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OF NOTE



Isn't it just Monopoly money?

The National Football league has a new most-valuable team. The recent sale of a minority share of the Philadelphia Eagles places the team's value at \$8.3 billion, surpassing the reported \$7.1 billion value of the Dallas Cowboys. That kind of makes the paltry sums that Ryan Smith paid for the Utah Jazz (\$1.66 billion) and the Arizona Coyotes, now the Utah Hockey Club (\$1.2 billion), seem like pocket change.

20-YEAR PROJECT TO BRING 316 JOBS

Williams plans \$1 billion expansion of Ogden plant

Brice Wallace
Business Journal

A jet engine maker will zoom forward with an expansion at its Ogden manufacturing plant, adding 316 jobs and investing more than \$1 billion in the project over the next two decades.

Williams International, based in Michigan, will get assistance from the state of Utah. The Governor's Office of Economic Opportunity board, at its December meet-

ing, approved a tax credit incentive of up to \$29 million over 20 years.

Founded in 1955, the company designs, manufactures and supports gas turbine engines. The privately owned company has had a factory in Ogden since 1978. The company has produced over 29,000 engines for the military and 8,000 engines for commercial operations with over 20 million hours of commercial fleet operation.

"Utah is a great place to do business, and GOEO's efforts are making it even

stronger," Gregg Williams, the company's chairman, president and CEO, said in a prepared statement. "Growing in Weber County grants us the opportunity to expand our existing footprint, while offering high-quality jobs and allowing us to proudly remain one of the largest employers in Ogden, Utah."

Williams has produced the majority of engines for light and very light business jets in the world, as well as all the engines for America's long-range cruise missiles. At its manufacturing facilities, aluminum ingots and other raw materials enter one end and finished engines exit the other.

The newest state incentive is the third for the company. It was approved for an expansion incentive of up to \$18.9 million in 2004, tied to the creation of 153 jobs in a \$43.9 million project. In 2020, it was approved for an incentive of up to \$6.8 million to add 300 jobs in Ogden in a \$60 million, 100,000-square-foot project involving the move of production from a Mexican facility shut down due to a fire. The incentives are part of the state's Economic Development Tax Increment Financing program.

John Sordyl, the company's executive vice president of customer experience, told the GOEO board that the EDTIF in 2004 "was a key factor in our decision to bring an expansion to the Ogden plant."

"And that expansion was extremely successful," he said. "It brought significant growth to Williams and to Ogden and really helped develop that factory into one of the crown jewels of aerospace manufacturing in the nation."

"You've been a great partner to Utah and we look forward to your expansion here," replied Jesse Turley, acting GOEO board chair.

Jim Grover, GOEO's managing director of economic growth, noted that GOEO (first under the name Governor's Office



Technicians assemble an FJ33-5A turbo fan jet engine at the Williams International manufacturing plant in Ogden. The Michigan-based company plans to create 316 jobs over the next 20 years in a \$1 billion expansion project in Ogden, where it has had a plant operating since 1978. Photo courtesy of Williams International.

SLC announces three options to rebuild ballpark neighborhood

Brice Wallace
Business Journal

Salt Lake City has one, two, three options out for an old ballpark.

Three scenarios for the future of the Smith's Ballpark location at West Temple and 1300 South have been announced by Mayor Erin Mendenhall and other city leaders. One keeps the current ballpark structure in its entirety, one completely eliminates it, and one retains a portion of the building.

The concepts for the 13.5-acre "Ballpark Next" redevelopment will be whittled down to one early in 2025. The city's Redevelopment Agency (RDA) board of directors recently received the concepts

from Perkins&Will, an agency that has led the design effort since being selected earlier this year. After a winning concept is decided, the RDA is expected to release a request for proposals (RFP), inviting developers to propose how they would complete Phase 1 of the project.

"This is a once-in-a-century opportunity to breathe new life into one of Salt Lake City's most family-centric spaces while staying true to the heart of the Ballpark neighborhood," Mendenhall said. "We've worked side by side with residents to ensure their voices are guiding this transformation. Their ideas are shaping a future that strengthens community

see BALLPARK page 7

see WILLIAMS page 12

EDITOR'S NOTE

Today's issue of the *Business Journal* contains news and features designed to cover the next two weeks so that our staff may celebrate the holidays with their families. Our next issue will publish on Jan. 6, 2025. The *Business Journal* staff and management wish our readers happy holidays and a prosperous new year.

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NEWS

Utah ranks No. 1 among U.S. states for innovation capacity and outcomes

Utah's broad innovation ecosystem ranks high among U.S. states across various measures. A new report from the Kem C. Gardner Policy Institute at the University of Utah, co-led by the Economic Development Corporation of Utah (ED-CUtah), shows the characteristics contributing to Utah's success include the state's higher education institutions, a well-trained workforce, social infrastructure, collaboration among innovation ecosystem actors and a culture of innovation.

"As we researched Utah's broad umbrella innovation ecosystem, we learned that Utah ranks at or near the top among U.S. states across various innovation attributes," said Nate Lloyd, director of economic research at the Gardner Institute and lead author of the report. "And with specific industry-aligned innovation ecosystems in Utah now identified, this initial evaluation highlights opportunities for their continued maturity and success."

Utah ranks first among U.S. states for innovation capacity and outcomes. The Innovation Intelligence Index (I3), produced by the Indiana Business Research Center, measures core attributes of innovation using five "core indices" or com-

ponents: human capital and knowledge creation, business dynamics, business profile, employment and productivity and economic well-being. Utah ranks sixth or better in each of these attributes.

Besides Utah's broad innovation ecosystem, five industry-aligned innovation ecosystems exist in Utah at various levels of maturity: aeronautics; space exploration and defense; energy production; finance, fintech and headquarters; health care and life sciences; and technology and information systems.

Potential strengths common across many of Utah's industry-aligned innovation ecosystems include human capital development (especially through higher education institutions), social "infrastructure" such as social capital and networks, industry associations and collaborative ecosystem actors and Utah's culture of innovation and entrepreneurial mindset.

Potential gaps offer innovation ecosystem actors opportunities to develop the ecosystems further. Potential gaps common across a few industry-aligned innovation ecosystems include a lack of physical infrastructure (incubation space/labs, mature innovation hubs/districts, research

facilities, etc.) and a lack of venture and other capital. In particular, attracting venture capital for the aeronautics/space exploration/defense, energy production, and health care/life sciences ecosystems has been challenging over the years.

"EDCUtah's research team was pleased to collaborate with the Gardner Institute on this study — a project that demonstrates what can be accomplished when we work together as 'Team Utah,'"

said Scott Cuthbertson, president of ED-CUtah. "The report showcases the dynamic business ecosystems in our state and will be a valuable resource for entrepreneurs, investors, policymakers and corporations looking to understand Utah's diverse economy and innovation landscape."

The full report is available online at the Gardner Institute website, gardner.utah.edu.

Trucordia acquires Archibald Insurance

Trucordia, a Lindon-based insurance brokerage formerly known as PCF Insurance Services, has acquired Archibald Insurance of Richmond, Midlothian and North Chesterfield, Virginia.

"We're excited to welcome the Archibald Insurance team to Trucordia and look forward to their continued growth," said Trucordia CEO Felix Morgan. "Their client-centric focus aligns with our values as a people-focused organization, and they share our vision to reach new heights together."

Archibald Insurance offers a wide selection of insurance coverage solutions for individuals and businesses. By joining Trucordia's integrated organization, the Archibald team and its clients will benefit from expanded coverage solutions, more competitive pricing and value-add services like in-house risk management and claims advocacy, Morgan said.

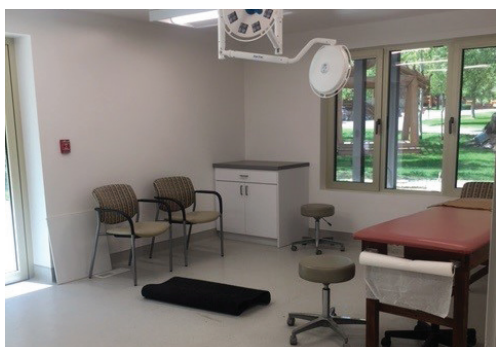
Trucordia is the group name for the top-20 U.S. insurance brokerage, now with more than 5,000 team members across the United States.



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Provo's Hypercraft announces seven-year expansion plan, to grow by 183 jobs

Brice Wallace
Business Journal

A company producing electric drive systems for racing, defense, marine, street and commercial vehicles will grow by 183 employees over the next seven years.

Provo-based Hypercraft Inc. made the announcement after being approved for a tax credit incentive of nearly \$2 million over seven years through the state's Economic Development Tax Increment Financing (EDTIF) program. The Governor's Office of Economic Opportunity board approved the incentive at its December meeting.

Brian Bowers, the company's president, said many of the jobs will be focused on software, technical engineering and other technology, with others expanding the manufacturing capabilities and facilities of the company.

"We are very grateful for the support we have received from EDCUtah (the Economic Development Corporation of Utah) and the Governor's Office of Economic Opportunity as we continue to grow and scale our business, technologies and employee base here in Utah," Jake Hawksworth, CEO, said in a prepared statement.

The company website indicates Hypercraft's goal is to make electric vehicle technology available to everyone. It supplies complete, plug-and-play electric drive systems for customers including chassis fabricators; custom and restomod shops; manufacturers of automobiles, boats, off-road, powersports and racing vehicles; fleets; small equipment "and anything in-between," it says.

Hypercraft was founded three years ago and is located at the Provo Towne Centre mall.

"This has been just a great place for us to grow and develop this business and to assemble and build these systems that are technically complex and has allowed us to actually develop some technology that's very cutting-edge," Bowers told the GOEO board.

The next opportunity for the company is smart mobility and technologies that people are seeing in consumer autos that are not available to middle-market or smaller vehicle makers, he said.

The company was boosted in February 2023 by raising \$6.5 million in seed funding, led by RevRoad Capital, also based in Provo.

The new jobs are expected to pay an average of \$126,571. Total wages over

seven years are projected at more than \$92.6 million, and new state tax revenue is estimated at \$9 million during that time. The project's capital investment is nearly \$39.3 million.

"We're excited to see what you can do," Jesse Turley, acting chair of the GOEO board, said to Bowers after the incentive approval.

"Utah is driving innovation in the electric vehicle industry, shaping the future of sustainable, eco-friendly transportation," Ryan Starks, GOEO's executive director, said in a prepared statement. "Our commitment to advancing research and production ensures Utah is leading the charge in manufacturing technology and innovation. Companies like Hypercraft are driving this progress, serving as hubs for groundbreaking solutions that will power a more sustainable future."

"We are thrilled to celebrate Hypercraft's expansion in Utah," said Scott Cuthbertson, president of EDCUtah. "Its innovative advanced propulsion technology is revolutionizing the automotive industry and will be right at home in the Beehive State as a growing company cre-

actively solving the challenges of our day."

GOEO does not provide upfront cash incentives. Each year that an incentivized company meets the obligations in its contract with the state, it will qualify to receive a portion of the new, additional state taxes the company paid to the state.

RETRACTION

In the "Law Focus" section of the *Business Journal* issue of Oct. 28, we published an article titled "New Utah laws in 2024: Transforming business, workforce and sustainability" that contained a number of factual errors. The article was written using research from an AI engine which returned the erroneous information. The *Business Journal* regrets any confusion or concerns that the article may have created and advises its readers not to rely on any information contained therein.

New Utah law allows Lyft to launch exclusive benefit for Utah drivers

Utah-based drivers for rideshare platform Lyft will have a new benefit beginning Jan. 1. Under a first-of-its-kind program administered by benefits technology company Stride, Lyft will contribute a market-leading 7 percent of eligible drivers' quarterly earnings (including bonus but excluding tips) into the drivers' Stride Save account for them to pay for benefits like health, dental and vision insurance; save for retirement; or cover paid time off. The one-year, opt-in program for Utah drivers is a first for the rideshare industry.

"Drivers on Lyft are mothers, fathers, caregivers, entrepreneurs and immigrants. They turn to rideshare for economic mobility and to fulfill their dreams," said Jeremy Bird, Lyft's executive vice president of driver experience. "We want them to succeed off the platform as well, which is why we are partnering with Stride on this important program. Together, we'll be able to help drivers access health insurance, paid time off, and more, without being tied down to a single company. Flexible, independent work with access to a strong safety net is the future of the Lyft platform, and we're excited to see how drivers take advantage of this program."


To qualify for the 7 percent contribution, drivers must achieve "Elite" Lyft Rewards status by the end of the first month of the quarter. They then must maintain the status for the remainder of the quarter. Those who qualify are invited to open a Stride Save account. These accounts, which leverage the Mastercard network, integrate drivers into the Stride benefits

ecosystem, allowing them to set personalized goals to meet their financial needs and then allocate contributions to specific benefits, including transferring money into other existing benefits accounts.

"Lyft is leveling up independent workers' access to affordable benefits with our technology and their market-leading contributions rate. This marks another step forward in improving our country's outdated benefits system that excludes millions of Americans who desperately need benefits like health insurance and retirement savings. I'm excited for the independent rideshare drivers on their platform who will receive this unparalleled financial security in Utah," said Noah Lang, CEO and co-founder of Stride.

The program was made possible by the passage of SB233 in the Utah Legislature, which allows app-based companies like Lyft to provide more benefits to drivers while protecting their flexibility as independent contractors.


"The partnership between Lyft and Stride represents a significant milestone for Utah's independent workforce. By implementing innovative programs like this, we're building on the foundation established by SB233 to ensure independent contractors can access critical benefits without sacrificing the flexibility that draws them to these careers. This initiative demonstrates how public-private collaboration can empower workers and create solutions that meet the demands of a modern, dynamic economy," said Utah State Sen. John D. Johnson, (R-North Ogden).




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Pleasant Grove's Alianza acquires Microsoft's Metaswitch business

Alianza Inc., a cloud communications platform for service providers located in Pleasant Grove, has announced it has signed a definitive agreement with Microsoft to acquire Microsoft's Metaswitch brand. Metaswitch is Microsoft's high-performance communications software.

The acquisition will give Alianza a combined customer base of more than 1,000 communications service providers, including 19 of the top 20 global operators, as well as a comprehensive portfolio of services that will streamline cloud-orchestrated, AI-powered communications for its clients, the company said in a statement.

"Alianza's commitment to innovation and customer experience sets a strong foundation for Metaswitch customers to continue to grow their business," said Yousef Khalidi, Microsoft's corporate vice president. "The telecommunications industry remains a priority for Microsoft, and we will continue to empower telecom operators to modernize, monetize and innovate through our secure AI platform. As we advance our cloud platform and AI capabilities, partners like Alianza are crucial for providing support to our mutual customers."

With the integration of Metaswitch's voice and communications software services, IP protocol and engineering talent, Alianza will provide operators industry-wide with benefits that include revenue growth, deployment flexibility, operational simplicity and product innovation.

"The acquisition of Metaswitch is about resetting the playing field and enabling service providers to reassert their market leadership," said Brian Beutler, founder and CEO of Alianza. "The Alianza cloud communications platform empowers operators to monetize network investments through improved customer experiences and the delivery of modern, high-margin communications service offerings."

The transaction is expected to close in the first quarter of 2025. Financial details were not disclosed.

Kaysville's OptConnect buys Dutch company through European division

Capestone, a mobile networking platform based in Leiden, Netherlands, and a division of Kaysville-based wireless communications company OptConnect, has acquired Next Era, a France-based, specialized niche distributor of 4G, 5G and mobile networks in Europe. Capestone adds more than 250 channel partners and customers in France, Southern Europe, Germany, Switzerland, Austria and the Middle East, the company said.

In addition to expanding its sales channel, Capestone will partner with specialists in new growth verticals, such as 5G private networks, 5G push-to-talk, 5G critical communications and 5G communication solutions for airports, according to the acquisition announcement.

"This acquisition demonstrates OptConnect's continued commitment to expanding our global footprint and delivering exceptional IoT and 5G solutions to our customers," said Chris Baird, president and CEO of OptConnect. "By uniting the experience of Capestone and Next Era, we are not only strengthening our presence in EMEA but also creating an opportunity to lead in the IoT and 5G industries worldwide."

"We are thrilled to welcome our new

partners and customers across France, Southern Europe, DACH, and the Middle East into the Capestone family," said Jos Ouwerkerk, managing director of Capestone. "By combining Capestone's comprehensive IoT and 5G solutions with the specialized experience of Next Era, we're unlocking even greater possibilities for innovation and growth across the EMEA region."

Next Era, founded in 2008, is headquartered in Plassay, France, and focuses on supporting mission-critical and business-critical partners and customers with best-in-class devices, accessories and solutions for the public safety, industrial, security, utility, transport and services segments, according to Ouwerkerk.

"Joining Capestone is an exciting new chapter for us and for our partners," said Xavier Tual, general manager of Next Era. "Our customers now have access to a bigger organization with a broad suite of IoT and 5G hardware, connectivity and value-added services, creating exceptional solutions for their unique needs. We look forward to leveraging Capestone's scale and experience to bring even greater value to our partners and clients across the 5G landscape."

Becklar restructures ownership

Ogden-based safety and monitoring solutions provider Becklar has a new ownership structure led by Boston-based private equity firm Graham Partners. Under the new ownership arrangement, Becklar management and existing private equity partner BV Investment Partners will both sell substantial ownership stakes, making Graham the new lead investor.

Graham Partners focuses on investing in technology-driven companies that are spurring innovation in advanced manufacturing and industrial technology.

With over 40 years of experience in fire and security detection, event monitoring, live video intervention, remote guarding, personal emergency response systems and lone-worker safety, Becklar has established itself in the safety and security industry. The company's connected safety ecosystem, its patented AI-driven engagement platform, solutions suite and network of eight central stations redundantly located throughout the U.S. and Canada, have made it a major player in the safety industry.

"Becklar's investment from Graham

Partners is a pivotal moment for our company," said Steve Richards, CEO of Becklar LLC. "Our new partnership will enhance our ability to innovate further, add new use cases and markets, increase our scale and enable Becklar to deliver even greater value to our partners and enterprise customers across North America and eventually Europe. We are excited to join forces with Graham, whose resources and experience will seek to propel Becklar into our next phase of growth."

"Becklar's commitment to protecting life, property and enhancing safety through their innovative solutions makes it an ideal fit for our portfolio," said Rob Newbold, managing principal at Graham Partners. "We are thrilled to collaborate with their talented team to build on their strong foundation and unlock the next phase of growth, expansion and innovation."

Under the new ownership, Becklar will continue to operate from its headquarters in Ogden with its current leadership team. Financial terms of the transaction were not disclosed.



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Work Daze

The office holiday party: Get fired up or get fired

It's the biggest office party of the year — the annual holiday extravaganza where even the most remote remote workers drag themselves back to the workplace to celebrate with bad food, fake comradery and fun with a capital F.

And — oh yes — firings. Firings have a capital F, too.

It's true! Employees go to the party, ready for fun, and come out, ready for unemployment. All it takes is a simple slip, such as being too friendly with your manager's partner or not friendly enough with your manager's executive assistant, and before Santa comes down the chimney, you'll be out the door.

According to TollFree-Forwarding.com, "Google searches for 'Holiday Office-Party Etiquette'

have spiked, with a 917 percent increase this quarter in searches for 'Work Christmas Party.'"

The reason for this frenzy of searching is obvious: "Employees are worried about embarrassing themselves at in-person events." (Frankly, I'm surprised someone can be so worried about such a short time period. People like you and me embarrass ourselves all year 'round.)

One interesting result from the survey, which will shock absolutely no one, is the fact that the definition of bad holiday party behavior differs greatly when you compare men and women. For example, 27 percent of men think flirting is acceptable, while only 7 percent of women agree. Men are also more likely to swear (28 per-

cent) and shout (19 percent) at work parties compared to 12 percent and 5 percent of women. I imagine the women are swearing and shouting at the 27 percent of men who are dish-ing out the unwanted flirting, but you never know. Or maybe you do.

Other interesting statistics include the fact that 20 percent of men think talking about their sex lives over a flagon of wassail is totally acceptable, while 94 percent of women would rather let the mystery be. And what should come as no surprise at all — men are about twice as likely to spend party time gossiping.

Really, they're just flibbertigibbets, these men. Or, in today's tech-obsessed world, maybe a better description would be flibbertigibbotts.

Since you know that you won't be gossiping, or flirting or blabbing about your sex life, what can you say and do at your company's holiday party? Here are my suggestions:

No. 1: Talk to the Little People.

Let your co-workers make fools of themselves, cosplaying the C-suiters. You talk to the "Little People" — the Christmas elves who populate the lowest rings of the org chart. These are the bitter admins in HR and the junior IT droids, people who will appreciate the attention and — never forget — can make your life hell in the coming year.

"I appreciate the way you drag your feet when responding to my vacation requests and laugh at me when I can't understand how to use my phone," you could say. "You give me the gift of humility."

No. 2: Avoid the Big People.

The Little People can't fire you for making an etiquette boo-boo, which is definitely not the case with the denizens of Mahogany Row, who consider even the slightest reason to reduce headcount a gift beyond measure.

If, despite your best intentions,

you find yourself in conversation with a higher-up, protect yourself by utilizing the very best business jargon you can make up. Make yourself look like executive material by name-dropping nonsense, such as "organic divisionality" and "paradigmatic algorithmic sell-through" and, of course, absolutely anything to do with "AI," whatever that is.

No. 3: Eat as much as you can as fast as you can.

Restraint is a common theme when searching for advice on holiday parties. I recommend restraining the restraint. What better way to show your enthusiasm for the company than eating a whole tray of pigs in a blanket while your horrified co-workers look on? You will forever be known as the pigs-in-a-blanket dude, which isn't good, but it is a lot better than being known as the cheated-on-their-expense-account gal or the sunk-the-whole-southwest-sales-initiative guy.

No. 4: Have an out.

Bad office parties can happen to good people. Do not enter the party without an exit plan. If you're unwilling to use the old standbys, such as passing out from too much kombucha or dropping in a dead faint in the presence of the CEO, arrange to have a friend call you with an emergency that demands your attention.

Even the most coldhearted manager will have to be sympathetic to a report that your budgie has escaped or your toaster has exploded.

If you don't have anyone who will handle this for you, send me your numbers and I'll do it. Consider it my gift to you. Meanwhile, please pass the pigs in a blanket.

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

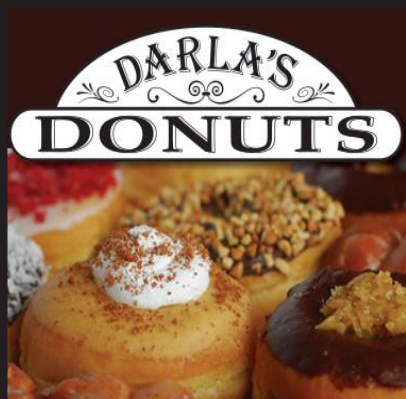
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BOB GOLDMAN

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BREAKTHROUGH OF THE YEAR

Foundation of new HIV drug laid in labs at University of Utah

A new long-lasting prophylactic HIV drug, the foundation for which was developed at the University of Utah, has been named the Breakthrough of the Year by the scientific journal *Science*. Initial foundational research for the drug lenacapavir, developed by Gilead Sciences, was done by Wesley Sundquist, the Samuels Professor and chair of biochemistry at the UofU.



Wesley Sundquist

Lenacapavir provides protection from the HIV virus for six months instead of one day and has performed extremely well in clinical trials.

Sundquist's research focuses on understanding how the HIV virus is built on a molecular level and how it interacts with the body to infect and spread through cells. By purifying and analyzing

the protein shell that surrounds the virus's genetic material, Sundquist's team discovered what the shell looks like and how it's put together. Importantly, the research team found that the virus's shell is highly sensitive to changes. Making even small tweaks to the proteins that make up the shell stopped the virus from replicating as quickly, which suggested that drugs that affect the protein shell could prove to be effective.

These insights prompted pharmaceutical company Gilead Sciences to search for drugs that target HIV's protein shell, with Sundquist as a consultant. They ultimately developed lenacapavir, which binds the viral protein shell, preventing it from assembling properly and productively entering the nucleus of host cells. The drug is now used as a second-line treatment for HIV when the virus is already resistant to multiple other drugs.

But lenacapavir's standout potential is for preventing HIV entirely.

"Lenacapavir Phase Three clinical trials for the prevention of HIV transmission have been spectacularly successful," Sundquist said. "It's more potent than any drug available, but more importantly, it's very long-lasting and effective."

While other pre-exposure prophylactics (PrEP) against HIV have to be taken every day, a dose of lenacapavir provides protection for six months. Especially in contexts where people have limited access to medical care, the longer duration of lenacapavir leads to a marked difference in outcomes.

In large clinical trials in South Africa and Uganda, not one of the more than 2,000 women who received a dose of lenacapavir contracted HIV over the course of the study. Follow-up trials in other populations, including men and nonbinary people, have confirmed the drug's efficacy.

"Lenacapavir almost completely prevents the transmission of HIV into at-risk populations," Sundquist said. "This is just an amazing result."

Despite its impacts on human health, Sundquist sees his lab's work as motivated primarily by discovery. "We're driven by curiosity to discover things that we don't understand," he said. "It's not so different from other kinds of adventures. The same thing that drives people to climb mountains drives us to discover how molecular machines work."

Utah renters urged to use 'underutilized' refund program

Katie McKellar
Utah News Dispatch

With the deadline fast approaching on Dec. 31, low-income advocates want Utah's seniors and others who are eligible for the state's Circuit Breaker Renter Refund program to claim their 2023 refunds if they haven't already.

Named after an electrical circuit breaker that's meant to prevent an electrical circuit from being overloaded, the program is meant to prevent low-income Utahns from being overloaded by rent or property taxes. Those who qualify can receive up to \$1,259 in rent relief and the application may only take 20 to 30 minutes to submit.

That's according to Jerry Schmidt, a retired senior services caseworker who, along with other low-income advocates, called a news conference at the Utah Capitol recently to raise awareness of the program, which they said is "underutilized" because many of those who could benefit from it most may have no idea that it exists.

There are two prongs to the Circuit Breaker program — one for renters, and one for homeowners. The homeowner low-income abatement tax credit (including those who own mobile homes) offers

a tax credit for property tax relief, but the deadline for those applications came and went on Sept. 1.

However, there's still time for rent relief applications, until the end of the month.

"I've seen firsthand the benefits of the Renter Refund program," Schmidt said. "The Circuit Breaker program is a great program that gives vital assistance to people in need, but publicity for the program has been lacking for a variety of reasons."

He pointed to a 2022 report by the University of Utah's Kem C. Gardner Policy Institute, which found only 20 percent of Utahns who qualified for it that year (about 12,500 taxpayers) actually claimed it. The other 80 percent (about 50,000) were eligible but did not file to receive the benefit. Only a fraction of those who qualified, however, were renters.

Since then, participation has increased, but renters continue to be a small share. In 2023, only 2,821 households received rent relief through the program statewide, according to a document Schmidt shared showing participation figures. That's compared to 41,787 homeowners that received property tax relief through the Circuit Breaker program.

To qualify for the rent relief program ahead of the Dec. 31 deadline, you must be:

- A renter in 2023;
- Your 2023 income was less than \$40,840;
- You were a Utah resident for the entirety of 2023;
- You are either 66 years of age (as of Dec. 31, 2023) or an unmarried surviving spouse, regardless of age;
- You aren't claimed as a dependent on someone else's tax return.

Schmidt emphasized that renters of a variety of home types (homes, apartments, manufactured homes, trailers) can benefit.

"The (Utah) Tax Commission has made it extremely easy to apply," said Schmidt, who took it upon himself to make an instructional video and post it on Youtube to help seniors navigate the Utah State Tax Commission's website and file their applications.

Applicants can either complete an online application using the state's Taxpayer Access Point website, or complete, sign and submit a TC-90CB form with the Tax Commission either in person or by mail.

More information is available at the Utah State Tax Commission's website or from a Circuit Breaker processing agent by telephone at 801-297-6254.

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BALLPARK
from page 1

and creates a space we can all be proud of for generations to come."

The concept that keeps the stadium in place, dubbed "Preserve," uses the ballpark as a centerpiece for a year-round venue for professional, amateur and community sports. It also features a neighborhood that could support space for perhaps a farmers' market, festivals along West Temple, and retail spaces on the ground floor of the stadium along 1300 South and West Temple. A regulation soccer field is also included.

An "Adaptive Reuse" concept retains only the western part of the stadium as the site becomes a hub for arts and culture. The stadium would be reworked to serve as a venue for performances and community events. Retail businesses would occupy the stadium's ground floor. West of the stadium would be a festival street along West Temple. East of the stadium would be fields for gatherings and festivals and for the neighborhood to enjoy when events are not taking place.

The "Nature" concept ditches the stadium entirely in favor of a place with ecology and nature as the focus. Option documentation describes it as offering "a peaceful retreat, promotes outdoor fun, and connects the community to nature." It also says the site would feature "a procession of park spaces" and that it "embeds

civic, commercial and residential life in unison with the natural world."

The concept "daylights" the three creeks running beneath 1300 South and includes tree-lined streets, bike paths and "pocket parks" that offer recreational opportunities. The current baseball field would be the site of a "Ballpark Square" with a cultural center, and a residential court would be among elements at the south end of the redevelopment.

In each concept, the existing parking lot north of the stadium would become a parking garage and a food hub/product market. In two concepts, it also would include arts and culture workshop spaces. All three concepts also call for a library, community/fitness center and fire station east of the existing stadium.

"Community feedback has been the backbone of this project," said Lauren Parisi, project manager for the RDA. "Each of these scenarios showcase how thoughtful design can honor the neighborhood's history while reimagining the Ballpark as a cornerstone of Salt Lake City's future."

The ballpark site and nearby parking lot will become available because of the Salt Lake Bees' move to Daybreak Field at America First Square in South Jordan. The under-construction stadium is expected to be ready for the Bees' 2025 home opener April 8. Baseball will be played at Smith's Ballpark in 2025 by the University of Utah while a new on-campus baseball stadium is built.

Details about Ballpark Next are at ballparknext.com.



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NEWS

Bamboo report: Pay raises down 42% since 2022; 40% didn't get raises at all

BambooHR, a cloud-based human resource platform headquartered in Draper, has released its annual study of worker sentiment concerning compensation, revealing that 40 percent of salaried workers haven't received a salary increase. For the 60 percent who did, the average increase was 3.6 percent, marking a continued decline from 4.6 percent in 2023 and 6.2 percent in 2022 — a 42 percent decrease over two years.

The annual BambooHR report is titled "The Great Pay Divide: Compensation Trends for 2025."

"When basic needs outside of work are put at risk, you'll start to see employees lose focus on the job and even search for opportunities that can help them better stay afloat," said Anita Grantham, head of HR at BambooHR. "While it's not uncommon for savvy business leaders to cut costs in difficult economic times, that has to be weighed against the strain the business might experience if you lose high-performing employees due to stagnant wages."

Further analysis of compensation data shows discrepancies continue across various populations, like manager versus individual contributor:

- One-third (33 percent) of employees feel dissatisfied about their current financial remuneration — an increase from 23 percent last year — and 50 percent struggle to make ends meet due to

rising costs.

- Fifty-six percent of individual contributors feel senior employees lack an understanding of living on a typical wage.

Forty-two percent of C-suite employees feel extremely valued by their company, whereas only 12 percent of individual contributors feel the same, while over half (55 percent) of employees think their company's CEO is overpaid.

Men are more likely to receive raises, receive bigger raises, and feel more secure and satisfied regarding their compensation. Sixty-four percent of men received a salary increase in the past year, compared to 55 percent of women. Men's average increase was 4.8 percent compared to women's 2.7 percent.

Employees in different stages of their careers have differing expectations and attitudes toward compensation, reflecting other multigenerational workforce trends. Despite lower overall compensation, Gen Z workers report the highest satisfaction rates at 79 percent, compared to 70 percent for all other generations.

Sixty-two percent of millennials report actively seeking new job opportunities, followed by Gen Z at 54 percent, Gen X at 48 percent and only 31 percent of baby boomers.

"The Equal Pay Act requires work-

ers to be given equal pay for equal work, regardless of their gender or identity. Today's workplaces thrive on transparency and fairness and nothing erodes team cohesion faster than discovering unequal pay for the same work," said Alex Bertin, director of total rewards at BambooHR.

"With modern compensation software and benchmarking readily available, companies have all the resources they need to ensure fair pay across their organization. Leaders who choose not to use these tools leave themselves open to wage gaps."

VanTrust to build WVC warehouses

VanTrust Real Estate, a Kansas City, Missouri-based real estate development company with a regional office in Salt Lake City, has acquired 32 acres in West Valley City, where it plans to build four industrial warehouse buildings.

The site, near railroads, interstate highways and other transportation access, will accommodate four buildings that will provide 600,000 square feet of new Class A industrial space, according to a VanTrust announcement. According to Tom Freeman and Travis Healy of Colliers, the leasing team VanTrust has hired to market the buildings, there is consistent demand for space in this area due to its strategic position in the Salt Lake Valley, and because the area is one of the fastest growing and has one of the strongest economies in the country.

"We are thrilled to have acquired this advantageously located site on which to build new industrial warehouses," said

Chris McCluskey, VanTrust's executive vice president of development in its Salt Lake City office. "One of our specialties at VanTrust is industrial properties, and we are excited to add this tremendous location to our portfolio."

VanTrust anticipates construction on the first two buildings will start in late spring 2025 and be ready for delivery one year later. Construction timing on the second two buildings is still to be determined. Specific tenants for the warehouses have not yet been identified.

In addition to its Kansas City headquarters and Salt Lake City office, VanTrust has regional offices in Columbus, Ohio; Dallas; Phoenix; and Jacksonville, Florida. VanTrust has developed more than 68 million square feet of office, industrial, multifamily, science and technology and mixed-use development. The company has more than \$7 billion of product nationwide.

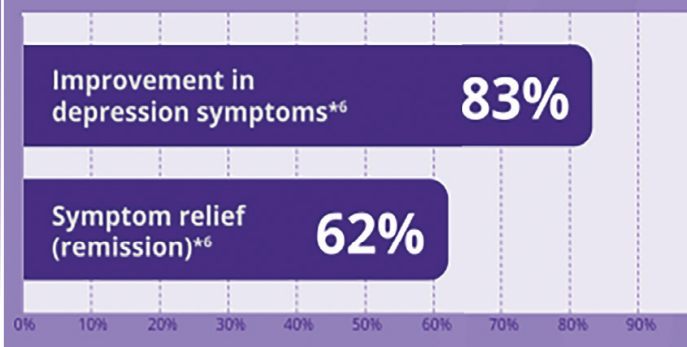
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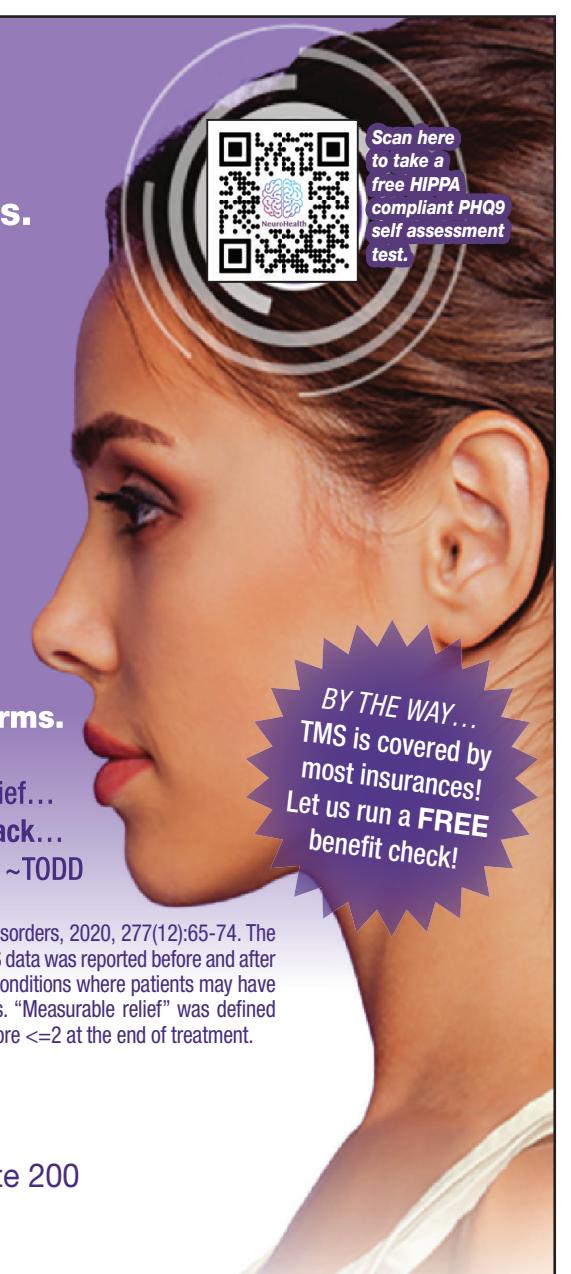
Outcomes Registry data was published by Sackeim HA, et al. J Affective Disorders, 2020, 277(12):65-74. The outcomes reported represent the subset of study patients for which the CGI-S data was reported before and after an acute course of NeuroStar TMS. Patients were treated under real-world conditions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



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DigiCert releases predictions for the cybersecurity industry for 2025

DigiCert, a Lehi-based global provider of digital trust products, has released its annual forecast of cybersecurity predictions for identity, technology and digital trust expected to shape the landscape in 2025 and beyond. These predictions provide a snapshot of the cybersecurity challenges and opportunities enterprises will encounter in the months ahead.

Prediction 1: Post-Quantum Cryptography Takes Off.

The year 2025 marks a pivotal time when post-quantum cryptography (PQC) shifts from theoretical frameworks to real-world deployments. With impending announcements from the U.S. National Security Agency and growing compliance pressures, PQC adoption will surge, empowering industries to embrace quantum-resistant solutions.

Prediction 2: Chief Trust Officers Take Center Stage.

Digital trust becomes a boardroom priority, leading to a continued rise of chief trust officers (CTrOs) who will oversee ethical AI and secure digital experiences and compliance in an increasingly regulated environment.

Prediction 3: Automation and Crypto-Agility Become a Necessity.

With industry shifts toward shorter SSL/TLS certificate lifespans, automation and crypto-agility will emerge as critical capabilities for organizations aiming to maintain secure operations amid evolving standards.

Prediction 4: Content Provenance Goes Mainstream.

In an era of deepfakes and digital misinformation, the Coalition for Content Provenance and Authenticity (C2PA) is set to redefine how we verify digital content. Expect to see C2PA's Content Credential icon become commonplace on images and videos to enhance trust across media platforms.

Prediction 5: Organizations Will Demand Resilience and Zero Outages.

The CrowdStrike outage this summer underscored the need for better testing of automated updates and stronger digital trust. As IoT adoption grows, concerns about the safety of over-the-air updates, particularly for self-driving cars, are prompting calls for greater transparency in security practices. The EU's Cyber Resilience Act, effective in 2027, will drive stricter cybersecurity standards, fostering a more secure and trustworthy IoT ecosystem.

Prediction 6: AI-Driven Phishing Attacks Will Surge.

The proliferation of AI will fuel an unprecedented surge in sophisticated phishing attacks, making them harder to detect. Attackers will leverage AI to craft highly personalized and convincing phishing campaigns, while automated tools will enable them to scale attacks at an alarming rate, targeting individuals and organizations with precision.

Prediction 7: New Private PKI Standards Like ASC X9 Will Gain Momentum.

ASC X9 is poised to gain momentum as industries like finance and health care increasingly require customized security frameworks to meet stringent regulatory demands and unique operational needs. Unlike public PKI, ASC X9 offers greater flexibility by enabling tailored policies and trust models, addressing critical areas such as data integrity and authentication. This ability to foster secure, scalable and interoperable frameworks will make ASC X9 a preferred standard for organizations prioritizing trust and collaboration.

Prediction 8: Cryptography Bill of Materials (CBOM) Gains Traction.

In response to escalating cybersecurity threats, CBOMs will become a

vital tool for ensuring digital trust by cataloging cryptographic assets and dependencies, enabling better risk assessments.

Prediction 9: The Era of Manual Certificate Management Ends.

Manual management of certificates, still common in nearly a quarter of enterprises, will phase out as automation becomes indispensable for handling shorter certificate lifespans and stricter security protocols.

Prediction 10: Organizations Will Continue to Prioritize Fewer Vendors.

Despite concerns about single-vendor risks and a peak of venture capital funding for AI startups, enterprises will continue to consolidate vendors to simplify management, im-

prove integration, and enhance overall security practices.

“The relentless pace of innovation is not just reshaping our digital lives — it’s exposing new vulnerabilities faster than we can secure them, demanding a bold rethinking of how we approach cybersecurity,” said Jason Sabin, chief technology officer at DigiCert. “The predictions for 2025 underscore the urgent need to stay ahead of these vulnerabilities by driving quantum readiness, enhancing transparency and reinforcing trust as the bedrock of our rapidly changing digital ecosystem.”

The full DigiCert predictions report can be seen on the company’s blog, accessible through its website at www.gigicert.com.

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CONTESTS

• Nominations are being accepted until Feb. 23 for the **2025 Governor's Science Medals**. This award recognizes the distinguished service, significant achievements, and positive economic impact of individuals and companies in science and technology. The honors include the Governor's Medal for Science and Technology, recognizing the distinguished service, significant achievements and positive economic impact of individuals and companies to the state of Utah and beyond in science and technology. Nominations are accepted in one of three categories: academic/research, education (K-12) and industry (individual or company). Details are at <https://business.utah.gov/innovation/governors-science-medals/>.

• Applications are being accepted through Feb. 20 for the **Utah Entrepreneur Challenge**, a business-model competition managed by the **Lassonde Entrepreneur Institute** at the University of Utah and open to college and university students in Utah. The competition includes \$75,000 in cash and prizes. It will culminate with a final event March 22 at the UofU. Younger students, ages 14-18, can complete in the High School Utah Entrepreneur Challenge for a chance to

win \$30,000 in prizes and scholarships. Details are at <https://lassonde.utah.edu/uec>.

ECONOMIC INDICATORS

• **Drinking too much booze** is the **top holiday party mistake** in Utah, according to a survey of managers by **Resume.io** to uncover the most memorable mistakes they have witnessed at office parties. It also is the top-cited pitfall nationwide and in every state except West Virginia and Wyoming, where not showing up is the top mistake. The No. 2 mistake in Utah is cliquy behavior, and No. 3 is oversharing personal gossip. Details are at <https://resume.io/blog/study-office-holiday-party-mistakes>.

• **Unrequested self-help books** tops the list of Utah women's **"ultimate Christmas gift fails from their partners,"** according to a survey by **DatingAdvice**. It was followed, in order, by cleaning supplies or a vacuum cleaner, personal hygiene products, last-minute "panic gifts" from drugstores, a diet book or weight-loss program membership, a cookbook for beginners, a book on improving social skills, and fitness equipment or gym membership. Details are at <https://www.datingadvice.com/studies/survey-reveals-the-christmas-gifts-women-hate>.

• **Buying tickets to holiday shows** is the **top financial fear** for Utah parents at Christmas, according to a survey by **CardRates**. Others are, in order, holiday travel to visit family or go on vacation, buying gifts for children and extended family, extravagant holiday meals or family gatherings, holiday-themed amusement parks or winter wonderland events, participating in school-related holiday activities, visiting Santa's grotto or photo sessions with Santa, and ice skating at a seasonal rink. Details are at <https://www.cardrates.com/studies/parents-skip-holiday-traditions-to-save-money/>.

• **Three Utah Christmas light displays** are on a list of the **most popular light displays** this year, compiled by photobook company **Mixbox**. They are No. 91 **ZooLights at Hogle Zoo** in Salt Lake City, No. 97 **Christmas on Temple Square** in Salt Lake City, and No. 148 **Draper City Park**. Mixbox polled 3,000 families to compile the nationwide list. The top-ranked display is Peace, Love & Lights Holiday Light Show in Catskills, New York. Details are at <https://www.mixbook.com/inspiration/top-ten-must-see-christmas-lights-in-america>.

see-christmas-lights-in-america.

• **Two Utah Christmas foods** are on a list of the **most popular holiday foods** this year, compiled by **Fabuwood**. They are No. 80 **sparkling cider pound cake** and No. 96 **chicken potpie galette with cheddar-thyme crust**. Fabuwood surveyed people about the 100 most popular regional dishes for Christmas this year. The top overall food is New York's cheesecake. Details are at <https://www.fabuwood.com/blog/americas-most-craved-christmas-dishes-by-state/>.

• **"Gremlins"** tops a list of favorite **"anti-Christmas movies"** that Utahns will stream this year, compiled by **HostingAdvice**, based on a survey. It is followed, in order, by "Krampus," "The Silence of the Lambs," "The Shining," "A Nightmare on Elm Street," "Black Christmas," "Friday the 13th," "Psycho," "The Texas Chainsaw Massacre" and "The Exorcist." Details are at <https://www.hostingadvice.com/studies/holiday-streaming-survey/>.

• **Utah** is ranked No. 43, tied with five other states, on a list of places where **investors experienced the greatest gains** in 2024, compiled by **MarketBeat**. Utah's growth rate is 16 percent. Only Kansas and Wisconsin, last at 14 percent, have a lower percentage. The national average for private investors is 19 percent. Details are at <https://www.marketbeat.com/originals/survey-reveals-which-states-saw-the-biggest-investment-gains-in-2024/>.

• **Park City** is ranked No. 20 on a list of **"most sustainable suburbs,"** compiled by **Solar Insure**. It identified the 120 most coveted such suburbs in the U.S. The top-ranked location is Coral Gables, Florida. Details are at <https://www.solarinsure.com/sustainable-suburbs>.

• **Three Utah locations** are on a list of **affluent areas where residents are the happiest**, compiled by **CardRates**. It listed 150 cities, with **Park City** ranked No. 41 nationally, **Draper** at No. 106 and **Highland** at No. 138. The top-ranked location overall is Palm Beach, Florida. Details are at <https://www.cardrates.com/studies/where-high-cost-of-living-is-worth-it/>.

• **Utah** is ranked No. 47 on a list of the **impacts of natural disasters** on the nation's food supply, compiled by **Trace One**. Utah's expected annual loss is \$768,109 at its 17,384 farms. In **Salt Lake County**, farms are expected

to lose a total of \$16,259 per year to natural disasters, primarily drought. California leads the rankings, with a loss totaling \$1.24 billion. Santa Barbara, California, leads the way locally with a total expected annual loss of \$238 million. Details are at <https://www.traceone.com/resources/plm-compliance-blog/where-natural-disasters-are-having-biggest-impact-on-u-s-food-supply>.

• **Two Utah locations** are on a list of **"America's Best Dive Bars for Food,"** compiled by **Geek Nexus**, based on a survey. They are No. 75 **The Piper Down** in Park City and No. 89 **Red Iguana** in Salt Lake City. The top-ranked location is The Vortex in Atlanta. Details are at <https://geek.nexus/best-dive-bars-america-food/>.

• **Salt Lake City**, at No. 270, is the highest-ranked Utah city on a list of **"Best Cities for Composting,"** compiled by **LawnStarter**. It compared the 500 biggest U.S. cities based on five categories, including access to municipal and private composting programs, zero-waste initiatives, yard size, and local interest in composting. Several Utah cities are near the bottom of the list: No. 469 **Ogden**, No. 476 **Layton**, No. 474 **Lehi**, No. 483 **South Jordan**, No. 485 **Sandy**, No. 489 **West Valley City**, No. 490 **St. George**, No. 491 **West Jordan** and No. 492 **Orem**. The best overall city is San Diego. The worst is Thornton, Colorado. Details are at <https://www.lawnstarter.com/blog/studies/compost-survey/>.

• **Two Utah cities** are on a list of places in the U.S. with the **closest family bonds**, compiled by **PITAKA**. **Salt Lake City** is No. 3, while **West Jordan** is No. 146. PITAKA released the list with 150 cities, with respondents indicating where they have family gatherings at least once per month, either in person or remotely. The top-ranked city is Memphis, Tennessee. Details are at <https://www.ipitaka.com/blogs/news/survey-reveals-us-cities-with-the-closest-family-bonds>.

• **Karl Maeser** is Utah's **"most inspiring immigrant,"** according to a survey by **Guide2Fluency**. Maeser served 16 years as principal of Brigham Young Academy, which became Brigham Young University in 1903. Nationally, the most inspiring immigrant is Albert

see BRIEFS next page

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from previous page

Einstein. Details are at <https://guide2fluency.com/language-resources/survey-most-inspiring-immigrants-every-state/>.

EDUCATION/TRAINING

• **Strider Technologies Inc.**, a provider of strategic intelligence with offices in Salt Lake City; Washington, D.C.; Tokyo and London, has announced the expansion of its partnership with the **Intermountain Intelligence, Industry and Security Consortium**, including the launch of a new scholarship program called **Strider Fellows**. It will provide \$300,000 to **Utah State University and Utah Valley University** students pursuing careers in national security and intelligence. The scholarship program will provide student support over three years. Founded in 2021, the I3SC is a university-industry partnership led by USU's Center for Anticipatory Intelligence and UVU's Center for National Security Studies. As a founding industry partner, Strider delivers input into the I3SC's curriculum, contributes to speaking series events, student mentorship, course instruction, and provides students the opportunity to gain direct work experience through internships, capstones and laboratory work in applying industry-leading open source intelligence tools. Additionally, Strider works collaboratively with the I3SC's other partners, which include Adobe, AgilePQ, Campbell Scientific, Fortem Technologies, Mandiant, MITRE, Northrop Grumman and the USU Space Dynamics Laboratory.

• Applications are being accepted until Jan. 15 for **Bank of America's 2025 Students Leaders** internship program, which is open to high school juniors and seniors. Selected students will participate in an eight-week paid internship next summer at a local nonprofit organization in the Salt Lake City region to learn first-hand about the needs of their community and the critical role that nonprofits play. They also will attend an all-expense-paid leadership summit in Washington, D.C., to learn how government, business and the nonprofit sector work together to address critical community needs. The program is in its sixth year in Utah. The application can be found at <https://about.bankofamerica.com/en/making-an-impact/student-leaders>.

GOVERNMENT

• The **U.S. Environmental Protection Agency** has selected Utah to receive a \$60 million grant for the **Utah Department of Environmental Quality's Division of Air Quality** to help fund 171 zero-emission vehicles and charging infrastructure to reduce air pollution, as part of the **Clean Heavy-Duty Vehicles Grant Program**. The

funding will be split across two UDAQ clean vehicles programs. The Vocational Vehicles program will receive \$18 million to replace 50 trucks and install 25 fast-charging units, plus replace 33 vans and install 15 fast-charging units. The School Bus program will receive \$42 million to replace 88 buses and install 48 Level 2 charging units and 40 DC fast-charging units, plus replace 32 ADA-compliant school buses and install 22 Level 2 charging units and 10 DC fast-charging units. In all, 71 applicants across 28 states, three tribal nations, and one territory will receive \$739.8 million to assist in the purchase of over 2,000 zero-emission vehicles.

• **Salt Lake County** has added an **Assertive Community Treatment team** that will serve an additional 100 people dealing with serious mental illness and expanded another ACT team from its capacity of 50 consumers to 100. With the expansion, the county now has five ACT teams, each with a capacity of 100. The teams include therapists, nurses, prescribers, case managers and peers. ACT teams focus on people with serious mental illness who struggle with traditional outpatient services and who are high users of emergency services, hospitals, homeless shelters and jails.

HEALTH CARE

• **Myriad Genetics Inc.**, a Salt Lake City-based company focused on genetic testing and precision medicine, has elected **Mark S. Davis** to its board of directors and appointed Davis to the board's Audit and Finance Committee.



Mark Davis

Davis' appointment is effective immediately and expands the board from eight to nine members. Davis is the senior relationship and growth advisor for Cross Country Consulting. Previously, Davis he worked at Deloitte & Touche LLP from 1985 until September 2024, serving in senior roles, including audit partner, national managing partner of Deloitte Private Enterprises, and managing partner of the Long Island office. In June, he was appointed to the board of directors of Yext Inc., where he serves as a director and member of the audit committee. Davis is also a member of the advisory board of NYU-Winthrop Hospital and the Board of Trustees at Adelphi University, where he serves on the finance and investment committee as well as the Audit Committee.

• **Co-Diagnostics Inc.**, a Salt Lake City-based company offering a platform for the development of molecular diagnostic tests, has inaugurated **CoSara Diagnostics Pvt. Ltd.**'s oligonucleotide synthesis facility in Ranoli, India. The facility is designed to manufacture the company's patented Co-Primers chemistry, which underpins Co-Dx's and

CoSara's lab-based PCR diagnostic tests and that powers the test cups for the new Co-Dx PCR at-home and point-of-care testing platform. CoSara is the joint venture between Ambalal Sarabhai Enterprises Ltd. and Co-Diagnostics.

LAW

• **Gilmore & Bell PC**, a public finance law firm, has hired **Garrett Gross** as counsel in its Salt Lake City office. Gross has 14 years of experience working extensively in-house with a bank, advising on a variety of public finance matters, including direct purchases of leases, revenue bonds, tax and revenue anticipation notes, bond anticipation notes and general obligation



Garrett Gross

bonds. During this time, he also advised the bank's internal registered municipal advisor and placement agent on SEC, MSRB and other regulatory matters. Gross' education includes earning a B.A. degree from Brigham Young University in 2007.

NONPROFITS

• **ACE Scholarships**, the nonprofit program manager for the **Utah Fits All Scholarship Program**, has hired **Micah Hirokawa** as executive director of the program. Hirokawa most recently served



Micah Hirokawa

as an educator and administrator in Utah as part of a career in pre-K through 12 education, working in a variety of roles, including charter superintendent, principal, special education advocate and classroom teacher. He was a music educator for more than a decade, part of more than two decades of experience in education and nonprofit management. As of early December 2024, ACE has disbursed \$44.6 million to meet Utah students' educational needs. To date, ACE has delivered more than 100,000 scholarships worth more than \$330 million for lower-income children across 12 states.

PHILANTHROPY

• **Maverik** and **Kum & Go** have announced that the two brands raised over \$520,000 through the generosity of customers rounding up cash and credit transactions across their combined 20-state operating footprint. With the funds raised locally through the **"Round Up Your Change"** campaign and the statewide allocation from its \$1 million **Feeding America** contribution, Maverik donated over \$289,000 across Utah in 2024. Food bank recipients included **Utah Food Bank**. The campaign ran

between Oct. 23 and Dec. 4. In 2023, Maverik acquired Kum & Go, and together the two brands serve customers in over 840 locations across 20 states.

• **D.L. Evans Bank**, based in Idaho, has announced the second round of the **2024 Employee Directed Donation Initiative**. The donation initiative gives bank employees an opportunity to nominate their favorite nonprofit organizations in Idaho and Utah. Each organization will receive a \$2,500 donation from the bank plus a 5 percent bonus that will be added in the name of the employee who submitted the application, for a total of \$2,625. The donation to **Acts Six Soup Kitchen** was nominated by Randy Christensen, vice president commercial loan officer at the Brigham City branch. Acts Six Soup Kitchen is a volunteer-led organization, with money received going directly to supporting and caring for those in need in the Brigham City area. D.L. Evans Bank has a network of 39 branches across Idaho and Utah.

REAL ESTATE

• **Four Seasons**, a luxury hospitality and residential company, and **Extell Development**, a national real estate developer, have announced plans for a resort and residential offering in Deer Valley called **East Village**. They say that it will be North America's first new luxury alpine village to be developed in more than 40 years. Design will be led by **ODA Architecture**. The new development will offer 134 guest rooms and suites, and 123 residences ranging from 1,200 to 7,000 square feet. Fifty-five residences will be situated above the resort. An adjacent building will contain 68 owner-exclusive units. East Village will offer slopeside access, a skier services facility, new retail offerings, culinary experiences and a collection of après venues.

RECOGNITIONS

• **Evolve**, based in Salt Lake City, has been named **"Medicaid Managed Care Company of the Year"** by **Eldercare Review**, an online platform and magazine. Evolve's services aim to drive down the cost of institutionalized living and allow members to stay in their homes. Evolve has networks of providers. It currently operates in nine states, with plans for expansion. The company handles more than 3,000 service requests each year and partners with nearly two dozen national and regional health plans and state programs.

• **RainFocus**, a Lehi-based event marketing platform company, has been named a "leader" in the **"All-In-One Event Management Platforms"** fourth-quarter 2024 report by **The Forrester**

see BRIEFS page 12

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BRIEFS

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Wave report. It identified and evaluated 12 of the most significant all-in-one event management platforms, with RainFocus as one of only four being named “leader.”

- **Owala**, a Lehi-based company that offers a water bottle, has been included in the “Brands That Matter” list compiled by **Fast Company**. Owala, part of the Trove Brands

family of brands, was founded in 2020. Fast Company noted the company’s fresh color combinations and limited-edition products along with a burgeoning social following.

RESTAURANTS

- **Chipotle Mexican Grill** has opened new locations at 1920 E. Rodeo Walk Drive, Holladay, and 957 N. Main St., Suite C, Tooele. Each location is projected to have about 30 jobs.

- **Cupbop**, a “Korean barbecue in a cup” concept that was founded in 2013 as a food truck

in Salt Lake City, has announced it has entered into the United Arab Emirates market. The brand has signed a development deal with **RMAL Hospitality**. Cupbop has 57 locations in Utah, Idaho, Arizona, Colorado, Nevada and Oklahoma and over 200 locations in Indonesia. RMAL plans to bring 10 Cupbop locations to the Emirates, with the goal to open in the first half of 2025.

TECHNOLOGY

- **Pluralsight**, a Draper-based technology workforce

development company, has named **Becky Woodard Cole** as chief people officer. Woodard Cole has over 20 years



Becky Woodard Cole

of strategic human resources experience. Before joining Pluralsight, she was the chief human resources officer at Avantax. Prior to that, she spent 10 years at Folienc.

WILLIAMS

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of Economic Development) has been in existence for two decades, with Williams receiving its first incentive in 2004. “We’re 20 years old and here we are, with a company we’ve been working with for 20 years, and so we’re looking forward to a full 40 years working with Williams International,” he told the board and Sordyl. “You’re a very important piece of Utah, especially of what you provide to aerospace and defense.”

The 316 new jobs are projected to pay an average of \$98,413. New total wages over 20 years are estimated at about \$522 million, and new state tax revenue is expected to be nearly \$97 million during that time.

Sara Meess, director of Ogden’s Business Development Division, said the city is “absolutely thrilled that they’re looking at doing this expansion here in Ogden.”

The company, she said, has been “an anchor employer in Ogden for many years now, and they’re creating very high-quality jobs that allow Ogden residents to really sustain their families. They’ve also been a great champion of workforce development efforts in the area, ensuring that our residents are well-prepared to access those high-quality jobs.”

In a prepared statement, Ogden Mayor Ben Nadolski said the project exemplifies “The Ogden Way” of “creating opportunities that benefit us all.”

“Williams has been an anchor employer in Ogden since 1978, providing high-quality, family-supporting aerospace jobs while championing workforce development efforts that connect our residents to these opportunities,” the mayor said. “Its expansion not only strengthens our local economy, but also reaffirms our shared commitment to building a community where everyone can thrive. We are proud to support Williams International’s continued growth in Ogden.”

“Utah is at the forefront of innovation and production in today’s turbine engine aviation industry,” said Ryan Starks, GOEO’s executive director. “The growth of this industry reflects our state’s commitment to advancing cutting-edge technology and creating high-caliber opportunities for the future of aerospace. As a global leader in turbine engine development, Williams International exemplifies excellence in production and research. We are proud to offer this incentive, supporting their continued leadership and record-breaking achievements in quality and innovation.”

GOEO does not provide up-front cash incentives. Each year that an incentivized company meets the obligations in its contract with the state, it will qualify to receive a portion of the new, additional state taxes the company paid to the state.



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.

SOUTH VALLEY CHAMBER

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

CALENDAR

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

Jan. 3, 8-10 a.m.

First Fridays Speed Networking, a West Jordan Chamber of Commerce event. Location is Legacy Retirement Center, 1617 Temple Lane, South Jordan. Cost is \$5. Details are at <https://wjc-ut.com>.

Jan. 7-Feb. 4

"Minding My Own Business," a Women's Business Center of Utah five-week program for solopreneurs that will provide a peer-to-peer environment for learning principles to design and niche a business, systematize and automate processes and successfully track progress toward the ultimate goal. Activities take place Tuesday mornings, 9 a.m.-noon, via Zoom. Registration closes Jan. 2. Details are at wbcutah.org.

Jan. 8, 11 a.m.-noon

"Mastering the Modern Business Landscape: Essential Digital Skills," a three-part series presented by SCORE and the Women's Business Center of Utah. First session Jan. 8 is "Digital Literacy 101: Building Your Foundation." Second session Jan. 15 is "E-Commerce Essentials: Establishing an Online Storefront." Third session Jan. 22 is "Digital Management: Running & Scaling Your Business Online." Presenters are Patty Ross, founder of Golden State Marketing, and Kara Laws, CEO of Launched. Event takes place online. Free. Registration can be completed at <https://www.score.org/utah/event/digital-literacy-101-building-your-foundation>.

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

Women in Business Lunch and Learn, a West Jordan Chamber of Commerce event. Location is Legacy Retirement Center, 1617 Temple Lane, South Jordan. Details are at <https://wjc-ut.com>.

Jan. 8, 6-7:30 p.m.

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

Jan. 9-10

Central Wasatch Symposium, a first-ever event by the Central Wasatch Commission that brings together the various interests and stakeholders in the Central Wasatch. Event will include expert panels, interactive workshops and networking. During the symposium, the CWC will be engaging stakeholders in each of the four interdependent systems of the Central Wasatch that the CWC focuses on: economy transportation, recreation and environment. Keynote speaker is Terry Tempest Williams, author and advocate for environmental and social justice. Location is Millcreek City Hall, 1330 E. Chambers Ave., Millcreek. Cost is \$50 to \$75, \$10 for students. Free and discounted tickets are available by emailing samantha@cw.utah.gov. Registration is

available at <https://cwc.utah.gov/central-wasatch-symposium/>.

Jan. 9, 8 a.m.-3 p.m.

"What's Up Down South" Economic Summit, a Southern Utah Economic Alliance event that will provide business and community leaders with the latest economic insights for planning in the year ahead. The summit includes keynote speakers, skill-based workshops and networking. Location is Dixie Technical College, 610 S. Tech Ridge Drive, St. George. Cost through Jan. 2 is \$200. Cost of follow-up Rural Utah Data Symposium on Jan. 10 is \$25. Details are at <https://whatsupdownsouth.org/>.

Jan. 9, 5:30-7 p.m.

"Economic Outlook," a Utah Tech Leads event. Location is The Shop Coworking Space, 350 E. 400 S., Salt Lake City. Details are at <https://lu.ma/hdhgqmo>.

Jan. 9, 6-8 p.m.

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

Jan. 10, 7:30 a.m.-noon

Economic Outlook & Public Policy Summit, presented by the Salt Lake Chamber and Kem C. Gardner Policy Institute and featuring 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 is \$125 for members and \$155 for nonmembers through Jan. 2; \$150 for members and \$200 for nonmembers after Jan. 3. Details are at slchamber.com.

Jan. 10

Rural Utah Data Symposium 2025, which will focus on Utah's rural economy using the latest economic, demographic, mobility and health data available. Presentations will include recommendations for what rural leaders can do to foster economic growth and development. Location is Dixie Technical College, 610 S. Tech Ridge Drive, St. George. Cost is \$25. Details are at <https://whatsupdownsouth.org/rural-utah-data-symposium/>.

Jan. 13-17

Silicon Slopes Summit, a Silicon Slopes event featuring keynote presentations, breakout sessions, entertainment and networking. Location is Delta Center, 301 S. Temple, Salt Lake City, with some activities in the Utah Valley. Free, with VIP tickets costing \$95. Details to be announced at <https://www.siliconslopes.com/summit>.

Jan. 14, 7:15-9 a.m.

Breakfast Speaker Series, an ACG (Association for Corporate Growth) event. Location is Zions Bank Building, 1 S. Main St., Salt Lake City. Free for members, \$40 for nonmembers. Details are at <https://www.acg.org/utah/events>.

Jan. 14, 4:30-6 p.m.

"Artificial Intelligence," a Utah Tech Leads event featuring information about

2025 in Utah for AI and AI-enabled companies. Location is The Shop Coworking Space, 350 E. 400 S., Salt Lake City. Details are at <https://lu.ma/mtwjpk9c>.

Jan. 15, 8 a.m.-1 p.m.

2025 Utah Health Care Solutions Policy Conference, a Utah Health Policy Project event focusing on improving the state's health care system to better meet the needs of all Utahns. Activities include a keynote presentation by Jennifer Strohecker, state Medicaid director; a panel of policy leaders discussing the 2025 Utah general legislative session; a panel of community experts discussing ways to address the Health-Related Social Needs (HRSN) of individuals and families in a meaningful way; and a networking lunch. Location is Cleone Peterson Eccles Alumni House, University of Utah, 155 S. Central Campus Drive, Salt Lake City. Details are at <https://www.healthpolicyproject.org/annual-conference/>.

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

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

Jan. 15, noon-1 p.m.

"Walkable Wednesday," a ULI (Urban Land Institute) Utah event featuring tours of the sibling projects of Cinq and Luma. Speakers are Dustin Holt and Bryce Baker, both of dbURBAN Communities. Location is Cinq Clubroom (Central Warehouse), 530 W. 200 S., Salt Lake City. Details are at <https://utah.uli.org/events-2/>.

Jan. 15, noon-1 p.m.

"Strictly Networking Lunch," a West Jordan Chamber of Commerce event. Location to be announced. Free (pay for your lunch). Details are at <https://wjc-ut.com/>.

Jan. 15, 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>.

Jan. 15, 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>.

Jan. 16, 6:30-8 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>.

Jan. 16, 11:30 a.m.-1 p.m.

Chamber Luncheon, a Davis Chamber of Commerce event. Cost is \$25 for members, \$35 for nonmembers. Location and other details to be announced at davischamberofcommerce.com.

Jan. 16, 11:30 a.m.-1 p.m.

Leadership South Valley Orientation Lunch, a South Valley Chamber

of Commerce event kicking off the series that takes place with February-to-October activities, the first Thursdays of each month (except July) 8:30 a.m.-3 p.m., and Nov. 12 graduation. Leadership South Valley is designed to provide business leaders with a deeper understanding of the critical and essential issues affecting communities in Salt Lake County. Locations will rotate monthly. Cost is \$1,500 for chamber members. Details are at southvalleychamber.com.

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

Leadership Luncheon, a Cache Valley Chamber of Commerce event. Location is Logan Golf & Country Club, 710 N. 1500 E., Logan. Cost is \$25 for members pre-registered, \$32 for nonmembers pre-registered, \$35 for nonmembers. Details are at cachechamber.com.

Jan. 22, 7:30 a.m.-noon

The Point Classic Pickleball Tournament, presented by CCIM and the Point of the Mountain Chamber of Commerce. Location is Royal Court Pickle Ball Club, 15892 S. Rockwell Park Cove, Herriman. Details are at thepointchamber.com.

Jan. 22, 11 a.m.

"Working Capital for Global Export Growth," a U.S. Commercial Service Rural Export Center event featuring information about how the U.S. Small Business Administration helps small to mid-sized business owners and entrepreneurs reach their international business objectives; the power of website localization and international online marketing strategies; and strategies and trends for search engines, social media marketing, regulations, reporting and analytics. Presenters include James Bledsoe, eCommerce Solutions Center director, U.S. Commercial Service; Susanna Hardy, chief content officer, IBT Online; and Stephen Sullivan, senior international trade specialist, U.S. Small Business Administration. Event takes place online. Free. Details are at <https://info.ibt.onl/uscommercialservice-state-trade-program-grants-for-international-business-growth-jan-22>.

Jan. 22, 6-7 p.m.

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

Jan. 23, 9-11 a.m.

Altabank Business Accelerator, a Utah Valley Chamber of Commerce event featuring 10 sessions on Thursdays through March 28. Location is IHub, 1555 N. Freedom Blvd., Provo. Cost is \$750. Details are at thechamber.org.

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

"Utah Women in Leadership: A 2025 Utah Economic & Community Outlook," an ACG (Association for Corporate Growth) event featuring Salt Lake City Mayor Erin Mendenhall and

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a discussion of the latest trends and opportunities in the Utah middle market. Location is World Trade Center Utah, 60 E. South Temple, Salt Lake City. Details are at <https://www.acg.org/utah/events>.

Jan. 23, noon-3 p.m.

“Designing Corporate Women’s Networks, Initiatives and Leadership Programs,” a Utah Women & Leadership Project event designed for company representatives who are interested in creating, designing, developing or restructuring women’s networks, groups, programs and/or other initiatives in their organizations. Location is Clearlink, 42 E. Future Way, Draper. Cost is \$99. Registration can be completed at [Eventbrite.com](https://www.usu.edu/uwlp/events/upcoming-events). Details are at <https://www.usu.edu/uwlp/events/upcoming-events>.

Jan. 23, noon-1 p.m.

Women in Business, a Box Elder Chamber of Commerce event. Location is available by calling the chamber. Cost is \$10. Details are at [boxelderchamber.com](https://www.boxelderchamber.com).

Jan. 23, 5-6 p.m.

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

Jan. 24, 8:30 a.m.-4 p.m.

“Boots to Business Reboot,” for military-connected people (veteran, active duty, reserve, National Guard, spouses) who are thinking about getting started in business. Program is facilitated by subject matter experts from the Big Sky Veterans Business Outreach Center (VBOC), the Small Business Administration’s Utah District Office, Utah Veteran Business Resource Center (VBRC) and the Salt Lake Small Business Development Center (SBDC). Speakers are Rick Brown, director, Big Sky Veteran Business Outreach Center; Becky Guertler, manager, Utah Veteran Business Resource Center; Jim Herrin, director, Salt Lake Small Business Development Center; and Leonardo Oliveira, business advisor, Utah Veteran

Business Resource Center. Location is The Mill, Salt Lake Community College, Room 101, 9750 S. 300 W., Sandy. Free. Details are at <https://sba.my.site.com/s/reboot-course-information>.

Jan. 27-Feb. 1

Utah Tech Week, taking place at various locations in downtown Salt Lake City and in Utah County and with events hosted by startups, venture capital firms and community organizations. Details to be announced at <https://www.utahtechweek.com/>.

Jan. 28, 8 a.m.-6 p.m.

“Utah Tech Day on the Hill,” a Utah Tech Leads event designed for making connections with state legislators. Location is Utah State Capitol, 350 State St., Salt Lake City. Details are at <https://lu.ma/uw565vx8>.

Jan. 28, 9-11 a.m.

Business Women’s Forum 2025: “Why Health and Wellness Boost Business Success.” Presenters are from Regence BlueCross Blueshield of Utah: Kim Frost (moderator), public affairs and government relations director; Jennifer Olsen, director of account management; and Dr. Mike Woodruff, executive medical director. 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. 28, 9-11 a.m.

“Altabank Business Accelerator,” presented by the South Valley Chamber of Commerce and Altabank, with 10 sessions every other Tuesday through June 3. Presenter is Ralph Little, former founder and CEO of a nationwide financial services company. Location is Salt Mine Productive Workspace, 7984 S. 1300 E., Sandy. Cost is \$500 for chamber members, \$750 for nonmembers. Registration deadline is Jan. 24. Details are at southvalleychamber.com.

Jan. 28, 11:30 a.m.-1 p.m.

2025 Athena Leadership Award Ceremony and Luncheon, an Ogden-Weber Chamber of Commerce event. Location is Timbermine, 1701 Park Blvd., Ogden. Cost is \$35. Registration deadline is Jan. 21 at noon. Details are at ogdenweberchamber.com.

Jan. 28, 3-4:30 p.m.

“The Next Frontier: How Deep Tech Will Shape America’s Future,” presented by 47G and Mercato Partners. Panelists include Aaron Starks, 47G CEO and president; Nate Walkingshaw, Torus CEO and co-founder; Joe Kaiser, Mercato Partners CEO and managing director; and a representative of BETA Technologies. Location is Salt Lake City (register to see the address). Details are at <https://lu.ma/the-next-frontier>.

Jan. 30, 4:30-6:30 p.m.

“Burnout,” a Tech Lake City and Utah Black Artists Collective event exploring art’s role in healing burnout. Featuring artwork by local black artists, the event will include brief talks from artists and mental wellness experts who will share insights on how art can nurture mental health and provide meaningful respite. Location is 702 S. Main St., Salt Lake City. Details are at <https://www.utahtechleads.com/event/burnout>.

Feb. 5, 11 a.m.-2:30 p.m.

“Utah Business of Health,” presented by Get Healthy Utah, the Utah Worksite Wellness Council and Utah Community Builders. Theme is “Good Health is Good Business.” Event will focus on how employers can improve professional and personal networks, team engagement, burnout prevention and leadership development. Speakers include Courtney Flint, Utah State University director of Utah Wellbeing Project and professor; Dr. Amy Locke, University of Utah chief wellness officer and director of the Resiliency Center; and Nicole Carpenter, Women’s Leadership Institute director and Gallup-certified strengths coach. Location is Loveland Plant Living Aquarium, 12033 Lone Peak Parkway, Draper. Cost is \$35. Details are at <https://utahworksitewellness.org/events/utah-business-of-health-event-attendees/>.

Feb. 7, 8-10 a.m.

First Fridays Speed Networking, a West Jordan Chamber of Commerce event. Location is Legacy Retirement Center, 1617 Temple Lane, South Jordan. Cost is \$5. Details are at <https://wjc-ut.com>.

Feb. 11, 8-10 a.m.

2025 Economic Forecast, presented by the Ogden-Weber Chamber of Commerce and Bank of Utah. Speakers are Lindsay Piegza, chief economist with Stifel, and Michael Jeanfreau, senior economist with the Utah Department of Workforce Services. Location is Ogden Eccles Conference Center, 2415 Washington Blvd., Ogden. Cost is \$25 for members, \$35 for nonmembers. Details are at ogdenweberchamber.com.

Feb. 11, 9-11 a.m.

“Pay the IRS Less Without Going to Jail,” a Small Business Development Center event that takes place online. Cost is \$20. Details are at <https://clients.utahsbdc.org/events.aspx>.

Feb. 12, 8-10:30 a.m.

Economic Summit, a Davis Chamber of Commerce event. Location and other details to be announced at davischamberofcommerce.com.

Feb. 17-20

BioHive Week, celebrating the Utah life science and health care community. BioHive Live is all day Feb. 20 at the Hale Centre Theatre, Sandy. Cost is \$149. Best of BioHive Awards Ceremony takes place Feb. 20, 6 p.m., at The Depot. Cost is \$199. Details are at <https://lu.ma/biohive>.

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

Leadership Luncheon, a Cache Valley Chamber of Commerce event. Location is Logan Golf & Country Club, 710 N. 1500 E., Logan. Cost is \$25 for members pre-registered, \$32 for nonmembers pre-registered, \$35 for nonmembers. Details are at cachechamber.com.

Feb. 20, 5-7 p.m.

“Business After Hours,” a Salt Lake Chamber event. Location is Edison House, 335 S. 200 W., Salt Lake City. Free for members and \$30 for nonmembers for early-bird registration, \$20 for members and \$40 for nonmembers thereafter. Details are at slchamber.com.

see CALENDAR next page

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CALENDAR

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Feb. 24-26

DealSource Summit and Ski Event, an ACG (Association for Corporate Growth) Utah event focused on middle-market deal flow content. Location is Pendry Park City, 2417 W. High Mountain Road, Park City. Costs vary, with discounts for early registration. Details are at <https://www.acg.org/utah/events/intermountain-dealsource-summit-2025/general-attendees>.

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

Athena Leadership Award Luncheon, a Davis Chamber of Commerce event. Location is Davis Conference Center and Hilton Garden Inn, 1651 N. 700 W., Layton. Details to be announced at davischamberofcommerce.com.

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

Women in Business, an Ogden-Weber Chamber of Commerce speed networking luncheon event. Location is Jeremiah's, 1307 W. 12th St., Marriott-Slaterville. Cost is \$25 for members and

first-time guests, \$35 for nonmembers. Details are at ogdenweberchamber.com.

March 7, 8-10 a.m.

First Fridays Speed Networking, a West Jordan Chamber of Commerce event. Location is Legacy Retirement Center, 1617 Temple Lane, South Jordan. Cost is \$5. Details are at <https://wjc-ut.com>.

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

Women in Business Luncheon, a Davis Chamber of Commerce event. Location to be announced. Cost is \$25 for members, \$35 for nonmembers. Details are at davischamberofcommerce.com.

March 17, 5-7 p.m.

"Business After Hours," a Salt Lake Chamber event. Location is Kiln, 26 S. Rio Grande St., Suite 2072, Salt Lake City. Free for members and \$30 for nonmembers for early-bird registration, \$20 for members and \$40 for nonmembers thereafter. Details are at slchamber.com.

March 20-21

Intermountain Sustainability Summit, a 16th annual event that is gathering of sustainability professionals and emerging leaders, drawing experts and visionaries from business, government,

nonprofit and education sectors to learn, collaborate and create positive change. Location is Weber State University, Ogden. Details to be announced at <https://www.weber.edu/issummit/>.

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

Chamber Luncheon, a Davis Chamber of Commerce event. Location to be announced. Cost is \$25 for members, \$35 for nonmembers. Details are at davischamberofcommerce.com.

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

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

March 26, 6-10:30 p.m.

2025 Annual Gala, an Ogden-Weber Chamber of Commerce event. Activities include a 6 p.m. reception and 7:30 p.m. awards ceremony. Location is Ogden Eccles Conference Center and Peery's Egyptian Theater, 2415 Washington Blvd., Ogden. Cost is \$25. Details are at ogdenweberchamber.com.

April 2, 11:30 a.m.-1 p.m.

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

April 9, 7-9 p.m.

"Pillar of the Valley Gala 2025," a Utah Valley Chamber of Commerce event. Location is Utah Valley Convention Center, 220 W. Center St., Provo. Details to be announced at thechamber.org.

April 16, 11:30 a.m.-1 p.m.

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

April 30, 1:30-6 p.m.

2025 Business Expo, a Davis Chamber of Commerce event. Kickoff is at 1:30 p.m., with expo open at 2 p.m. Location is Davis Conference Center & Hilton Garden Inn, 1651 N. 700 W., Layton. Free. Details are at davischamberofcommerce.com.

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