicative of the uncertainty people feel about the Utah economy,” said Phil Dean, chief economist at the Gardner Institute. “Uncertainty and resiliency continue to be

the economy’s watchwords.”

The Utah consumer confidence survey uses key questions from the University of Michigan’s Survey of Consumers. These questions measure residents’ views of the present economic situation and their expectations for the economy in the future. Data gathered from the key questions are used to create the consumer confidence index for Utah. Demographic questions are included in the questionnaire to allow for additional analysis of the data and to assess the representativeness of the sample.

The full results of the survey are available online at the Gardner Institute website, <https://gardner.utah.edu>.

Utah population, driven mostly by in-migration, reaches 3.46M

July 1 estimates produced by the Utah Population Committee indicate a total Utah population of 3,456,482, adding 55,989 residents to the state since July 1, 2022. The midyear reference date of these estimates reflects a post COVID-19 era, with rising inflation, increasing interest rates and a moderation of high growth from the past few years.

“Statewide population growth in 2023 is high but slowed after an intense start to the decade,” said Emily Harris, senior demographer at the Kem C. Gardner Policy Institute. “Net migration continues to drive population growth in the state, but natural increase went up for the first time since 2013 as deaths sharply declined due to the end of the COVID-19 pandemic.”

see POPULATION page 31

PUBLISHER'S NOTE

The Dec. 25 issue of the *Salt Lake Business Journal* will be published online only at <http://slbusinessjournal.com>. Readers will not need to be online subscribers to the *Journal* to access this issue. Regular mailed issues of the *Business Journal* will resume on Jan. 8, 2024, following our annual holiday publishing break.



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BioUtah names 2023 Life Sciences Award winners at annual meeting

BioUtah recently presented its 2023 Life Sciences Awards at the Utah Life Sciences Summit, held at the Salt Palace Convention Center in Salt Lake City.

The annual awards recognize leaders, innovators and entrepreneurs who have made significant contributions to the state's life sciences industry.

Recipients are:

• **Lifetime Achievement: Dan Simmons**, president and chief scientist at Intronex Laboratories.

The discovery of the enzyme known as COX-2 began in 1980 when Simmons started his Ph.D. work on drug metabolizing enzymes. He learned early on how to clone cDNA and genes. The actual cloning of COX-2 was done by Simmons, assisted by an undergraduate, Dan Levy, at Harvard University from 1986-89.

From 1989-1991 at Brigham Young University, Simmons, assisted by graduate student Weilin Xie and undergraduate Jeffery Chipman, did research that resulted in the identification of COX-2. The discovery formed a scientific starting point that led to the development of technology licensed by Pfizer to create the drug known as Celebrex. The discovery revolutionized the study of aspirin-like drugs and prostaglandins.

Simmons retired as a professor of biochemistry at BYU in 2017 and

started Intronex Laboratories, a biotech company dedicated to finding and developing new drug targets for medical intervention.

• **Executive of the Year: Mark Paul**, executive director of the Center for Medical Innovation at University of Utah Health.

Paul previously was president of Stryker Neurovascular, a pioneer in the

sive medical device industry, Paul has led organizations focused on technologies and market development for the less-invasion treatment of neurovascular, peripheral vascular and cardiology, including peripheral embolization and more.

• **Entrepreneur of the Year: Andrea Mazzocchi**, co-founder of Known Medicine.

Mazzocchi spent the past decade focused on cancer biology, tissue engineering and biomaterials. She co-founded and was CEO at Known Medicine, a cancer precious medicine platform that married patent-specific web lab approach and data science to generate biological, computational and clinical insights to improve cancer patient lives. Known Medicine was acquired this year by Pathos AI, where Mazzocchi serves as vice president of partnership.

• **Entrepreneur of the Year: Katie-Rose Skelly**, co-founder of Known Medicine.

Prior to Known Medicine, Skelly spent several years as a data scientist at Recursion, where she collaborated with their high-throughput screening team to evaluate scaleups and improvements to their platform and ensure the production of a consistent biological dataset. Known Medicine was

acquired this year by Pathos AI, where Skelly serves as vice president of data platform insights.

• **Innovation Impact: Civica/Dan Liljenquist**, senior vice president and chief strategy officer at Intermountain Healthcare and chairman of the board at Civica Rx.

Civica is a nonprofit generic drug company established to reduce chronic generic drug shortages and price-gouging. Before joining Intermountain, Liljenquist served in the Utah state senate and worked on Medicaid and public-sector pension reforms. He is a former strategy consultant with Bain & Co. Inc.

• **Friend of Industry: Jefferson Moss**, associate commissioner of innovation and commercialization at the Utah System of Higher Education and majority whip in the Utah House of Representatives.

In his USHE role, Moss helps drive economic development and commercialization efforts across the state. He also helped build the innovation ecosystem at The Point. Moss previously he was associate vice president of central advancement at Utah Valley University and chief operating officer for the UVU Foundation. Prior to UVU, he was a wealth strategist at Key Bank and Credit Suisse and launched several businesses. He has served for seven years in the Utah House of Representatives.



Dan Simmons



Mark Paul



Andrea Mazzocchi



Katie-Rose Skelly



Dan Liljenquist



Jefferson Moss

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NEWS

INL, U.S. Critical Materials agree to develop new rare earth processing methods

Idaho National Laboratory (INL) has signed an agreement with Salt Lake City-based U.S. Critical Materials Corp., to engage in a multi-phase collaborative project to develop a process for the extraction of rare earth metals from carbonatite ore. The process will involve a combination of conventional, newly developed (within the past decade) and emerging materials handling and separations processes.

The two companies are particularly focused on developing solutions for dealing with and solving the environmental issues related to mining and processing. The need for developing these solutions has become highly significant to the security of the United States because of the current dependence on Chinese supply and processing of these materials.

Under the agreement, U.S. Critical Materials Corp. and INL will form several integrated industry/lab technical teams. The teams will evaluate state-of-the-art separation technologies. As part of their evaluation, they will commission targeted research, development, demonstration, testing and evaluation of separations technologies useful for achieving

economic, environmental and performance efficacy targets.

Cutting-edge technologies developed under the agreement could result in intellectual property that may lead to new patent filings at the conclusion of the eight-month term of the agreement, U.S. Critical Materials Corp. said in a release.

U.S. Critical Materials president and former United States Geological Survey rare earth commodities specialist Jim Hedrick said, "The U.S. has very little commercial rare earths processing. We need to be able to compete with and exceed China's rare earth processing capabilities. This research agreement, and the tech that will be developed, will help advance U.S. rare earth processing proficiency."

INL is the nation's center for nuclear energy research and development and also performs research in the Department of Energy's strategic goal areas of energy, national security, science and the environment. It is managed by Battelle Energy Alliance for the DOE's Office of Nuclear Energy.

U.S. Critical Materials Corp. is a private rare earths exploration, development and process technology company based in

Utah, with holdings in Montana and Idaho. The mineral deposits held by the company in Montana and Idaho are unique due to

their high content of rare earths, including at least 13 of the current "critical" minerals listed by the DOE.

Smithfield ends 26 Utah grower contracts

Smithfield Foods, the world's largest pork producer, based in Smithfield, Virginia, is ending contracts with 26 hog farms in Utah to optimize its supply chain for more efficient operations in the face of an industry oversupply of pork, weaker consumer demand and high feed prices, the company announced in early December.

The contracts are with finishing farms that raise hogs to slaughter weight, Smithfield said, adding that it will continue to operate company-owned sow farms in Utah.

In addition to the massive effect on the Utah farms involved, the contract terminations will result in the elimination of Smithfield positions that support contract farm relationships. The company will offer relocation opportunities for affected employees and provide transition assistance. While the exact number is to be de-

termined, the number of Smithfield positions eliminated may be up to one-third of the 210 currently employed in its Utah hog production operations.

"Our industry and company are experiencing historically challenging hog production market conditions," said Shane Smith, president and CEO of Smithfield Foods. "Smithfield continues to take steps to improve operational efficiency and optimize our hog supply chain. These actions have included rebalancing production with East Coast harvest capacity, reducing our sow herd in Missouri and closing finishing operations in Utah. These are difficult decisions, but they are necessary to help our company remain competitive in this operating environment."

Founded in 1936, Smithfield Foods employs nearly 60,000 people in seven countries and partners with thousands of American farmers.

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NEWS

Kennecott switching to renewable diesel

Rio Tinto, owner of the Kennecott copper mining and refining operations in Utah, will replace its entire fossil diesel consumption with renewable diesel Utah copper operation in beginning in 2024.

Kennecott's fleet of 90 haul trucks and all heavy machinery will begin to transition to renewable diesel in the first quarter of 2024, along with fuel consumption at its concentrator, smelter and refinery operations. The transition will reduce Kennecott's Scope 1 carbon emissions by approximately 495,000 tons of CO₂-equivalent per year, comparable to eliminating the annual emissions of more than 107,000 passenger cars, the company said.

The renewable diesel Kennecott will use is made from renewable biogenic materials sourced in the United States. It will be supplied through the existing diesel supply chain, as part of a continuing partnership between Kennecott and HF Sinclair.

"Transitioning Kennecott completely to renewable diesel builds on a suite of decarbonization initiatives that have reduced carbon emissions from the operation by 65 percent since 2019," said Clayton Walker, Rio Tinto Copper chief operating officer. "This is an important next step in our commitment to finding new and better ways to reduce operational emissions, while producing materials essential to the global energy transition."

"As a long-time supplier of Rio Tinto and a fellow operator in the Rocky Mountain region, we are pleased to support Rio Tinto's sustainability journey with a low-carbon fuel made at our facilities," said Steven Ledbetter, HF Sinclair executive vice president of commercial. "This is a great step demonstrating our continued progress to meet the evolving energy needs of our customers."

R1 RCM acquires Providence's Acclara

Murray-based R1 RCM Inc., a provider of operational software for health-care providers, has acquired Acclara, a healthcare revenue cycle management company. Acclara is a subsidiary of Providence, a Catholic healthcare system based in Renton, Washington. As part of the agreement, Providence will use R1 RCM Inc. as its long-term revenue cycle management partner. The partnership lays the foundation for R1 to continue to automate revenue management and to extend its scale and diversification to build long-term value for providers, patients and shareholders, the company said.

Providence serves the western U.S. with 51 hospitals, more than 1,000 physician clinics, senior services, supportive housing and many other health and educational services. The health system and its partners employ more than

120,000 caregivers serving communities across seven states, including Alaska, California, Montana, New Mexico, Oregon, Texas and Washington.

R1 said it will acquire the Acclara business for \$675 million in cash and warrants to purchase 12.2 million shares of R1 stock. At the closing of the acquisition, Acclara and Providence will enter into a 10-year agreement for comprehensive revenue cycle services.

"This strategic partnership with Providence demonstrates the confidence of one of our country's largest and most innovative health systems in the full suite of R1's technology and service solutions, at a moment when providers need our solutions more than ever," said Lee Rivas, chief executive officer of R1. "Providence is a pioneer of quality and compassionate faith-based care, and we are proud to work with Providence to be their trusted long-term partner to drive operational excellence and provide patients with affordable, high-quality care. We look forward to welcoming Acclara to R1."

"Over the past few years, as part of our journey to support our patient-care mission, we have significantly enhanced our own revenue cycle management assets and capabilities," said Greg Hoffman, Providence chief financial officer. "After a careful evaluation, we are confident that R1 is the right partner to accelerate our vision, helping Providence ensure a best-in-class, compassionate revenue cycle experience for our patients. We are also proud of what the team at Acclara has built and are confident that they are positioned for continued success as part of R1."

Denver's ToolWatch buys St. George software company busybusy

ToolWatch, a Denver-based provider of construction operations software, has acquired busybusy, developer of time-tracking software for construction and other remote industries. Busybusy is based in St. George.

"The move solidifies ToolWatch as the construction industry's most comprehensive operations platform and will enable customers to drive lean initiatives by obtaining an accurate, timely snapshot of critical cost drivers like labor, equipment, tools and consumables," ToolWatch said in announcing the buyout.

"At ToolWatch, our mission is to

create powerful tools that help contractors better understand and navigate an increasingly complex business landscape," said Jay Martin, ToolWatch CEO. "Busybusy's record of innovation in time tracking for field-based workers is an ideal complement to the ToolWatch suite of construction operations solutions."

Founded in 2010, busybusy's GPS time tracking and jobsite monitoring software has tracked nearly 58 million time-card hours at thousands of companies in more than 30 countries. Busybusy serves customers in industries that include general contractors, excavation, concrete,

electrical, masonry, roofing, welding, remodeling, landscaping, mining, janitorial services, property management, fire protection services, telecom and others. The company's technology empowers field employees across this landscape to track labor, materials, and heavy equipment from a mobile app that gives management real-time insights into field crew productivity. It integrates with accounting, estimating, payroll and project management software, including Procore, Quickbooks and Sage.

Financial details of the transaction were not released.

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Gail presides over the Larry H. Miller Education Foundation and the Larry H. and Gail Miller Family Foundation. Gail and her husband, Kim Wilson, have a combined family of nine children and a large posterity. They enjoy traveling, spending time with family, and serving others.



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Snow Christensen & Martineau joins Kansas City's Spencer Fane

Utah law firm Snow Christensen & Martineau has joined with Spencer Fane LLC, a Kansas City, Missouri-based firm with offices nationwide. With roots going back to 1886, Snow Christensen & Martineau has offices in Salt Lake City and St. George.

The combination will be effective March 1 and the firm will be known locally as Spencer Fane Snow Christensen & Martineau.

Spencer Fane is recognized as the fastest-growing law firm in the Amlaw 200 over the past five-years.

"This combination provides Spencer Fane and its clients entry into one of the nation's most dynamic markets by way of Snow Christensen & Martineau's presence in Salt Lake City and St. George," said Spencer Fane in a release. At the same time, the combination creates a pathway for Snow Christensen & Martineau to serve the needs of its clients through a network of more than 500 attorneys across 25 offices nationwide.

Snow Christensen & Martineau has served many of Utah's most prominent businesses, public entities and individuals, the release said. "The firm has established a reputation for serving clients in many industries that align with the firm's strengths, including the business and finance, real estate, healthcare, government, and insurance sectors, among others. These parallels in practice, as well as in shared commitment to culture, are what drew the two firms together."

"As we thoughtfully explored this combination, we found ourselves repeatedly returning to the conclusion that our two firms are a match on the measures that matter most, ranging from our approach to serving clients to our shared interest in talent development," said D. Jason Hawkins, president of Snow Christensen & Martineau. "As an example, Snow Christensen & Martineau has long recognized the importance of providing the highest-quality legal services to our clients in a cost-efficient way, and we've been pleasantly surprised to find a national firm in Spencer Fane that strives to adhere to the same values."

"Our teams have come to know each other not only professionally but also personally, which has allowed us to develop a comfort in knowing we are aligned in a number of areas that are central to the identity of our firms, whether in regard to our embrace of humility as a core value; our fierce resolve to win; or our commitment to diversity, equity and inclusion," said Spencer Fane Chair Patrick J. Whalen. "Our firms recognize these values drive value to our clients, and we are excited to work together to build upon the ways we can be of service to them in new ways as one firm."

NewMarket Corp. acquires AMPAC

NewMarket Corp., a major petroleum additive company based in Richmond, Virginia, has entered into an agreement to purchase AMPAC Intermediate Holdings LLC of Cedar City. AMPAC Holdings is the parent company of American Pacific Corp. (AMPAC). The acquisition price is approximately \$700 million, a NewMarket release said.

AMPAC is a leading North American manufacturer of critical performance additives used in solid rocket motors for space launch and military defense applications. AMPAC is qualified on many NASA and Department of Defense programs and has been serving space launch and national defense programs for more than 60 years. AMPAC also manufactures Halotron BrX, a clean and environmentally friendly fire extinguishing agent that replaces legacy high ozone-depleting fire extinguishing agents. Founded in 1955, AMPAC operates in Cedar City with approximately 150 full-

time employees.

The acquisition of AMPAC expands NewMarket's exposure to mission-critical, resilient industry sectors, the company said.

NewMarket has been in the manufacturing industry since 1887 and has been in the specialty chemicals business for nearly 100 years.

"We are excited about the opportunity to acquire AMPAC," said Thomas E. Gottwald, NewMarket's chairman and CEO. "With consistent cash generation, sustainable competitive advantages in vital markets and an experienced management team, it is a terrific fit with our acquisition and diversification criteria. We view AMPAC as a strategic, national asset with a mission-critical role in global safety, security and space programs, and we believe NewMarket is the right long-term owner for this essential business. We look forward to welcoming the entire AMPAC team into the NewMarket family."

Excelsior closes solar project financing

Excelsior Energy Capital of Excelsior, Minnesota, has closed on a \$1.3 billion financing package for the Faraday Solar project west of Utah Lake in Utah County. Excelsior acquired Faraday Solar earlier this year from Parasol and Clenera, who developed the project.

Faraday Solar is a 682.5-megawatt ground-mounted solar facility currently under construction and is expected to enter operations in third quarter of 2025. The project has a long-term contract to provide renewable energy to PacifiCorp, that will ultimately allocate the power to

Meta, supporting the company's 100 percent renewable energy and net zero commitments.

"The acquisition and financing of the Faraday transaction was the result of an immensely collaborative effort with Parasol and Clenera, Excelsior's innovative financing approach and the efforts of our exceptional team," said Jason Frooshani, head of mergers and acquisitions at Excelsior. "This transaction demonstrates Excelsior's continued commitment to acquiring superior-quality projects from our partners in the renewable energy sector."



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A photograph of a smiling couple in a city street. The woman is giving the man a piggyback ride. They are both wearing jackets and scarves, suggesting a cool day. The background shows a street with buildings and trees.

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Work Daze

Your office wedding

Of all the advantages enjoyed by today's remote office worker, an exciting new benefit has emerged. You can now spend a lot more time at all the destination weddings you probably didn't want to attend in the first place.

Julie Weed, a reporter for the style section of *The New York Times*, schooled me on the subject in her recent article, "Type All Day, Toast All Night: The Rise of Remote-Work Weddings."

As someone who has no style at all, I was impressed by the concept of a three-, five- or seven-day wedding, spent luxuriating at some exotic destination, like the five-day extravaganza in East Lansing, Michigan, described in the article.

(Full disclosure: I have been working on a similar concept, the Destination Divorce, but with all the venture bros putting all their money in AI, I couldn't find anyone to fund it. I also couldn't find anyone to do it. Apparently, no one wants to linger at a divorce proceeding, even if it means an extra day in Vegas, divvying up the Hummel collection, under the watchful eye of an Elvis impersonator.)

Weddings are different. And if you and your guests work remotely, a week-long destination wedding is totally doable.

Let's say the marriage ceremony is on Saturday. Your guests arrive on the Wednesday before. They spend Thursday and Friday working remotely, assuring management that they are being productive by peppering co-workers with Slack messages from the poolside and Zooms between wine tastings. On Saturday, when the wedding festivities shift into high gear, they log off and party on.

On Sunday, with the wedding completed, the typical guest would be heading home, prepared for a gloomy Monday at the office. Not the remote guest. They continue to do a few drabs and drabs of remote work, but mainly, they focus on their tans until the next Wednesday.

(As for the wedding couple, they go back to work before Kara from Human Resources grabs the wedding bouquet. With all the expenses the happy newlyweds have accrued, hosting the weeklong bacchanal, they really have no choice.)

While the idea of the remote wedding is a good one, there is another wedding concept that takes less time and costs less money. It might not do much to show that you love your partner, but it sure does prove that you love your job.

That's why I say — forget the remote event. Have your wedding in the office.

The advantages are manifold.

No. 1: No expensive globe-trotting. You keep your regular commute. Yes, it may feel a little silly riding the bus in your wedding gown or showing up at the subway station in your tuxedo, but you'll save on plane fare, and who knows — you might meet someone better on the way to the office. (If you doubt it, you're not watching enough movies on the Hallmark Channel.)

No. 2: No pricey venue.

Yes, getting married in a historic hall or a fancy farm does have its charm, but so do all the Benjamins you'll be putting in your pocket by choosing to get married in the main conference room. If the company is going through rough times, decorate with garlands of pink slips or have that traditional wedding of your dreams by lining the walls with whiteboards.

No. 3: Slash catering costs.

Forget fancy dinners and expensive champagne. Have the guests congregate around the office snack machines while the happy couple passes out rolls of quarters.

No. 4: No battles over who should officiate.

Ask your manager to do the job.

They'll be flattered, but make sure they don't weave the results of your quarterly review into the ceremony.

"I know you will have a long and happy life together," they might say, "unlike the upcoming termination you risk unless your attitude improves significantly."

No. 5: Shop the supply closet for wedding presents.

Put your gift registry on the company website so everyone doesn't get you a stapler. Or ask everyone to chip in and get a major present, like a copying machine. There's a beauty in accounting that will go perfectly with your decor.

No. 6: No stupid speeches.

Just be sure to thank Martin in IT. It's the only way you'll ever get your laptop fixed.

Your office wedding completed, it's time for the office honeymoon.

Considering layoffs, it's likely an executive office can be rented out for peanuts. Just be certain you have your privacy. Hate to have your intimate honeymoon activities critiqued on your next quarterly review.

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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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.

COMMUNICATIONS

• **All West Communications**, based in Kamas, has announced plans to expand its multi-gig fiber optic broadband, streaming TV service and digital phone solutions to the residents and businesses of Herriman. All West will fully fund the project. Engineering work has been completed and construction started in November.

CONTESTS

• **Inspire In Utah**, an initiative supporting women in the workplace, is accepting nominations from Utah-based companies for the 2024 “100 Companies Championing Women.” The designation program recognizes and highlights stories of 100 Utah companies offering family-friendly policies and practices, as well as women-specific initiatives known to impact the recruiting, hiring, retaining and advancing of women employees, managers and leaders. Applications will remain open until spring or until 100 companies are selected. Companies that received the designation in 2023 are not eligible to apply again. InUtah.org is an initiative of the Governor’s Office of Economic Opportunity. Details are at <https://inutah.org/100-companies-application/>.

• The **Governor’s Office of Economic Opportunity** is accepting nominations through Jan. 15 for the **Governor’s Medal for Science and Technology**. Established in 1987, the awards recognize distinguished service, significant achievements, and positive economic impact of individuals and companies in the field of science and technology. There are three award categories: academic/research, education (K-12) and industry (individual or company). Awards will be presented April 12 at the One Utah Summit at the Grand America Hotel in Salt Lake City. Details are at <https://business.utah.gov/innovation/governors-science-medals/>.

CORPORATE

• **Merit Medical Systems Inc.**, a South Jordan-based manufacturer and marketer of proprietary medical devices, announced the pricing of \$650 million aggregate principal amount of 3 percent convertible senior notes due 2029 in a private placement. Merit has granted the initial purchasers of the notes an option to purchase, during a 13-day period beginning

on, and including, the date on which the notes are first issued, up to an additional \$97.5 million aggregate principal amount of the notes on the same terms and conditions. The sale of the notes to the initial purchasers was expected to close on Dec. 8. The offering was upsized from the previously announced offering of \$550 million aggregate principal amount of notes. Merit said it intends to use approximately \$57.9 million of the net proceeds from the offering to pay the cost of capped call transactions. If the initial purchasers exercise their option to purchase additional notes, Merit expects to use a portion of the net proceeds from the sale of the additional notes to enter into additional capped call transactions with the option counterparties. Merit intends to use the remaining net proceeds from the offering for general corporate purposes.

• **Kizik**, a Lindon-based footwear company, has announced the amendment of its credit facility with **JPMorgan Chase**. Kizik said the amended credit facility provides it with enhanced financial flexibility and positions the company for continued fast-paced growth into new distribution channels, including company-owned retail stores, U.S. wholesale and international markets. The amendment increases Kizik’s revolver capacity from \$10 million to \$25 million, with the potential to further expand to \$50 million during the term of the agreement.

DIGITAL ASSETS

• **Diamond Lake Minerals Inc.**, a Salt Lake City-based operating company specializing in digital assets and SEC-registered security tokens, has named **Marty Pompadur** as a strategic advisor. His experience includes being an attorney



Marty Pompadur

in Connecticut; spending 17 years at American Broadcasting Cos. Inc., including being the youngest member ever appointed to the ABC Inc. board of directors; serving as president of Ziff Corp.; as chairman and CEO of RP Companies’ various private and public limited partnerships, operating television stations, radio stations and cable television systems; as executive vice president of News Corp. and later as president of News Corp. Eastern and Central Europe; as chairman of News Corp Europe; as a senior advisor to Oliver Wyman; and as global vice chairman of media and enter-

tainment for Macquarie Capital. Pompadur is currently an investor, advisor and board member in several companies.

ECONOMIC INDICATORS

• **Utah’s year-over-year change in annual pay** was 6.1 percent in November, according to payroll data released in **ADP’s** November National Employment Report. Utah’s median annual salary was \$49,900 for workers who have stayed in their role for the past 12 months. Nationally, the year-over-year median change in annual pay was 5.6 percent, the slowest wage growth since September 2021. For those who switched jobs, the median change in annual pay was 8.1 percent, the smallest year-over-year increase since June 2021. Montana’s growth of 7.7 percent led the nation.

• **Five Utah cities** are in the top 25 of a list of “**Best Places to Live Out West**,” compiled by **Livability.com**, in partnership with **Applied Geographic Solutions**. The list of best small and mid-sized communities is based on research into relocation trends, economic variables and factors that influence the quality of life. It considered more than 2,000 U.S. cities with populations between 75,000 and 500,000. Per Livability’s emphasis on affordability, only cities with a median home value of \$500,000 or less were included in the final ranking Utah cities on the list are No. 2 **Sandy**, No. 7 **Salt Lake City**, No. 9 **Orem**, No. 21 **Provo** and No. 23 **St. George**. The top-ranked city overall is Broomfield, Colorado. Details are at <https://livability.com/topics/where-to-live-now/top-25-best-places-to-live-out-west/>.

• **Utah** is ranked No. 43 on a list of “**Best States for Remote Getaways**,” compiled by **Window Gnome**. It compared the states based on four categories, considering access to remote vacation rentals, guest ratings, average nightly rates, and the number of outdoor attractions. Utah was No. 26 for access, No. 29 for quality, No. 47 for cost and No. 41 for outdoor-friendliness. The top-ranked state overall is Tennessee. The bottom-ranked state is New Jersey. Details are at <https://windowgnome.com/blog/studies/best-states-remote-vacations/#rankings>.

• **Utah** is ranked No. 5 on a list of states where Christmas **regifting or selling unwanted presents** is common, compiled by **DodoBurd.com**. Fifty-three percent of surveyed Utahns acknowledged regifting. DodoBurd.com studied the national overall and local size of each state’s regifting economy during the holidays. It found that nationally, the exchange is worth \$17 bil-

lion. Nationally, 43 percent of respondents admitted to having sold or regifted a present they had received, at an average value of \$123. Utah’s regifting is worth \$217 million. California’s regifting is worth \$2 billion. Delaware’s is \$17 million. Eighth-three percent of Rhode Islanders are regifters. Details are at <https://dodoburd.com/regifting>.

• **Utah families** are expected to spend 14 hours together on **festive activities** this holiday season, tied with Rhode Island for the most of any state, according to a survey by **Gunther Volkswagen Daytona Beach**. Utahns’ shared activities include, in order, holiday movie marathons, viewing Christmas lights, baking cookies, ice skating, hosting or attending parties, choosing and collecting a Christmas tree, attending religious services, attending markets and volunteering. Details are at <https://www.gunthervwdaytona.com/festive-frolics.htm>.

• **Honey-glazed Utah turkey with wild rice stuffing** has been voted Utah’s “**top alternative Christmas dish**,” according to a poll by recipe website **MissWish.com** revealing each state’s top three choices for a modern Christmas meal. Utah’s other top choices were funeral potatoes with a modern twist (topped with a crispy, aged cheddar crust), and trout amandine with almond crust. Details are at <https://misswish.com/modern-christmas-dishes>.

• **Utah adults** are expected to drink an average of **five spiked eggnogs** this holiday season, according to a study by **WealthofGeeks.com**. That equates to more than 10 million during the season. The U.S. is expected to consume 1.2 billion, an average of six per person. The highest average is in Vermont, at 19. Details are at <https://wealthofgeeks.com/eggnog-consumption-america/>.

• **Utah** is ranked No. 6 on a list of states with the **most expensive car repairs**, compiled by **FINN**. The average repair cost, including parts and labor, is \$401.65. The top-ranked state is Connecticut, at \$418.37. Details are at <https://www.finn.com/en-US/campaign/worst-states-car-breakdown>.

• **Salt Lake City** is ranked No. 12 on a list of **top holiday destinations for a flexcation**, compiled by **CoworkingCafe**. It analyzed more than 400 locations across the U.S. and compared them on metrics such as the number of leisure establishments and restaurants, regional price parity

see BRIEFS next page

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to determine affordability, and the number of coworking spaces available in each location. Also in the top 100 are No. 52 **Ogden**, No. 88 **Lehi** and No. 96 **St. George**. Salt Lake City was No. 17 for highest number of leisure establishments, No. 19 for number of restaurants, and No. 20 for coworking spaces per 10,000 residents. The top-ranked location is Fort Lauderdale, Florida. Details are at <https://www.coworkingcafe.com/blog/best-holiday-destinations-for-remote-workers/>.

• **Salt Lake City** is ranked No. 21 on a list of “**Best Cities to Own a Fireplace**,” compiled by **HVAC Gnome**. It compared the 500 biggest U.S. cities based on four categories and considered access to fireplace services, chimney sweepers, firewood suppliers and cold wave risk. Also in the top 200 are No. 114 **Sandy**, No. 136 **Ogden**, No. 169 **West Jordan**, No. 174 **West Valley City** and No. 194 **St. George**. The top-ranked city overall is New York City. The No. 500 city is Westminster, California. Details are at <https://hvacgnome.com/blog/studies/best-cities-to-own-fireplace/#rankings>.

• **Salt Lake City** is ranked No. 48 on a list of “**Best Cities for Hot Tub Lovers**,” compiled by **Pool Gnome**. It compared the 500 biggest U.S. cities based on seven metrics, such as the number of hot tub dealers, average utility bills, and periods of extreme cold. Other Utah cities in the top 100 are No. 61 **St. George**, No. 62 **Sandy**, No. 66 **Lehi** and No. 91 **Layton**. The top-ranked location is Colorado Springs, Colorado. The bottom-ranked location is Edinburg, Texas. Details are at <https://poolgnome.com/blog/studies/best-cities-hot-tub-lovers/#rankings>.

• **Utah** is ranked No. 34 on a list of places with the **physically strongest people** in the U.S., compiled by **Lift Vault**, an online resource for powerlifting, bodybuilding and strength training. It analyzed data provided by Open Powerlifting focusing on three main powerlifting categories for the top 10 lifters in each state. The Utah average for squat was 526 pounds; the average bench press, 337 pounds; and the average deadlift, 573 pounds. The data reveal the strongest men and women in the U.S. reside in Texas. Details are at <https://liftvault.com/strongest-states/>.

EDUCATION/TRAINING

• The **Mill Entrepreneurship Center** at Salt Lake Community College is accepting applications for the **Startup Training Resources to Inspire Veteran Entrepreneurship** program at www.utahvbc.org/strive. In conjunction with Syracuse University’s **Institute for Veterans and Military Families**, the Mill Entrepreneurship Center and **Utah Veteran Business Resource Center** is only one of a handful of institutions in the country offering veterans the STRIVE pro-

gram. IVMF entrepreneur programs have trained over 80,000 veterans by leveraging the skills, resources and infrastructure of higher education institutions.

FOODS

• **Farmstead Bakery** has purchased a 5,000-square-foot warehouse in Leeds. The company currently has a 1,000-square-foot kitchen. The new facility will be able to supply four to five Farmstead locations. The company plans to hire 25-30 people for the warehouse. The new baking home is scheduled to be finished by March or April. In connection with the expansion, the company will introduce FS Coffee Co., a coffee shop in St. George that will offer roasted coffee for future Farmstead locations, as well as pastries, breakfast items, sandwiches and Mediterranean-inspired salads.

GOVERNMENT

• The **Utah Department of Workforce Services** has appointed **Rebecca Banner** as a deputy director. Banner succeeds **Nate McDonald**, who is departing Workforce Services for a role in the private sector. Banner has more than 23 years of experience in public service working in management, policy, training and operations related



Rebecca Banner

to child care, homelessness, housing, refugees and workforce development. She started her career at Workforce Services as an employment counselor in the Workforce Development Division and later worked in the Housing and Community Development Division. Banner has served as the director of the Office of Child Care since December 2020. Banner earned a Bachelor of Science in family and human development at Utah State University.

• The **Salt Lake City Council** has voted to approve **Affordable Housing Incentives zoning changes** to encourage affordable housing construction in the city. The amendments would provide incentives for developers that include affordable homes in their projects. Qualifying projects may receive incentives such as increased density, modifications to zoning codes, allowing additional height in specific districts, reduced parking requirements, diverse housing types, and streamlined planning processes. The council also voted to create a new form-based zone and apply it to the **Fleet Block**, the city’s former fleet facility. The Fleet Block has become a center for artistic expression and memorialization amid calls for social justice and police reform. The city’s discussions about redeveloping the 10-acre block have been ongoing since the relocation of the city’s fleet maintenance facility over a decade ago. The city plans to redevelop the block into an asset featuring affordable housing, commercial spaces and a new public square intended to promote reflection and

memorialization in a part of the city that lacks green space.

• **Gov. Spencer J. Cox** has named **Steve Waldrup** as his senior advisor for housing strategy and innovation, a new position dedicated to developing a statewide strategic housing plan and leading efforts to increase housing stock and housing innovation in the state. Cox’s fiscal year 2025 budget recommendations include a goal of building 35,000 new starter homes by 2028. Waldrup has experience in



Steve Waldrup

real estate development, law and government operations in public and private partnerships. For the past 11 years, he has been a partner and co-founder of the Rocky Mountain Homes Fund, which focuses on providing working professionals in the middle class with homeownership opportunities. Waldrup also serves on the boards of United Way Northern Utah and Ogden Valley Land Trust. He served as chair of the Utah Commission on Housing Affordability, and continues to serve on that commission. A former state legislator, Waldrup served in the Utah House representing District 8 from 2019 to 2022. Waldrup also previously oversaw leasing and new development for the Business Depot Ogden project. And managed construction and development of 250,000 square feet of commercial/office buildings. Waldrup’s education includes a bachelor’s degree in English from Brigham Young University and a law degree from the University of Utah.

• The **Salt Lake City Council** recently approved a \$90,000 **Economic Development Loan Fund** loan for **Ocean City Seafood Market**. Working with the Business Development division of the Department of Economic Development, Ocean City Seafood Market received the loan to assist with purchasing a rooftop solar array and working capital for its new location. Ocean City Seafood Market opened in 2014 and specializes in Asian foods, international foods and seafood. After nine years in business at its current location, it is opening a new location at 1701 S. State St. The EDLF program aims to stimulate business development and expansion, create employment opportunities, encourage private investment, promote economic development, and enhance neighborhood vitality and commercial enterprise in Salt Lake City by making loans available to businesses.

HEALTHCARE

• **Valley Behavioral Health**, a provider of mental health services, has opened a group home, **Valley Oaks**, in Millcreek. It is designed to cater to adult male-identifying clients with serious mental illness, a history of homelessness or unstable housing, and who require assistance with independent living skills. The new group home features 29 beds, 24/7 care and support with on-site staff, and three meals each day. The facility also provides medication management services to ensure clients receive the necessary treatment for their mental health conditions.

HOSPITALITY

• **Lodging Dynamics Hospitality Group**, a Provo-based hotel management company, has been appointed to manage the **Canopy by Hilton Scottsdale Old Town** in Scottsdale, Arizona. The hotel is in the historic district of Old Town Scottsdale and is adjacent to Scottsdale’s Museum of the West. It is a seven-story hotel with 177 guest rooms, a rooftop pool and bar, a restaurant and available meeting space.

INVESTMENTS

• **Tower Arch Capital LP**, a Salt Lake City-based investment firm, has announced the closing of **Tower Arch Partners III LP**

and its parallel investment entity, collectively known as Fund III, with \$750 million of capital commitments. Fund III closed at its hard cap in a single closing and was substantially oversubscribed, the company said. The fund’s investors include current and former management team members, foundations, diversified financial institutions, university endowments, and family investment offices. Tower Arch Capital professionals are significant investors personally and remain, collectively, the largest investor across all three funds. **Shannon Advisors** acted as placement agent, and **Ropes & Gray** acted as legal counsel. With the closing of Fund III, Tower Arch now has \$1.6 billion of assets under management across its three funds along with investor and management co-investments. Fund III’s investment focus will continue to be in the lower middle market. Most of the platform companies targeted by Tower Arch have EBITDA between \$5 million and \$30 million, with smaller add-on acquisitions sought for existing portfolio companies. Tower Arch Capital also announced that it has formed **S&N Infrastructure Services LLC** in partnership with **Allen Powell** and the S&N leadership team, to complete the recapitalization of **N&S Construction Inc.**, doing business as S&N Communications. Founded in 1974 and headquartered in Virginia, S&N and its subsidiaries operate from 12 offices across the Mid-Atlantic and Southeast. S&N provides turnkey maintenance, repair, upgrade and installation services for communications and electric utilities infrastructure. It recently broadened its suite of services to include underground facility locating. S&N’s customers consist of national, regional, and local fiber and telecom providers, electric utilities, technology companies, and municipalities. Terms of the transaction were undisclosed. Financing for the transaction was provided by **Zions Bank**, **UMB Bank** and **Carter Bank & Trust**. Advisors for Tower Arch Capital included **Gibson, Dunn & Crutcher LLP** and **BDO USA LLP**. Advisors for S&N included **J. Lee Lloyd LLC**, **Smith Leonard PLLC** and **Tuggle Duggins PA**.

• **Culmination Bio**, a St. George-based company building a disease-agnostic patient data intelligence platform, has announced a \$10 million investment from **Merck Global Health Innovation Fund** and **Amgen Ventures**. A spinoff from Intermountain Health, Culmination Bio maintains exclusive rights to a physical library and cloud-based data lake covering over 40 years of de-identified patient electronic health records and biospecimen data. It enables biopharmaceutical companies to gain insights critical to facilitating diagnostic and therapeutic development. Culmination Bio said the funding will allow it to further develop its exclusive intelligence platform and expand its commercial growth.

• **RxCCell**, a Park City-based company focused on cellular therapeutics for age-related diseases, has announced a \$4.6 million investment commitment from **DMR Global Venture LLC** and **Regenosis**. RxCCell said it is preparing for a \$15 million second capital raise in the current quarter. The latter fundraise is designed to secure necessary resources to propel the company forward through its promising investigational new drug application testing and process.

LAW

• **Holland & Hart LLP** has elected 23 partners, including **Andy LeMieux** in Salt Lake City. LeMieux represents developers, lenders and investors in commercial real estate transactions. He regularly serves as lead and local real estate counsel to clients

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BRIEFS

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Andy LeMieux

who develop, finance, purchase and sell renewable energy projects in Texas, New Mexico, Utah and beyond. He also represents clients involved in multifamily housing projects. His education includes a bachelor of arts degree in economics from Brigham Young University.

LOGISTICS

• The **Utah Inland Port Authority** has announced the departure of two board members: **Mike Schultz**, speaker of the Utah House of Representatives, and **Miles Hansen**, former CEO of the World Trade Center Utah. Hansen's departure was effective immediately. Hansen's service will conclude Jan. 9. Hansen was the first chair of the board after its post-2022 reorganization. The board will welcome new members at its next meeting.

NONPROFITS

• The **Ryan Seacrest Foundation** has opened a broadcast studio for patients at **Intermountain Primary Children's Hospital**. The goal of the foundation is to contribute positively to the healing process for children and their families while in the hospital. The Salt Lake studio is the foundation's 14th nationwide. The hospital will use a closed-circuit TV system to allow caregivers and young patients to host segments and participate in call-in programs with other patients in the hospital. The Seacrest Studio will enhance those capabilities, allowing more children to take part in the broadcast and give them state-of-the-art equipment to create content. Radio and TV star Ryan Seacrest is chairman and founder of the nonprofit Ryan Seacrest Foundation.

• The **National Ability Center**, a Park City-based nonprofit that provides adaptive recreation and outdoor adventures for individuals, families and groups with disabilities, has named **Rob Umstead** as alpine ski head coach. Umstead has 30 years of coaching experience and 40 years of overall experience being an athlete. Umstead was introduced to adaptive skiing when watching a sit skier compete in Taos, New Mexico. He moved to Park City in 2006 to work with the Park City Ski Team. He took interest in the National Ability Center and got involved on the hiring committee for his predecessor, Erik Leirfallom, now the para sports director for the U.S. Ski and Snowboard team.

OUTDOOR PRODUCTS

• **ArgentaWorks**, a Park City-based ski and snowboard goggle company, has officially launched. Its initial offerings include the Tuscarora, which features a toric lens that maximizes field of view and is engineered to fit snugly on helmets. Each pair of goggles comes with two interchangeable lenses (sunny and low-light). Other products include mix-and-match goggle straps and multi-use neck gaiters. ArgentaWorks was founded by **Garen Riedel**.

PARTNERSHIPS

• **Fiji Airways** and **JetBlue** have announced an interline partnership. The agreement means guests can purchase fares on both airlines on the one ticket. Fiji Airways said the partnership will allow it to extend its service to the East Coast, Utah and Florida.

• The **One Utah Health Collaborative** has announced a partnership with **Envision Utah** to understand the core values and priorities related to healthcare

that are held by healthcare professionals, employers and patients. The project will help define focus, methods and goals for the collaborative's vision of affordable healthcare that improves the quality of life for all. The research will be conducted in two phases. Qualitative research beginning this month will involve in-depth listening and research sessions with healthcare leaders, healthcare professionals, employers and patients from within the state. A quantitative online scientific survey among Utah residents in early 2024 will establish a hierarchy of priorities, values orientations and other important data broken down across demographic segments within the current healthcare system.

• **Carketa**, a Lehi-based company offering a vehicle dealership decision intelligence system, has announced a partnership with **ProGuard Warranty** to bring Carketa's inventory management tools to ProGuard dealers. ProGuard serves thousands of dealers across the nation with vehicle protection products. As part of the partnership, ProGuard's dealer consultants across the U.S. will confer with dealers on their inventory challenges and how Carketa can help them unlock higher inventory turns to increase back-end profits.

• **ARUP Laboratories**, Salt Lake City, and **Medicover** have partnered to produce a new companion diagnostic, and thereby a new gene therapy, more accessible to patients in the European Union. ARUP, in close collaboration with **BioMarin Pharmaceutical Inc.**, developed AAV5 DetectCDx, a companion diagnostic that aids in the selection of adult patients with severe hemophilia A who are eligible for treatment with Roctavian, a new gene therapy developed by BioMarin. To facilitate access to the test in Europe, BioMarin and ARUP have partnered with Medicover, which provides diagnostic and healthcare services in Europe, to perform the testing at one of their facilities located in Germany for all countries in Europe.

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PHILANTHROPY

• **KeyBank** has awarded a \$100,000 grant to **Utah Food Bank** to expand the organization's Culturally Responsive Food Project. The project allows the organization to identify, track and distribute culturally familiar foods to communities in need throughout Salt Lake County communities, and eventually statewide. The grant will aid Utah Food Bank's efforts in scaling the project to food pantries throughout Salt Lake County, which includes purchasing additional food items and technology to manage inventories. The program expansion also includes conducting additional surveys to create a Utah-specific culturally relevant foods list.

RECOGNITIONS

• **RainFocus**, a Lehi-based provider of an event marketing platform, was recognized as "**Best Conference Technology (Over 10,000 Attendees)**" at the **2023 Event Technology Awards** in London. In its 11th year, the awards recognize the achievements of companies delivering digital and technological solutions to the events industry.

• **Peak Alarm Co.**, Salt Lake City, has been recognized as **Dealer of the Year** by **Security Dealer Magazine**. Peak is a family-owned business focused on security products and services for more than 50 years. It estimates an annual revenue of \$30.5 million. The company has six branch offices in Utah and nearby states, nearly 400 employees, and 17,000 customers.

• **Leavitt Group Insurance Advisors** and **GBS Benefits**, both Leavitt Group agencies, has been named recipients of the third annual **Top Employee Benefits Consultant Awards** for 2023 by **Mployer Advisor**, a platform for employers to research, review, and evaluate insurance advisors. The award program evaluates brokers based on breadth and depth of experience across employer industries, sizes, insurance products and employer reviews. The 2023 winners are in the top 5 percent of brokerages nationwide. Mployer Advisor considered historical data, online reviews, their M Score rating, and demonstrated business experience, among others.

• **Packsize**, a Salt Lake City-based company focused on sustainable, right-sized, on-demand packaging, has been awarded **2023 Top Software & Tech** by **Food Logistics** and **Supply & Demand Chain Executive** for its X5 product. X5 is a fully automated erected box system and platform available for the e-commerce industry. The award spotlights the top software and technology solutions in the supply chain space for the Warehouse Automation category. **Food Logistics** covers the movement of products through the global cold food supply chain. **Supply & Demand Chain Executive** covers the entire global supply chain.

• **Havenpark Communities**, an Orem-based operator and developer of manufactured home communities across the country, has received **Multi-Housing News'** first-of-its-kind **Humanitarian Award** for the company's "**Education Success Program**." In its third year, the program offers financial support, mentoring and other education initiatives to increase education access and opportunity for residents. Havenpark has awarded academic scholarships to more than 50 residents across the country. The program pledges at least \$500,000 annually in financial assistance for residents and includes mentoring and guidance for current and prospective students navigating the higher education application, financial aid and course selection processes.

• **O.C. Tanner**, a Salt Lake City-based company focused on strengthening organizational culture through employee recognition, has been named by the **Toyota Production System Support Center** as a "showcase company" for its excellence in the Toyota Production System model. TSSC selected O.C. Tanner due to its manufacturing know-how and culture where team members are empowered to drive continuous improvement. TSSC, a not-for-profit corporation affiliated with Toyota Motor North America with the mission of strengthening manufacturing in North America, has recognized only four organizations as showcase companies. For several years, TSSC advised and worked with O.C. Tanner to improve flow of products in a way that made it easier for team members and leaders to see opportunities for improvement.

RETAIL

• **Outlets at Traverse Mountain**, Lehi, has opened a holiday market and gingerbread village featuring a 30-foot-tall gingerbread-inspired tower. The holiday market is hosted by **Market Lane**, a pop-up market that brings local small shops together to promote and sell their handmade, curated goods. More than 65 vendors will be at this year's market. There are new vendors each weekend offering jewelry, home décor, clothing, toys, art, treats and more. Market Lane is open every weekend beginning through Dec. 23. Gingerbread Village is open through Dec. 31.

SERVICES

• **DFPG Investments**, a Sandy-based independent wealth management firm, has launched **Diversify Advisor Network** as part of its long-term growth strategy to offer advisors expanded affiliation options. The firm also announced the recent recruitment of three firms representing more than \$560 million in total client assets, bringing Diversify's assets to \$5.8 billion. The network will eventually comprise three affiliation solutions designed to provide advisors with choice and flexibility to grow their businesses: **DFPG Investments**, a full-service independent broker-dealer, with expertise in alternative investments, providing broker-dealer-based solutions for advisors of Diversify; **Diversify Advisory Services**, an independent RIA platform that provides institutional quality services and resources to independent investment advisors; and **Diversify Wealth Management**. **DFPG** had three new practices join the firm over the past few weeks: **INPAC Wealth Solutions**, a Honolulu-based enterprise with \$325 million in total client assets; **KLK Capital Management** of Los Angeles, an independent RIA with \$141 million in total client assets; and **Michael Collins**, a California-based advisor with \$100 million in total client assets.

TECHNOLOGY

• **Pluralsight**, a Draper-based technology workforce development company, has appointed **Lisa Luscap** as chief marketing officer. She will be responsible for leading all aspects of Pluralsight's marketing, including brand and communications, global demand generation, field marketing, product marketing and marketing operations. She previously was interim CMO and, prior to that, senior vice president of digital marketing and self-service. Luscap joined the Pluralsight team in early 2023 with more than 20 years of marketing experience in the tech industry at organizations including Snowflake, Dolby Laboratories, VMware, and HP. Prior to working with Pluralsight, She led a global marketing team during Snowflake's IPO.



Lisa Luscap

TRANSPORTATION

• **Pilot Travel Centers LLC**, based in Tennessee, has completed more than 100 remodels under its New Horizons initiative, including the recently overhauled **Flying J** travel center in Salt Lake City. The center welcomed television personalities The Diesel Brothers, travel-influencer family The Jurgys, local officials and school district leaders for a day of music, games and giveaways. The celebration included a ribbon-cutting and \$20,000 check presentation to **West High School's** Health Clinic. Pilot has more than 870 Pilot, Flying J and One9 locations in 44 states and six Canadian provinces.

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.

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

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

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

Leadership Luncheon, a Cache Valley Chamber of Commerce event. Speaker Dave Carlson, president of Summit Technology and CIO of The Wasatch Group, will discuss “Increase Productivity with the AI Tools You Already Have.” Location is The Riverwoods Conference Center, 615 Riverwoods Parkway. Cost is \$20 for members and \$23 for nonmembers pre-registered, \$25 for members and \$28 for nonmembers not pre-registered. Details are at cachechamber.com.

Dec. 19, noon-1 p.m.

“Contacts Holiday Lunch,” an Ogden-Weber Chamber of Commerce event. Location is the chamber, 2380 Washington Blvd., Suite 290, Ogden. Cost is \$15 (participants are asked to bring a wrapped white elephant gift). Details are at ogdenweberchamber.com.

Dec. 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>.

Dec. 20, 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. 21, 11:45 a.m.-1:45 p.m.

“Strictly Networking” Luncheon, a West Jordan Chamber of Commerce event. Location is Los Tapotios Taco Grill, 3078 W. 7800 S., Suite 10, West Jordan.

Dec. 21, noon-1 p.m.

Ambassadors and Women in Business Holiday Meeting, a Box Elder Chamber of Commerce event. Location is Bridgerland Technical College, 325 W. 1100 S., Brigham City. Cost is \$5. Details are at boxelderchamber.com.

Dec. 21, 4-6:30 p.m.

“Networking After Work,” a South Jordan Chamber of Commerce event. Location is The Break Sports Grill, 11274 Kestrel Rise Road, South Jordan. Details are at sj-chamber.org.

Dec. 21, 6-8 p.m.

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

Dec. 21, 6:30-8 p.m.

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

Jan. 8, 10 a.m.-3 p.m.

Workshop on Metal 3D Printing, a Utah Advanced Materials & Manufacturing Initiative event, in partnership with the University of Utah, Petersen Training and RHS Consulting. Location is Atwood Innovation Plaza at Utah Tech University, 453 S. 600 E., St. George. Registration can be completed at Eventbrite.com.

Jan. 11, 11:30 a.m.-2 p.m.

“Critical Materials in Eastern Utah,” a Utah Advanced Materials & Manufacturing Initiative monthly information session. Location is UAMMI Price, 375 S. Carbon Ave., Price. Registration can be completed at Eventbrite.com.

Jan. 12, 8:30 a.m.-1:30 p.m.

Utah Economic Outlook & Public Policy Summit 2024, presented by the Salt Lake Chamber and Kem C. Gardner Policy Institute and featuring speakers discussing insights on the future of Utah’s economy and the business community’s policy priorities for the upcoming legislative session. Location is Grand America Hotel, 555 S. Main St., Salt Lake City. Cost by \$125 for members and \$155 for nonmembers. Details are at slchamber.com.

Jan. 16, 9-11 a.m.

“Collaborating & Contracting with the U.S. Army Engineer Research and Development Center,” presented by the APEX Accelerator at the Governor’s Office of Economic Opportunity. ERDCWERX, a government partner of the ERDC, provides a streamlined path to collaborate and contract with the ERDC. Presenter is Janice Karcher, deputy director of ERDCWERX and ERDC representative. Event takes place online. Details are at <https://econ-opp.fyi/ERDCWERX>.

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

“Lunch & Learn,” a Women’s Business Center of Utah “Lunch & Learn” event with the topic “How Your Personality Can Be a Strength or a Limiter to Your Success.” Speaker is Merle Hellickson, senior consultant, The Ovid Groupe. Discussion will focus on using a personality diversity indicator called E-Colors to bring focus on the aspects of our individual personalities that are our strengths and our limiters. Location is Cedar City Business & Innovation Center, Classroom 15, 510 W. 800 S., Cedar City. Cost is \$10. E-Colors assessment needs to be taken before the class. Details are at wbcutah.org.

Jan. 18, 8:30 a.m.-4 p.m.

“Leadership South Valley,” a South Valley Chamber of Commerce event taking place monthly through Nov. 13, 2024. Events are 8 a.m.-4 p.m. and provide mid- and upper-level business and community leaders with hands-on community, economic and leadership training. Locations

vary. Cost is \$1,295 for chamber members. Details are at southvalleychamber.com.

Jan. 18, 10-11:30 a.m.

“Peer Roundtable: Workplace Culture,” an in-person, members-only event presented by the Salt Lake Chamber. Location is the Salt Lake Chamber, 201 S. Main St., No. 2300, Salt Lake City. Free, but registration is required. Details are at slchamber.com.

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

“Downtown Daybreak: The Once-in-a-Generation Opportunity That Everybody Should Be Talking About,” a ULI (Urban Land Institute) Utah event. Location is South Jordan Public Safety Building, Fire Station 64, 5443 W. Lake Ave., South Jordan. Details are at <https://utah.uli.org/events-2>.

Jan. 19, 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.

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

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

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

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

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

“Business Women’s Forum: ‘The Daring Way Leadership Manifesto: Exploring Our Deep Need for Connection.’” Presenter is Lennie Knowlton, founder and executive director, Project Connection. Location is Ken Garff University Club, Rice-Eccles Stadium, 451 S. 1400 E., Salt Lake City. Cost is \$35 for members, \$50 for nonmembers. Details are at slchamber.com.

Jan. 24, 5-7 p.m.

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

Jan. 25, noon-1 p.m.

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

Jan. 30, 9-11 a.m.

“Business Accelerator,” a South Valley Chamber of Commerce event taking place during 10 sessions through June 4. Location is Salt Mine Productive

Workspace, 7984 S. 1300 E., Sandy. Cost is \$500 for members, \$750 for nonmembers (\$250 can be applied to chamber membership). Registration deadline is Jan. 21. Details are at southvalleychamber.com.

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

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

Jan. 30, 10-11 a.m.

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

Feb. 6, 9-11 a.m.

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

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

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

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

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

Feb. 22, 8 a.m.-noon

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

Feb. 22, noon-1 p.m.

Women in Business Meeting, a Box Elder Chamber of Commerce event.

CALENDAR

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Contact the chamber office for meeting location and to RSVP. Cost is \$10. Details are at boxelderchamber.com.

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

Women in Business, an Ogden-Weber Chamber of Commerce event. Details to be announced at ogdenweberchamber.com.

Feb. 29, 5-7 p.m.

"Business After Hours," a Salt Lake Chamber event. Location is Kimpton Hotel Monaco and Bambara, 15 W. 200 S., Salt Lake City. Free for members and \$30 for nonmembers before Feb. 26, \$20 for members and \$40 for nonmembers thereafter. Details are at slchamber.com.

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

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

March 21-22

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

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

Women in Business, an Ogden-Weber Chamber of Commerce event. Details to be announced at ogdenweberchamber.com.

March 28, noon-1 p.m.

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

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

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

April 10, 8:30 a.m.

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

April 11-12

One Utah Summit, presented by the Governor's Office of Economic Opportunity, the Utah Office of Energy Development, World Trade Center Utah and Salt Lake Chamber and highlighting and addressing opportunities in the state's economy. Event includes mainstage keynote addresses and breakout sessions focused on business topics and trends, including the intersections of emerging technologies, government and business in Utah. Location is Grand America Hotel, 555 S. Main St., Salt Lake City. Early registration cost is \$99. Details are at oneutahsummit.utah.gov.

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

Partners in Education Appreciation Breakfast, an Ogden-Weber Chamber of Commerce event. Location and other details to be announced at ogdenweberchamber.com.

April 23, 11:30 a.m.-1 p.m.

Women in Business, an Ogden-Weber Chamber of Commerce event. Details to be announced at ogdenweberchamber.com.

April 25, noon-1 p.m.

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

INLAND PORTS

from page 1

the Union Pacific Intermodal Yard, Salt Lake International Airport and the Salt Lake International Center. It is connected to Burnester Road and I-80 via Higley Road.

The Twenty Wells area covers 498 acres, down from 1,835 as first presented. State Route 112 cuts through the project area. The southern shore of the Great Salt Lake is about 10 miles north of the project area.

In a protest prior to the board meeting and during public comment during the meeting, several people raised concerns about the port areas creating more truck traffic, air quality problems and potential harm to wetlands and the Great Salt Lake.

"The Port recognizes that its project areas that have adjacency to the Great Salt Lake need particular attention so as not to destroy any part of the Great Salt Lake's ecosystem," UIPA documents say. "The Port will not support any development or rail infrastructure that destroys wetlands on this or adjacent to this site."

Grantsville City Manager Jesse Wilson and Jared Hamner, chair of the Tooele County Council, both told the port board that economic development at the project areas could lead to jobs for local residents, easing the need for them to commute outside the county for work.

"By being able to have jobs here, we can keep our people local, which is a great thing," Wilson said, adding that the project areas will be able to attract businesses and thus help schools and local governments. The area has access to two interstate highways and the Salt Lake City International Airport, "so, with those things, we feel that the Twenty Wells project area would be a good area to add to the Inland Port," he said.

Hamner said 75 percent of Tooele County working adults commute to outside the county for work. "What we're looking for is to ... keep our locals working here, where they can return to their families," he said.

"We have attracted a lot of businesses here in Tooele City and along with Tooele County that these projects would enhance and be beneficial and accommodate one another," he said.

Stephen Smith, UIPA's associate vice president of regional project area development, said that, as is the case with all project areas, the Tooele County ones would assist "in advancement and

efficiencies in the logistical needs of the region but also have statewide implications and benefits."

"It is so incredibly close to I-80, [and] obviously the UP main line," board member Abby Osborne said of the Twenty Wells area. "This is exactly, for logistical purposes, where we want port projects to be. So, kudos to the staff and to those in the community that recognized the nexus here and are moving forward with this."

Hart reiterated that the port authority's goal is to create a better multimodal transportation system.

"For those who don't want to believe this — that's fine; it's your prerogative — we can't continue to put everything on trucks in the state of Utah," Hart said. "This trend is going the wrong direction. Utahns and our shippers depend more and more upon trucks. Guess what? Trucks don't go everywhere in the state, so economically, you're disadvantaged. They put a lot of crap into the air, quite frankly, so we've had a lot of pollution we're dealing with. And economically, depending on the freeway system is never going to be our best strategy. We're never going to be able to attract the best and the brightest."

The Tooele County project areas join these other areas in Utah with inland ports:

- A port area in Salt Lake County, consisting of about 16,000 acres, including in the Northwest Quadrant of Salt Lake City and parts of West Valley City and Magna.
- The 899-acre Iron Springs Inland Port near Cedar City.
- The 2,200-acre Verk Industrial Park project area in Spanish Fork.
- The Golden Spike project area of 1,500 acres in Garland, Tremonton, Brigham City and other parts of Box Elder County.
- The Central Utah Agri-Park of roughly 35,000 acres in three parts of Juab County.
- The Mineral Mountains project area, consisting of four zones in Beaver County that occupy about 19,820 acres in parts of Beaver City, Beaver County and Milford City.

The port authority board soon will see some new members. Mike Schultz, speaker of the Utah House of Representatives, and Miles Hansen, former CEO of the World Trade Center Utah, have announced they will leave the board. Schultz's departure was effective immediately. Hansen's service will conclude Jan. 9. Hansen was the first chair of the board after its post-2022 reorganization.

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Ecoteq Energy signs agreements for oil production in Utah

Ecoteq Energy ASA, a clean-tech energy company based on Oslo, Norway, has signed agreements for the development of its oil and gas properties in the Uinta Basin of Utah. Ecoteq said it signed three agreements with Katy, Texas-based oil and gas infrastructure company Valkor LLC: an engineering, procurement and construction agreement for its upcoming production units, a management operations and services agreement, and a framework agreement that secures future reserves and Ecoteq's growth for the Utah properties.

Civil work is scheduled to begin in April, with an anticipated production by the second quarter of 2025.

"By 2025, we aim to commence the sustainable production of bitumen from our initial production unit, that will offer a level of eco-friendliness that we hope will have a positive contribution to global environmental efforts," said Lars-Erik Bengtsson, CEO of Ecoteq Energy.

The first production unit is expected to produce 500 barrels per day (bpd), based on an anticipated oil saturation of 10 percent by weight. Upon the successful implementation of the first unit, the plan is to jointly scale up to a 5,000-bpd operation by the end of 2026. The total proven and probable reserves exceed 100 million barrels, Ecoteq said.

"This co-operation with Ecoteq marks a pivotal step forward and allows us to further develop the vast resources that are present in our region in a ground-breaking environmental way," said Valkor CEO Steven Byle. "This speeds up our process in developing and monetizing our presence in Utah and advancing our strategy to pioneer the development and production of bitumen from the abundant oil sands in the region."



Goldenwest opens new corporate center

After six years of planning and nearly two years of construction, 87-year-old Goldenwest Credit Union has cut the ribbon on its new corporate center in Washington Terrace. The ribbon-cutting ceremony and grand opening celebration featured addresses from local dignitaries, including a video message from U.S. Congressman Blake Moore and remarks from Utah Senate President Stuart Adams, Weber State President Brad Mortensen, Washington Terrace City Manager Tom Hanson and Ogden/Weber Chamber of Commerce President Chuck Leonhardt. Goldenwest Chairman Dan Musgrave and President/CEO Kerry Wahlen also addressed the gathering. General contractor Wadman Corp., the architecture firm Studio 333 and the engineering firm Anderson-Wahlen & Associates were spotlighted. The Goldenwest Corporate Center is a five-level, 100,000-square-foot facility that stands on a four-acre parcel of land at 5151 S. 400 E. in Washington Terrace.

SL Co. home prices see slight increase in third quarter

Despite facing challenges from rising mortgage interest rates, home prices in Salt Lake County saw a modest increase during the third quarter, according to UtahRealEstate.com.

The report found the median price of a single-family home in Salt Lake County rose to \$594,125 in the July-August-September period, marking a 1 percent uptick from \$589,900 during the same quarter in 2022. Among the counties along the Wasatch Front, only Weber County experienced a similar upward trend, with prices climbing by 2 percent to reach \$445,000, up from \$435,000 year over year. Davis County, on the other hand, saw a 1 percent decline in home prices, while Utah County experienced a 4 percent decrease and Tooele County saw a 5 percent drop.

The increase in mortgage rates has

been notable in 2023, surging by two full percentage points. It peaked at 7.79 percent in the final week of October, according to Sam Khater, chief economist at Freddie Mac. However, in November, rates showed a slight decrease, averaging at 7.29 percent.

Dejan Eskic, chief economist at the Salt Lake Board of Realtors, noted the persistent trend among prospective homebuyers who are eagerly awaiting a reduction in interest rates and an expansion of housing inventory.

"This is why we have seen home sales decline across the Wasatch Front over the past 18 months," Eskic said.

In Salt Lake County, the sales of single-family homes dipped to 2,103 units, marking an 11 percent decline compared to the 2,362 units sold in the third quarter of 2022. Weber County also experienced

a 3 percent decrease in sales, while Tooele County saw a 5 percent decline, Davis County experienced a 16 percent drop, and Utah County had a substantial 25 percent decrease in sales.

The median price of condominium sales in Salt Lake County experienced a marginal decrease of 1 percent, settling at \$410,000, compared to \$412,990 from the previous year. Condominium sales also decreased by 4 percent during the quarter.

In total, there were 5,156 single-family homes sold along the Wasatch Front during the third quarter, reflecting a 16 percent decrease from the 6,114 sales in the same quarter of 2022. The median price of single-family homes sold stood at \$563,000, marking a 2 percent decrease from the \$575,000 recorded in the third quarter of the previous year.

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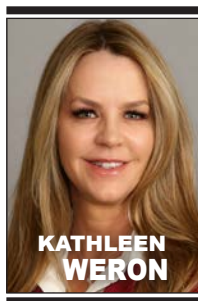
Member eligibility required.

***Union activity
is on the rise
- even in Utah***



Is your business prepared?

New data released by the National Labor Relations Board (NLRB) reported that unfair labor practice petitions filings are up 10 percent in FY 2023 and union petitions rose an additional 3 percent in 2023. This is following a 53 percent increase from FY 2021 to 2022. With the board's precedent-turning decisions in this calendar year, particularly in August, employers may again begin to experience an uptick in unfair labor practice charges and election petitions.



**KATHLEEN
WERON**

While this uptick has occurred on a national stage, union efforts in Utah have also been on the rise in recent years. According to a Jan. 19 news release from the Bureau of Labor Statistics, in 2021, 3.5 percent of Utah workers were members of a labor union or

employee association similar to a union and 6.5 percent of workers' jobs were covered by a union or an employee association contract. In 2022, these percentages increased to 3.9 percent and 8.7 percent,



**AMANDA
FULLER**

respectively. Just last month, healthcare workers at the University of Utah organized, citing poor working conditions and chronic understaffing as the reason. Prior to the healthcare workers, associates at Dragonfly Wellness (a cannabis dispensary) and at Starbucks in Cottonwood Heights also unionized. Given both the national and local trends, it is important for Utah employers to develop a game plan in the event they are confronted with unionization efforts, as such efforts are protected by the National Labor Relations Act (NLRA).

The National Labor Relations Act

The NLRA protects the rights of employees to engage in "concerted activity," which is when two or more employees engage in some activity for their mutual aid or protection relating to the terms and conditions of employment. Under the NLRA, employers may not interfere with, restrain or coerce employees in the exercise of these "Section 7" rights. Section 7 of the NLRA guarantees employees "the right to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection."

These other "concerted activities" are a broad category and may apply to even a single employee if that employee is acting on the authority of other employees,

bringing complaints by the group to an employer's attention or attempting to induce group action (i.e., one employee speaking to an employer on behalf of one or more of his or her co-workers regarding the improvement of workplace conditions). Section 7 also protects employees' right "to refrain from any or all such activities."

The NLRA applies to most private-sector employers, including manufacturers, retailers, private universities and healthcare facilities. Importantly, the NLRA does not just apply to employees represented by a union. Employees at union *and* non-union workplaces have the right to assist each other by sharing information, signing petitions, discussing and seeking to improve their wages and working conditions.

Section 8 of the NLRA makes

see UNION page 26

STAFFING & RECRUITING FIRMS

Ranked by Number of Utah Temporary Employees Assigned Per Week



Company Name Address	Phone Web	No. of Temps Assigned Per Week in 2022	No. of Direct Hire/Contract Hire Assigned in 2022	No. of Utah Offices	No. of Offices Nationwide	Industries Served	Benefits Available	Local Executive(s)
1 Nexeo HR 2600 W. Executive Parkway Ste. 160, Lehi, UT 84043	801-658-4700 nexeohr.com	1,900	13,500	6	12	Accounting, banking, finance, customer service, call center, construction, skilled trades, government, non-profit, healthcare, health sciences, wellness, hospitality, events, manufacturing, industrial, technology, software, engineering, warehouse distribution, fulfillment	Medical, dental, vision, limited life, short-term disability insurance; Refer-a-Friend bonus, other financial incentives; weekly pay, direct deposit, Rapid Pay card; social media giveaway (Amazon gift cards, etc.); employee of the month; hassle-free job search; recruiter is always available to assist	Heather Webb Operations Mgr.
2 Resource MFG/Prologistix 2115 S. 3600 W. West Valley City, UT 84119	801-265-1999 ResourceMFG.com or Prologistix.com	1,500	500	6	500	Manufacturing, distribution, call center	Better worklife, free education, medical, dental, vision, 401(k), short-term disability, accidental death/dismemberment	Keri Golden-Samora
3 Spherion 204 E. 900 S., Ste. 101 SLC, UT 84111	801-519-5093 spherion.com/utah	1,300*	*	5*	*	Technology, light industrial, clerical/call center, professional	Medical	Ron Zarbock Owner
4 Synergy Staffing Partners 5578 S. Redwood Road, Ste. B Taylorsville, UT 84123	801-266-9675 synergy staffing4u.com	250	2	1	1	Light industrial, manufacturing, distribution, administrative clerical & professional direct-hire	Medical insurance	Bret VanLeeuwen
5 PrincePerelson & Assoc. 2180 S. 1300 E., Ste. 350 SLC, UT 84106	801-532-1000 perelson.com	225	*	1	1	Nine unique practice areas focusing on the following areas of expertise: accounting & finance, call center & customer service, creative & marketing, computer science & IT, human resources, legal, manufacturing & engineering, office & administrative, & sales.	Health benefits, PTO, 401(k)	Jill Perelson
6 Apex Staffing LLC 58 E. Cleveland Ave. SLC, UT 84115	801-328-9567 apexjobs.net	200	*	1	1	Construction, heavy & light industrial	Health insurance, 401(k)	Mike Robison Phil Boyer
7 LG Resources 721 N. Main St. Layton, UT 840041	801-900-4726 lgresources.com	150	100	3	3	Light Industrial, Skilled Labor, Professional Services (Direct Hire)	Yes	Troy Hyde Owner/CEO
8 Smith Johnson Group, Inc. <i>IT Talent Specialists</i> 8899 S. 700 E., Ste. 275 Sandy, UT 84070	801-984-4700 smithjohnson.com	56	23%	1	2	IT for banking, finance, insurance, defense, state govt., LDS Church, automotive, etc.	Healthcare, retirement, PTO, life insurance, vacation/sick, dental/vision, health savings accounts	Dennis Johnson President John Thompaon Operations
9 Vital Signs Staffing LLC 3761 S. 700 E., Ste. 150 SLC, UT 84106	801-892-8300 vitalstaffs.com	45	5	1	1	Clerical, professional & medical staffing	Holiday & vacation pay, incentive bonuses	Bill & Shari Whitworth
10 Kelly Services 2255 N. University Pkwy., Ste. 7 Provo, UT 84604	801-266-0067 kellyservices.us	*	*	3	700+	Aerospace, contact center, light industrial, manufacturing, pharmaceutical, warehouse, distribution	Health, dental, short-term disability, holiday & vacation pay	Tiffany Murphy

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OFFICE EQUIPMENT DEALERS

Ranked by Number of Utah Employees

SALT LAKE
BUSINESS JOURNAL **List**

	Company Name Address	Phone Web	No. of Utah Employees	Multifunction Products Sold YTD	No. of Utah Locations	No. of Nationwide Locations	No. of Utah Accounts	Services Offered	Machine Brands Available	Local Executive(s)
1	Les Olson Co. 3244 S. 300 W. SLC, UT 84115	801-486-7431 lesolson.com	282	*	8	9	*	Managed IT, IT hardware, copiers, printers, scanners	Sharp, HP, Fujitsu, Riso, Formax	Lisa Thaller James Olson
2	Valley Office Systems 2500 S. Decker Lake Blvd., Ste. 24, SLC, UT 84116	801-770-3300 valleyofficesystems. com	27	1,500	3	8	2,900	Copiers, printers, scanners, production, document management, printer fleet management	Ricoh, Kyocera, HP	Carrie Packard Luis Hernandez
3	Fisher's Technology 7023 S. 700 W. Midvale, UT 84047	801-938-7311 fisherstech.com	15	*	1	*	*	Sell & service copiers & printers, toner, document management, IT managed services	*	Chris Taylor, CEO Ty Grigsby, President J.T. Jones, CFO Eric Strand, VP
4	Ability Business Solutions Inc. 1556 S. Main St. SLC, UT 84115	801-466-8486 abilitybusiness solutions.com	10	179	1	1	800	Copiers, printers, managed print, unified communications, VoIP phone solutions & IT services	Xerox, Lexmark, Konica Minolta, Ricoh, HP, Sharp	Dennis Cavazos President Mark Cavazos VP
5	CopyDoc Inc. 90 W. 500 S., Ste. 425 Bountiful, UT 84010	801-294-5686 copydocutah.com	1	10	1	1	800	Sales, service & supplies for nearly all brands of multifunction copiers, laser printers, fax machines	Kyocera, Copystar, Canon,	Layne Black

SALT LAKE BUSINESS JOURNAL

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OFFICE FURNITURE DEALERS

Ranked by 2022 Total Revenue

SALT LAKE
BUSINESS JOURNAL **List**

	Company Name Address	Phone Web	Total Revenue 2022	No. of Utah Employees	No. of Utah Offices	Products & Services	Notable Projects	Local Executive(s)
1	HB Workplaces 249 S. 400 E. SLC, UT 84111	801-363-5881 hbworkplaces.com	\$134M	144	2	Furniture, prefab interior construction, speciality storage	Extra Space Storage, Layton Construction, Nu Skin, Pit Viper, Traeger Pellet Grills, Zions Bancorporation	David Colling, CEO Zach Fronk, Principal
2	Midwest Commercial Interiors 987 S. West Temple SLC, UT 84101	801-359-7681 mwciutah.com	\$32.8M	64	1	Commercial furniture, architectural walls, interior design support & finishes	Myriad Genetics, CHG, Spanish Fork Hospital, Primary Children's Hospital, West Valley City Hall, HCA Regional Corporate Offices	Sean Wright President Marshall Tate CEO
3	Interior Solutions 2375 S. 300 W. South SLC, UT 84115	801-531-7538 interiorsolutions.net	\$25M	35	1	Interior design, office furniture installation, storage systems projects & creation of specialized work environments	*	Amanda Wallace
4	OFS Interiors 4753 Holladay Blvd. Holladay, UT 84117	801-974-1970 ofsinteriors.com	\$8.5M	15	1	Architectural & interior design, office furniture, installation	*	Jonas Persch Owner/President
5	Main Street Office Furniture 3965 S. State St. SLC, UT 84107	801-685-8448 msof.com	\$6M	24	1	Space planning, interior design, furniture sales, furniture installation, workplace relocation and decommission	*	Wes Israelsson
6	Wholesale Office Furniture 422 W. 12300 S. Draper, UT 84020	801-758-6639 wholesaleoffices. com	\$2.4M	7	1	New & used office furniture	Catholic Community Services, Hollywood Studios, One Voice Childrens Choir, Evoq Nano, The Stena Group, Jabil, Jacob Jensen Law, Sandvik Mining & Rock Solutions	Jacob DeKlerk John DeKlerk Robert DeKlerk
7	Wood Revival Desk Co. 2502 S. 3270 W. SLC, UT 84119	801-972-4224 woodrevival.com	\$360K	2	1	Custom office furniture	*	Charles Hastings
8	Strive Workplace Solutions 1101 E. Cambridge, Ste. 3 Layton, UT 84047	801-773-2512 striveoffice.com	Proprietary	16	2	Office suites, desks, credenzas, bookcases, chairs, systems, sit-stand, office supplies, janitorial supplies, personal protection products, promotional products, custom printing	*	Jeff Williams
9	CCG 358 S. Rio Grande St. Ste. 100 SLC, UT 84101	801-359-6622 ccgslc.com	*	72*	*	Office furniture, interior design, architectural walls, raised access flooring	*	Carmelle Jensen CEO/President

SALT LAKE BUSINESS JOURNAL

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Giving in the Workplace



When holidays, birthdays and special milestones are upon us in our personal lives, no one needs a reminder to buy a great gift for that special someone. A spouse, child, best friend, family member or otherwise is always the top of our list. These gifts are ones that we put thought and care into every year because we know the recipients, what they'll love, what they need. Automated within each of us is a reminder to get something wonderful for these people to really make them feel special and delighted, and it feels good to really nail it and see our loved ones light up.

But what about the workplace? Contrary to gift giving at home, holidays and milestones in the workplace can feel entirely daunting. The "joy of giving" quickly fades when we question who to give gifts to, what to give and if we should be spending on our bosses, employees or co-workers.

Let's face it: You like them, you like some a lot more than others. You don't want to spend a

fortune, but you don't want to do nothing. You don't have a lot of time, and this feels like another thing, but you really do care. If you have employees, how do you make them feel seen and appreciated for all the hard work they've done? How do you cover everyone, so no one feels left out? How do you individually give, versus give to a group?

Many of us spend just as much time with our coworking community as we do with our families at home, and recognizing those people in an intentional way can be not only fun, but mutually rewarding. Your gift can also make an impression that will go a long way by boosting morale and workplace culture. Alternatively, cutting corners or giving a half effort can unintentionally have a negative impact how you present your view of them.

Putting in effort matters. If it's been a while since you've made effort of intentional giving in the workplace, it's time to step up your game.

Some of the tips below will

create a joyful giving experience for not only you but your colleagues:

Not all sugar is created equal: Maybe you're thinking of grabbing a box of donuts or a sheet cake from the grocery store to throw on the table at work for the holidays. This can seem like an easy go-to, but let's be honest, it also feels like an afterthought. The office sheet cake is a familiar sight and becomes a love/hate fixture in the breakroom for the next week.

So, how can you level up your sugar game? Local bakeries are always open early and have the freshest batches of unique sweets ready to go. The bakery can customize anything on the spot by adding a name or message. Consider buying something for the sugar-free colleague too, like croissants or fresh bagels. If you're buying something for an individual, find out what they really like. Consider others and their food preferences. They may prefer a basket of fresh fruit or a great bottle of wine instead of refined sugar. Maybe it's a certain sweet or beverage that is individual to them. Taking the extra time and

thought here will make a big payoff. They'll know you considered them and went the extra mile.

Flower power: Who doesn't love flowers? If you think someone deserves a brighter day, this is your ticket. For every person, there is a plant or flower they'll love — a little bit of life and greenery feels hopeful and fun. However, just as stated above, be careful your flowers don't seem like an afterthought. Avoid the wilted cellophane-wrapped bulk flowers from the corner market or grocery store. Make sure they're in a vase so they stay fresh. Find a local florist who will make something fresh and specific for you: Your company colors, their favorite colors or their favorite sports team colors are always possible. Add a card and have it delivered to really make it feel special.

Another fun floral idea is to individually recognize someone by giving them flowers to wear for a day. There's no way they'll avoid feeling special with a boutonniere, corsage, flower crown or



AJA
MACHEEL

see **GIVING** page 26

ADVERTISING AGENCIES

Ranked by Utah Gross Sales 2022

SALT LAKE
BUSINESS
JOURNAL **List**

	Company Name Address	Phone Web	Gross Utah Sales 2022	No. of Utah Full-Time Employees	No. of Utah Locations	Nationwide Locations	No. of Utah Accounts	Services Offered	Owner/Manager
1	Love Communications 546 S. 200 W. SLC, UT 84101	801-519-8880 lovecomm.net	\$40M	60	1	1	63	Full-service advertising & public relations firm offering digital & traditional products including brand planning, gov't relations & website development	Thomas Love, Alan Reighard, Preston Wood Partners retiring 12/2023
2	Max Connect Marketing 13702 S. 200 W., Unit B-1 Draper, UT 84020	801-260-2835 maxconnect.com	\$33.2M	60	1	4	61	Digital marketing, PPC, paid search, display & video pre-roll ad buying, search engine optimization, lead nurturing, marketing automation, conversion rate optimization, digital analytics & data optimization, creative & brand services	Devin Deaton, Kyle Nelson, Travis Draper Ryan John, Greg Weeks Phil Case
3	R&R Partners 155 N. 400 W., No. 510 SLC, UT 84103	801-531-6877 rrpartners.com	\$25M	28	1	8	*	Advertising, marketing, public relations & public affairs	Chad Harris VP/Managing Director
4	RUMOR Advertising 255 Riverbend Way, Ste. 220 North Salt Lake, UT 84054	801-355-5510 rumoradvertising.com	\$23M	20	1	1	*	Strategy, media, digital, web development & design	Shane O'Toole Founder/CEO
5	Penna Powers 1706 S. Major Street SLC, UT 84115	801-487-4800 pennapowers.com	\$21M	47	1	1	50	Advertising, content, PR, branding, digital communications agency	David L. Smith Partner/CFO
6	MaHK Advertising 2545 E. Parleys Way SLC, UT 84109	801-424-5005 mahkadvertising.com	\$11.2M	36	1	1	*	Advertising agency	Walt McRoberts, EVP Karen Andrews, EVP Tal Harry, EVP Jason Kassing, EVP
7	FUEL Marketing LLC 2005 E. 2700 S., Ste. 180 SLC, UT 84109	801-484-2888 fuelmarketing.com	\$10.5M	21	1	1	350+	Advertising, marketing, media & public relations agency	Donna Foster Brad Plowman
8	Holmes & Company Advertising 8180 S. Highland Drive Sandy, UT 84093	801-355-2211 holmesco.com	\$1.1M	5	1	1	2	Full-service advertising & consulting agency	Lisa Holmes Owner/CEO
9	modern8 Corp. 145 W. 200 S. SLC, UT 84101	801-355-9541 modern8.com	\$1M*	9*	1	1	*	Brand design agency	Alysha Smith Managing Director
10	BWP Communications 654 W. 100 S. SLC, UT 84104	801-359-2766 bwpcommunications.com	\$985K	11	1	1	*	Advertising, marketing, brand development, strategic communications, public relations, website design and development	Brett Palmer President
11	360 Touch 4222 Hilltop Drive Park City, UT 84098	435-655-0360 360-touch.com	*	1	1	1	12	Full-service advertising agency including traditional media buying, digital medial placement, production & graphic design. We are a Google and Facebook partner and offer in-house programmatic digital media buying	Lutisha Merrill President
11	Boncom 55 N. 300 W. SLC, UT 84180	801-237-2400 boncom.com	*	94	1	3	20	Full-service marketing and advertising agency specializing in behavior change campaigns using best practices in strategy, research, creative, video production, design, UX, social media, influencer marketing, public relations, media buying & analytics	Andrew Bagley President
11	MRM West 60 E. South Temple, Ste. 1400 SLC, UT 84111	801-257-7700 mrm.com	*	170	1	1	*	B2B marketing & advertising	Brian Renaud General Manager
11	Struck / STRKTR 257 E. 200 S., Ste. 150 SLC, UT 84111	801-531-0122 struck.com STRKTR.com	*	30+	1	1	15-20	Transforming brands in the destination marketing, outdoor recreation, and biotech industries to boost brand awareness, engagement and growth. Rebranding, repositioning and fundraising preparation are particular areas of expertise. STRKTR is dedicated to creating distinct physical spaces that turn brands into experiences to put the power to work with an infusion of imagination. Every space has the potential to tell an unforgettable story.	Brent Watts Executive Creative Director Andrew Howlett CEO
11	Red Rider Creative 55 N. Merchant St. American Fork, UT 84003	801-226-1289 redridercreative.com	*	14	1	1	15+	Full-service marketing & advertising agency. Branding, graphic design, video production, media buying, web design, strategy & consulting	Clark Taylor CEO

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OFFICE PLANT SERVICE PROVIDERS

Ranked by Number of Utah Employees



	Company Name Address	Phone Web	2022 Number of Utah Employees	No. of Utah Locations	No. of Utah Accounts	Year Est.	Services	Local Executive
1	Cactus & Tropicals 2735 S. 2000 E. SLC, UT 84109	801-485-2542 cactusandtropicals.com	140	2	900	1975	Design, plants, floral, events, container gardens, holiday, interiorscape services	Scott Pynes
2	Plant Jungle 2194 E. Fort Union Blvd. SLC, UT 84121	801-453-9500 plantjungle.com	18	2	100+	1998	Live plants, silk/faux plants, plant walls, moss walls, patioscapes & retail store	Bonnie Dallimore Founder & Operations
3	Paradise Palm Interior Plantscapes & Indoor Garden Store 307 E. 300 S. SLC, UT 84111	801-582-3212 paradisepalm.com	11	1	200+	1977	Plant care services, sales, retail, living walls, design	John Mueller
4	Foliage Inc. 740 W. 1700 S., Ste. 7 SLC, UT 84104	801-474-0300 foliageutah.com	9 to 11	1	150+	2001	Design, installation & maintenance of interior plants	Julie Ward
5	Intermountain Plant Works 1842 W. Research Way, Ste. 70 West Valley City, UT 84119	801-268-1771 intermountain plantworks.com	7	1	175	1976	Interior plant design, installation, maintenance, living walls & special event rentals	Roseann Formaro
6	Wasatch Greenscapes 3267 E. 3300 S., Ste. 513 SLC, UT 84109	801-648-2650 wasatchgreenscapes.com	3	1	50	2014	Interior plant maintenance for home & office	Alexander Spencer
7	Plant Gallery 3240 S. 2300 E. SLC, UT 84109	801-792-5206 plant.antique@ outlook.com	2	1	40+	1979	Office plant maintenance, sales, consulting	Steve Long
8	Living Creations, Plants & Flowers by Design 7259 S. 700 W. Midvale, UT 84047	801-485-3219 livingcreations.net	*	1	*	*	Office plants & management, floral arrangement	Scott Olsen



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UNION

from page 17

it an unfair labor practice for an employer “to interfere with, restrain or coerce employees in the exercise of their rights guaranteed in Section 7” of the act. The NLRB — the federal enforcement authority for the NLRA — has created an extensive list of employer actions it considers unfair labor practices, or actions that would unduly interfere with an individual employee’s labor rights including:

- Interference, restraint, or coercion of employees in the exercise of their rights;
- Interference with the formation or administration of any labor organization, or financial contributions or other support to such an organization;
- Discrimination on the basis of labor activity in hiring, or tenure of employment, or any term or condition of employment;
- Discrimination regarding any term or condition of employment in retaliation for reporting to the NLRB;
- Refusal to bargain collectively with the representatives of the employees;
- Refusal to recognize a majority union;
- Taking unilateral actions;
- Refusing to provide necessary information to union representatives;
- Refusing to sign a written contract once an agreement is reached; or
- Imposing conditions on an employer’s willingness to bargain.

Further, management cannot interrogate employees or threaten employees with loss of jobs. Management also cannot threaten

to close or impose more onerous working conditions if employees support a union, engage in union activity or select a union to represent them. Similarly, management cannot promise benefits to employees to discourage employee union support. Additional unlawful conduct includes:

- Management coercively questioning employees about their own or their co-workers’ union activities or sympathies;
- Prohibiting employees from talking about the union during working time (if the employer permits employees to talk about other non-work-related subjects);
- Polling employees to determine the extent of their support for a union (unless the employer complies with certain safeguards);
- Spying on employees’ union activities;
- Photographing or videotaping employees engaged in peaceful union or other protected activities;
- Denying off-duty employees access to outside nonworking areas of the employer’s property (unless business reasons justify such denial);
- Prohibiting employees from wearing union buttons, T-shirts and other union insignia unless special circumstances warrant; and
- Discharging, suspending, laying-off, failing to recall from layoff, demoting, disciplining or taking any other adverse action against employees because of their protected, concerted activities.

Proactive Measures to Adopt to Avoid Unionization

Although union activity is on the rise, there are strategies you can adopt to minimize the likelihood employees will feel the need for union or employment association protection. Importantly,

effective and transparent communication with employees helps create a satisfied workforce. You should endeavor to keep employees informed about the state of the business and maintain a dialogue with employees regarding working conditions, benefits, compensation and policy changes. Consider implementing an open-door policy allowing employees to discuss their concerns or suggest improvements to working conditions. It is also advisable to create and maintain a labor action plan and implement facially neutral policies relating to union and non-union activity before union activity arises.

If a unionization effort surfaces, however, you should carefully consider next steps and engage legal counsel to understand what actions you may and may not legally take in response. Avoiding contact entirely can be deadly, and you have a right to communicate with employees, provide facts known to be true and even offer an opinion on whether you believe the union is not right for the company or its employees, as well as share union-related experiences from the past.

To avoid an unfair labor practices claim, proactively train your management team, including executive-level managers and supervisors who interact with employees daily, regarding lawful activities and communications management can make while engaging with employees. Working time is for work; you may maintain and enforce non-discriminatory rules limiting solicitation and distribution. However, you cannot prohibit employees from talking about or soliciting for a union during non-work time, such as before or after work or during breaks.

In addition, you may tell

employees that management and the company are opposed to unionization. You can explain to employees that they do not have to sign union cards and that the law allows them the absolute right to refrain from joining a union. You can tell employees that they do not have to speak to union organizers or admit them into their home. You can share information about the benefits provided by the company and compare benefits with those in unionized companies. You can point out the costs of belonging to a union, such as the payment of dues and initiation fees.

You can also inform employees that with a union, they may have to bring their issues to a shop steward instead of dealing with their supervisors and remind employees that merely signing a union authorization card or application for membership does not mean they must vote for the union election. Finally, you can correct any untrue or misleading statements made through an organizer, by handbill or through any union disinformation.

Union activity is on the rise and the NLRB is more active than ever. The NLRA protects all employees and employers must be aware of unlawful conduct that could result in unfair labor practice charges. In addition, fair and consistent policies, open-door policies and competitive pay and benefits help create a culture built on mutual trust, recognition and respect and make the need for unions unnecessary.

Kathleen D. Weron is a shareholder specializing in labor and employment law in the Salt Lake City office of Ogletree Deakins. Amanda Fuller is an associate with an emphasis in labor and employment law in the Salt Lake City office of Ogletree Deakins.

GIVING

from page 21

lei. Having something made will feel specific and intentional — and most florists love customizing on the spot.

Make a lasting impression: Giving a long-lasting gift will be a constant reminder of your gesture and appreciation. For a large group of people in the workplace, consider something everyone can enjoy. Is it an office upgrade? A new comfortable breakroom chair? Furnish your office with large plants for everyone to enjoy. Hire a weekly flower drop-off for the front desk. Find a local artist to paint a fun mural in your space or let your employees design a space that’s their own. Local T-shirt shops can

make fun and creative apparel for your team. For individuals, consider a beautiful indoor plant or flower, a custom recognition plaque or something that you know is unique to them. Go the extra mile by really noticing someone’s space and what is important to them and try to give accordingly.

Intentional giving on a budget: Let’s face it, we can’t spend all of our hard-earned dollars on workplace gifts. Sometimes there is just no money in our budget to really show someone we work with how much we care. There are quite a few ways to show others how much you care in a meaningful and intentional way without spending a dime. Being and feeling seen for what we do at work is one of the greatest gifts. Sit down with a pen and paper and let each

person know what you individually appreciate about them or take the opportunity publicly to give a team or individual specific accolades for their accomplishments. Take a large piece of poster board around your workplace to gather messages from others. Everyone loves a card from the group. Simply put: Finding a way to sincerely recognize your colleagues can be the greatest gift.

It’s OK to ask: Look, sometimes we’re just plumb out of ideas. If you’re still stumped, don’t be afraid to ask the group for input! Who says it should be a surprise? By bringing everyone together to ask what they would love the most, you may find that you have some fresh ideas, and everyone will be invested in participating. Maybe as a group you

can come up with an experience or reward that will be fun and inclusive for all. Gather intel from other colleagues when buying gifts for someone individually — maybe they know that person’s favorite things. Going the extra mile here will make your gift intentional and unique, without a doubt.

Giving is important and meaningful. It doesn’t have to be materialistic. In fact, it’s much better if it’s intentional. These little moments of joy are important in our workplaces, our work life and with our colleagues, and as we continue to care about and recognize each other, we’ll create a better world around us.

Aja Macheel is the visual designer at Cactus & Tropicals in Salt Lake City and has been creating beautiful spaces along the Wasatch Front for over 15 Years.

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CHAMBERS OF COMMERCE

Listed Alphabetically

SALT LAKE
BUSINESS
JOURNAL **List**

Chamber Name Address	Phone Web	Number of Members	2023 Annual Membership Fees/Rates	Operating Budget	Year Est.	Membership Services & Programs	Top Local Executive
American Fork Chamber 31 N. Church St. American Fork, UT 84003	801-472-7467 americanfork chamber.org	330	\$150- \$15,000	\$350K	1946	Networking, business-to-business relations, community events, advocacy	Josh Walker Co-President Kristina Wesemann Co-President
Box Elder Chamber 6 N. Main St. Brigham City, UT 84302	435-723-3931 boxelder chamber.com	380	\$75-\$4,000	Proprietary	Early 1900's	Networking, advocacy, sponsorship opportunities, etc.	Monica Holdaway CEO
Cache Valley Chamber 5 Main St. Logan, UT 84321	435-752-2161 cache chamber.com	584	See Website	Proprietary	1920's	Certificates of origin, general problem-solving, marketing opportunities, networking opportunities & resources for business in our community	Jamie Andrus President/CEO
Cedar City Chamber 510 W. 800 S. Cedar City, UT 84720	435-586-4484 cedarcity chamber.org	370	\$40- \$20,000	Proprietary	1915	Business relationships & connections, advocacy, training, referrals, counseling, advertisement, etc.	Chris McCormick President/CEO
ChamberWest 3540 S. 4000 W., Ste. 240 West Valley City, UT 84120	801-977-8755 chamberwest.com	320+	\$350+	\$400K	1961	Business advocacy, business & civic leader engagement, board of directors, board of governors, annual awards gala, annual golf classic, legislative affairs committee, etc.	Barbara Riddle President/CEO
Davis Chamber of Commerce 450 S. Simmons Way, Ste. 220 Kaysville, UT 84037	801-593-2200 davischamberof commerce.com	500	\$500- \$12,000+	Proprietary	2001	Legislative Affairs, Women in Business, Leadership Institute program, military affairs, monthly luncheons, networking groups, Lakesiders ambassador group & ribbon cuttings, annual awards banquet, Business-to-Business Expo, Economic Summit, golf tournament, board of governors, etc.	Angie Osguthorpe President & CEO
Heber Valley Chamber 475 N. Main St. Heber, UT 84032	435-654-3666 gohebervalley.com	315	\$150-\$400	\$121,500	2012	Press opportunities, discounts, referrals, advertising, workshops, networking, etc.	Dallin Koecher Director
Holladay Business Advisory Board 4580 S. 2300 E. Holladay, UT 84117	385-429-2921 holladay chamber.com	Proprietary	All city businesses	Proprietary	2003	See website	Jason Woodland 9-member Exec. Board
Hurricane Valley Chamber 63 S. 100 W. Hurricane, UT 84737	435-635-3402 hvchamber.com	170	\$75-\$450	Proprietary	*	Business promotion, business education, free advertising on chamber website, FB page, newsletters, etc. Promotional opportunities, monthly luncheons, networking opportunities, referrals	Kris Smedley
Murray Area Chamber 5411 S. Vine St., No. 3B Murray, UT 84107	801-263-2632 themurray chamber.com	120	\$600- \$50,000	Proprietary	1948	Business education & updates. Free ads on chamber website, FB page, newsletters, etc. Business promotional opportunities, referrals, networking opportunities, etc.,	Matt Gibbons President
Ogden-Weber Chamber 2380 Washington Blvd., Ste. 290 Ogden, UT 84401	801-621-8300 ogdenweber chamber.com	912	\$225+	Proprietary	1887	Business connections, information, operational savings, promotional opportunities, legislative connections, etc.	Chuck Leonhardt CEO/President
Park City Chamber/Convention & Visitors Bureau 1850 Sidewinder Drive, Ste. 320 Park City, UT 84060	800-453-1360 visitparkcity.com	1,000	Varies	\$14M	1981	Exposure to visitors, website listings, B2B referrals, communications, government affairs, events, professional development	Jennifer Wesselhoff President/CEO
Pleasant Grove-Lindon Chamber 70 S. 100 E. Pleasant Grove, UT 84062	801-922-4540 pglindon chamber.org	210	\$100- \$5,000	Proprietary	1921	Marketing, network with local businesses, etc.	Eric Jensen President/CEO
Point of the Mountain Chamber 225 E. State St. Lehi, UT 84043	801-901-6664 thepoint chamber.com	320	See Website	Proprietary	*	Business networking, online visibility, advocate for cities, legislative issues, educational & training, motivational speakers, promotional with sponsorship opportunities	Mark Welcker President/CEO
St. George Area Chamber 136 N. 100 E., St. George, UT 84770	435-628-1650 stgeorge chamber.com	900	\$375- \$1,071	Proprietary	1954	Advertising & marketing, business & professional services, commercial & residential services, etc.	Shawn Christensen President/CEO
Salt Lake Chamber 201 S. Main St., Ste. 2300 SLC, UT 84111	801-364-3631 slchamber.com	Proprietary	\$1500	Proprietary	1887	Leadership programs, professional development, speakers bureau, advertising opportunities, sponsorship opportunities, certificates of origin	Derek Miller CEO
South Salt Lake Chamber 2531 S. 400 E. South Salt Lake, UT 84115	801-466-3377 sslchamber.com	300	\$200+	Proprietary	1952	Business & civic leader engagement, board of directors, annual golf touney & awards banquet, networking & visibility, business growth thru involvement, business open houses	Gary Birdsall President/CEO
South Valley Chamber 9800 S. Monroe St., Ste. 806 Sandy, UT 84070	801-566-0344 southvalley chamber.com	486	\$500- \$15,000	Proprietary	2019	Business Institute, Business Accelerator Academy, Women in Business network, Leadership South Valley, Young Entrepreneurs Academy, Silicon Slopes Sandy/Draper Chapter, Executive Forums, In the Know series; Titan Awards; Peak Awards; golf tournaments; Business After Hours	Jay Francis President/CEO Rob Brough Chairman
Spanish Fork Area Chamber 67 E. 100 N. Spanish Fork, UT 84660	801-798-8352 spanishfork- chamber.com	Proprietary	\$250- \$7,500	Proprietary	*	Networking, marketing, promotions, etc.	Kathleen Leavitt President/CEO
Sugarhouse Chamber & Community Alliance P.O. Box 530356 SLC, UT 84152	801-448-7292 sugarhouse chamber.org	100	\$300- \$600	20K	1940's	Advocacy, large scale marketing campaigns, video services, "Business Beet", highlight businesses, "Sugarhouse Rocks concerts" in Monuments Plaza	Brandon Hill Erika Wiggins Co-chairs
Utah Valley Chamber 2696 N. University Ave., Ste. 220 Provo, UT 84604	385-482-2555 thechamber.org	510	See website	\$660K	1985	A member-driven organization whose mission is to build relationships, advocate principle-based public policy, & promote business & community prosperity	Curtis Blair President/CEO



SOUTH VALLEY CHAMBER

What We Do:



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



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



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



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

Who We Are:

The South Valley Chamber of Commerce (SVC) is committed to Connecting, Educating, Advocating, and Growing for businesses.

Check Us Out
southvalleychamber.com
 or Call 801-566-0344

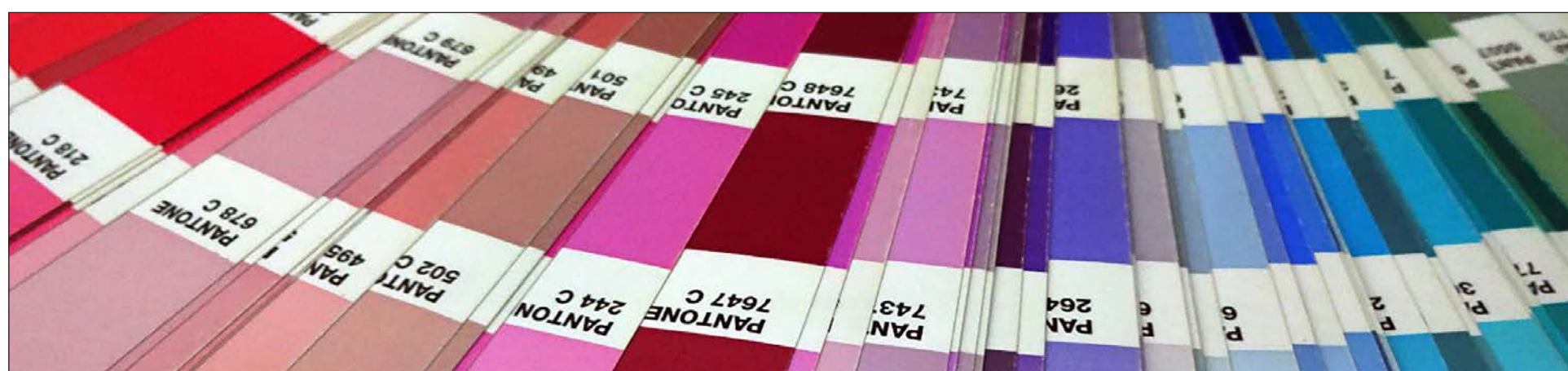


COMMERCIAL PRINTERS

Ranked by Number of Utah Full-Time Employees

SALT LAKE
BUSINESS
JOURNAL **List**

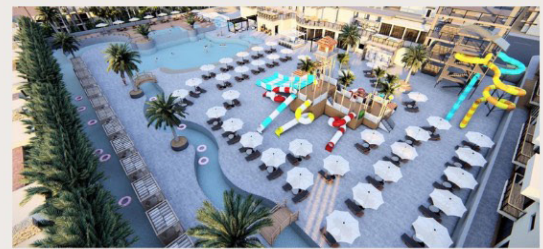
	Company Name Address	Phone Web	Gross Utah Sales 2022	No. of Utah Full-Time Employees	Year Est.	Services	Owner/ Manager/CEO
1	Hudson Printing Co. 241 W. 1700 S. SLC, UT 84115	801-486-4611 hudsonprinting.com	\$33M	200	1909	High-quality, high-volume, service-oriented commercial printer	Paul Hudson Steve Furlong
2	Peczuh Printing Co. Inc. 355 E. 100 S. Price, UT 84501	435-637-0256 peczuh.com	\$31M	115	1962	Print communications, packaging, mailing, fulfillment	Frank Peczuh Timothy Peczuh Partners
3	Liberty Press LLC 1180 N. Mountain Springs Parkway Springville, UT 84663	801-853-5353 libertypress.com	\$30M	110	1978	Commercial printing	Mark D. Oldham
4	Sun Print Solutions 2105 W. Printers Row West Valley City, UT 84119	801-972-6120 sunprint solutions.com	\$20M	86	1941	Commercial printing, digital printing, direct mail, packaging	Sara Deneau Jennifer Burrell
5	NorthStar Printing 131 W. 2050 N. Spanish Fork, UT 84660	801-798-7261 nsprinting.net	*	65	1990s	Full-service, volume print shop, offset printing	Neal Foster, Owner
6	Bell Printing and Design 901 E. Highway 193 Layton, UT 84040	801-771-1500 bellprinting.com	\$5M*	33*	1979	Full-service offset & digital printer, large format, promotional item printing, complete bindery solutions, single-to-full-color printing available as well as design	Mike Williams General Manager
7	Transcript Bulletin Publishing Co. 58 N. Main St. Tooele, UT 84074	435-882-0050 tooeleonline.com	\$2.75M	24	1894	Printing, publishing, banners & design	Bruce Dunn, President
8	Signature Press 155 N. Redwood Road, Ste. 2754 SLC, UT 84054	801-295-7009 sigpress.net	*	15	1994	Full-service commercial printer, apparel provider and swag producer	Rick Johnson
9	DUMAC Printing 2837 S. 600 W. SLC, UT 84115	801-328-8748 dumac.net	*	14	1953	Offset & digital printing, bindery, full- service mail house with addressing & inserting machines, mailing list acquisition & database management, fulfillment & marketing plan consulting	Randy Schoeck Owner
10	Carr Printing Co. Inc. 580 W. 100 N., P.O. Box 888 Bountiful, UT 84011	801-295-2321 carrprinting.com	\$250K	2	1890	Full-color print, bindery & mailing services	Lloyd B. Carr President
11	Utah Bank Note Co. Inc. UBN Printing Services 4100 S. West Temple SLC, UT 84107	801-262-0074 ubnprint.com	*	*	1935	General commercial printing, business forms, NCR forms	Rob Pannier
11	Salt Lake Mailing & Printing Service 1841 S. Pioneer Road SLC, UT 84104	801-974-7600 saltlakemailing.com	*	*	*	Printing, mail services, direct mail marketing, binding, mail list services	*
11	Minuteman Press 6743 S. 1300 E., Ste. 2 Cottonwood Heights, UT 84121	801-563-9900 minutman.com	*	*	2005	Graphic design, digital printing, offset printing, wide-format printing, signage, direct mail	*



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POPULATION

from page 1

Key findings from the research include the following:

- State-Level Results: In 2023, Utah experienced a slight decline in population growth, from 1.7 percent in 2022 to 1.6 percent in 2023.

- Net-Migration vs. Natural Increase: This year's state-level growth was primarily driven by net migration, accounting for 56 percent of new residents. Deaths declined sharply for the first time since the start of the pandemic; however, births also declined this year after increasing in 2022. These dynamics caused an increase in natural increase for the first time since 2013, totaling 24,431 and 44 percent of annual population growth.

- County-Level Results: Twenty-seven counties grew in 2023, with

approximately two-thirds of those counties driven by net migration. For the second year in a row, Iron County experienced the fastest population growth (3.7 percent) for a county with a resident population of over 5,000. Utah, Piute, Daggett, Rich, Juab, Kane, Washington, Wasatch and Tooele counties grew by over 2 percent. Utah County added the most population, totaling 22,063 new residents, over 39 percent of the state's population growth.

"We appreciate the opportunity to share locally informed estimates with the state and county each year," said Mallory Bateman, director of demographic research at the Gardner Institute. "Our data partners provide great context and insights into how our population is continuing to grow and change."

The full policy brief is available at the Gardener Institute website at <https://gardner.utah.edu/>.



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Is it possible to drive my business forward—securely?

EVOLVING CYBERSECURITY THREATS

In 2022, generative artificial intelligence (AI) went mainstream, and everyday people had easier access to create AI text, images, video, and more. And while AI can be a supportive tool, there are also reasons to be wary—largely when it's used to create threats targeted against individuals and businesses. Previously, bad actors needed coding, writing, and design skills to launch an intrusion attempt. But readily available AI tools can create more sophisticated attacks, lowering the barriers of entry for threats.

Companies should prioritize thoroughly reviewing their current security postures, implementing employee training initiatives, and securing guidance from a managed security service provider (MSSP). Comcast Business has the technologies and resources to help businesses protect themselves against cyberthreats. Security solutions such as Endpoint Detection and Response (EDR) provide real-time feedback on unfolding threats at the network edge. And applying Zero Trust Network Access (ZTNA) and Secure Access Service Edge (SASE) allows for continuous monitoring of activities within your network.

Contact us today to learn more about Comcast Business' managed security services, and let us help mitigate the challenge of keeping up with the rapid evolution in cybersecurity threats.

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“

Generative AI is enabling cybercriminals to scale attacks in terms of speed, volume, and variety.