

## OF NOTE



### Coming by the truckload

Amazon.com is now the largest delivery business in the U.S. The Seattle-based e-commerce giant delivered more packages to American homes in 2022 than UPS, having already surpassed FedEx in 2020 — and Amazon data show the company will widen the gap this year. Amazon's amazing growth combined with strategy shifts at FedEx and UPS have changed the balance, according to industry insiders. The U.S. Postal Service is still the biggest parcel service by volume; it handles hundreds of millions of packages for all three companies

### Innovate Utah page 7

### Industry Briefs pages 8-9

### Business Calendar page 11

## 'UTAH'S INNOVATION COMMUNITY'

### Agreement paves way for Phase 1 of The Point



Plans were released last week for The Point, a mixed-use community planned for the former site of the Utah State Prison in Draper. An artist's concept drawing depicts a courtyard along an extensive regional trail called the "River-to-Range" that will be a public living and dining venue within the development. The "River-to-Range" name refers to the east-west direction of the trail — from the Jordan River in the direction of the Wasatch Mountain Range.

**Brice Wallace**  
Salt Lake Business Journal

Concepts have turned into plans for The Point, a 600-acre, state-owned property in Draper near Point of the Mountain.

The Point of the Mountain State Land Authority and its development partners last week officially signed an agreement and unveiled plans for the property, formerly home to the Utah State Prison. The 100-acre first phase of the redevelopment will be at the heart of the property and over the years will become home to housing, parks, trails, roads, offices, hotel rooms,

an event venue, retail, an "Innovation District," parking, a new Frontrunner station and 14,000 jobs.

At a ceremony marked by the signing of an agreement between the authority and developers, Alan Matheson, The Point's executive director, said The Point will be "one of the great developments in our state's history."

"This will be a great place to live, work, play, visit. We want it to be a place that people can be proud of and enjoy," he said, describing everyone involved in the project as "committed to delivering a place that will be special for generations to come — for our families and for yours."

Phase I will feature more than 3,300 multifamily residential units, including approximately 400 affordable housing units; 16 acres of parks, including a Central Green gathering area, where every home is within two blocks of a park or a trail; 6 miles of roads; 10 miles of sidewalks and trails; more than 2.3 million square feet of office space; 381,000

see **THE POINT** page 13

## Cox's proposal will keep focus on Utah life sciences industry

**Brice Wallace**  
Salt Lake Business Journal

At the recent Utah Life Sciences Summit, Gov. Spencer Cox hinted it was coming. A few days later, he announced a proposal for \$7 million to educate people for careers in the life sciences sector.

"What you will hear and what you will see," he said at the summit, "is an increased focus by my administration specifically on the life sciences, on workforce development, making sure that we have

the talent for the jobs of today and the jobs that you're bringing, the jobs of the future."

At a news conference announcing the proposal, Cox said the life sciences sector "is part of the bright future of Utah."

"This \$7 million investment comes at the right time and will pay dividends for individuals, families and businesses for generations to come," the governor said.

On Facebook, the governor said the

see **LIFE SCIENCES** page 15

## UTAH SUES DRUG COMPANIES OVER INSULIN PRICING

The Utah Department of Commerce's Division of Consumer Protection, through the Utah Attorney General's Office, has filed a lawsuit against some of the nation's major insulin manufacturers, claiming manufacturers participated in an alleged pricing scheme that makes the drug difficult to acquire for Utahns who suffer from diabetes. The suit says that manufacturers and pharmacy benefit managers conspired to inflate the price of insulin up to 1,000 percent over the past decade. It said the money that goes toward treating diabetes in Utah is \$1.7 billion each year, one-fourth

see **INSULIN** page 13



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# News

## So. Jordan Embassy Suites sold

Apple Hospitality REIT Inc., a Richmond, Virginia-based real estate investment trust, has acquired the 192-room Embassy Suites by Hilton in South Jordan for approximately \$36.8 million, the company announced recently.

“We are pleased to expand our portfolio with the acquisition of this ideally located Embassy Suites by Hilton in South Jordan,” said Nelson Knight, president of real estate and investments at Apple Hospitality. “South Jordan is a thriving, dynamic city in the Salt Lake City metropolitan area that has experienced strong economic, employment and population growth in recent years and is projected to see continued expansion well into the future.”

The hotel opened in March 2018 and is located next to the Utah Transit Authority’s FrontRunner South Jordan Station and along Interstate 15, both of which provide direct access to downtown Salt Lake City and the Salt Lake City International Airport.

## Backcountry sells European subsidiary

Backcountry, a specialty retailer of outdoor gear and apparel based in Park City, has entered into an agreement to sell its European subsidiary, Bergfreunde, to Decathlon, a sporting goods retailer based in France. Backcountry said the sale will allow it to reduce leverage and focus on amplifying its core business in the North American market.

“We’re proud of Bergfreunde’s growth over Backcountry’s 10-year ownership and look forward to watching its contin-

ued success with Decathlon,” said Melanie Cox, Backcountry CEO. “Closing this deal will allow Backcountry to focus on furthering its commitment to the North American market, as well as explore new opportunities to expand the Backcountry brand.”

Backcountry, along with North American subsidiaries Competitive Cyclist, Motospot and Steep and Cheap, will continue to grow its business through e-commerce, retail storefronts and wholesale expansion, Cox said.

## SLC losing its youth population

In 2020, Salt Lake City’s youth population hit its lowest point in over a century. A new report from the Kem C. Gardner Policy Institute at the University of Utah shows that despite gaining 13,283 new residents overall between 2010 and 2020 and growing 7 percent, Salt Lake City’s under-18 population lost 4,933 residents, shrinking by 12 percent to 37,101.

“The under-5 population in Salt Lake City experienced the largest declines of any age group in the city in recent years,” said Heidi Prior, public policy analyst at the Gardner Institute and lead author of the report. “The capital city’s decreasing youth population is part of a much larger trend, mirroring declines experienced by many western cities and shifts observed in the state and county populations.”

Key findings from the report include the following:

- **Fewer households with children.** Today, one in five city households includes a child under age 18 compared to 1 in 4 in 2010. While 46 percent of married-couple families in Salt Lake City had children under 18 in 2010, only 39 percent did in 2020.

- **Youngest age groups decreased most.** Between 2010 and 2020, the city population under age 10 decreased by more than 5,900 children, while the population ages 10 to 17 increased by nearly 1,000 residents.

- **Substantial Westside decreases.** Neighborhoods in Rose Park, Poplar Grove, Glendale, Westpointe and Fairpark experienced the largest decreases in the population under age 10.

- **Increasing racial and ethnic diversity.** Salt Lake City’s youth population became more racially and ethnically diverse while also decreasing in size. Hispanic or Latino and non-Hispanic white youth populations decreased the most, causing many of the city’s smaller racial groups to represent larger shares of the overall youth population.

- **Similar trends across the West.** Boise, Denver and Reno also experienced declines in the youth shares of their populations in the past decade, echoing much larger youth declines in the cities during the 1960s and 1970s.

The full report can be viewed at <https://gardner.utah.edu/wp-content/uploads/SLC-YouthPop-Nov2023.pdf>.



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## Church announces leadership change at Deseret Management

Keith B. McMullin has retired as CEO and president of Deseret Management Corp. (DMC), the holding company that manages the for-profit ventures of the Church of Jesus Christ of Latter-day Saints. The change was effective Dec. 1, according to an announcement from the First Presidency of the church.

McMullin, 82, was appointed to lead Deseret Management in April 2012 after completing his service in the Presiding Bishopric of the Church, which began in 1995.



Keith McMullin

“We extend to you, Keith, our congratulations for all that has been accomplished during your nearly 12 years of service as president and CEO of Deseret Management Corp. Your talents and abilities are admired and appreciated,” stated a letter signed by President Russell M. Nelson, Dallin H. Oaks and Henry B. Eyring.



Jeff Simpson

McMullin led the holding company which oversees operations of Bonneville International Corp. (radio and television stations, including KSL TV and radio in the Salt Lake City market), Deseret Book Co. (publishing and retail bookstores) and Deseret News (publisher of Salt Lake City’s *Deseret News* newspaper). Through Deseret Digital Media, the company oversees the website operations of DeseretNews.com, DeseretBook.com, MormonTimes.com and LDSChurchNews.com. DMC properties also include Beneficial Life Insurance and Temple Square Hospitality. The church formed the holding company in 1966.

The First Presidency also announced the appointment of Jeff Simpson to replace McMullin as CEO and president of DMC. Simpson has served as managing director of BYU Broadcasting since July 2021.

“Keith is an inspired leader who has had a great impact on me both personally and professionally, and I am honored to step into the remarkable legacy he and others have created at Deseret Management,” Simpson said.

Simpson was formerly president of Deseret Book Co., president and CEO of Bonneville International and president and publisher of the *Deseret News*. He began his media work at Walt Disney Pictures and Buena Vista Television. He then built Excel Entertainment Group, which became a top 10 independent media distributor. In 2004, Excel Entertainment Group was acquired by Deseret Book.

## Ascent Software buys Value Acceptance

Ascent Software Group (ASG), an Alpine-based appraisal software company and marketer of the Jaro suite of appraisal-focused products, has announced its acquisition of Value Acceptance, a property service industry technology firm headquartered in Newport Beach, California.

Value Acceptance’s technology uses LiDAR and augmented reality to deliver floor plan technology on the market. The partnership will allow ASG’s Jaro “to further deliver on its promise of leading the charge toward appraisal modernization,” the company said.

“Joining the Ascent team, along with our ability to integrate our industry leading property data collection technology across the Jaro suite, will supercharge

our ability to get our innovative solution into the hands of as many property professionals as possible. Combining forces with Jaro and Ascent means we can 10 times our impact and drive appraisal modernization forward as a team,” said Tom Spencer, co-founder and head of sales and marketing at Value Acceptance said.

“We are confident that our combined strengths and expertise will not only enhance our offerings, but also provide our customers with unprecedented opportunities for growth and transformation,” said Wesley McCombe, co-owner of Value Acceptance. “We are excited about the future and the endless possibilities that lie ahead as we embark on this new chapter.”

## Sonic Healthcare acquires Pathology Watch

Pathology Watch, a Salt Lake City-based life sciences company, has been acquired by Sonic Healthcare, a Sydney, Australia-headquartered healthcare company. The \$150 million deal is expected to close this month.

Sonic said the acquisition a strategic move that will help its transition to digital pathology services. Pathology Watch is at the pre-profit stage, but Sonic expects its earnings-per-share and return-on-invested-capital to grow in the coming years, according to a release from the company.

Pathology Watch’s founders, management and staff will join Sonic’s U.S.

and global operations.

“The acquisition of Pathology Watch is an important and enormously exciting step in Sonic’s transition to digital pathology and pathology AI and offers multiple avenues for value creation,” said Sonic CEO Colin Goldschmidt, a pathologist who has led the company since 1993.

Pathology Watch is an integrated pathology service that provides digital solutions and integrations to find efficiencies in the pathology processing used by dermatologists. The company has modernized and digitized traditional lab processes to make them more efficient by incorporating AI technology.



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# FROM THE COACH

## A recipe for reaching the stars

Recently, at the end of a long day, I was searching for a movie to unwind to. I came upon a recent release called “A Million Miles Away.” I was tired, so I figured that even if this flick proved to be less than entertaining, it would lull me to sleep.

As its story unfolded, it became clear that the main characters were a family of migrant farm workers, Mexican nationals, who each year came north to pick the crops that end up on America’s dining room tables. Not more than a few minutes into the film, a young son in the family, Jose Hernandez, tripped and fell face-first into a muddy patch in the field where his family was working. Leaping to his feet, he screamed out in anger about being consigned to the life of a picker. He protested that he was sick of it, that he was tired.

His father responded by asking Jose, “Don’t you think that your mother and I are tired?”

This brought Jose to ask, “How do you do it? You say you are tired, but I don’t see you tired.”

To this, his father replied, “It’s because I have a recipe, mijo.” At this point his dad had Jose’s full attention — and mine as well.

Here is the recipe that the senior Her-

nandez shared:

**Ingredient No. 1:** The first thing is that you have to know what you want. You have to clearly define your goal.

**Ingredient No. 2:** Look where you are standing right now; recognize how far you are from your goal.

**Ingredient No. 3:** You have to think how you’re going to get from where you are to where you want to be. You have to draw a road map that leads to your desired destination.

**Ingredient No. 4:** If you don’t know how to proceed on the path defined in Ingredient No. 3, you have to dedicate yourself to learning. You can’t shortcut this step; it is essential.

**Ingredient No. 5:** When you think you’ve made it, you’ll probably have to work even harder to finally reach your goal.

This little boy, Jose Hernandez, took the wisdom of his father and turned it into reality. He had a little boy dream that many found ludicrous — he wanted to become an astronaut. It filled his imagination and provided his life goal, his Ingredient No. 1. As he grew older, he said, “I think about it every day, every hour. I can’t stop thinking about it!”

Jose was blessed to have a grade

school teacher who encouraged him. She discerned his native intelligence and his drive. While others scoffed, she said, “You are a force of nature. Nothing will stop you! Remember that!”

As he came to understand the road map to becoming an astronaut, he recognized the requirements were daunting, to say the least. However, he was undeterred. Over the next three decades, he developed an impressive resume. Even so, he applied, and was rejected by NASA 11 times before finally being accepted into their astronaut training program.

Jose then remembered Ingredient No. 5. He recognized that while he felt he had “made it,” he still needed to prove himself ready to actually go into space. Two years of rigorous training were required before he was offered the opportunity to serve as mission specialist on the Space Shuttle Discovery.

On Aug. 28, 2009, the shuttle was launched to the International Space Station. Jose Hernandez became the first migrant farm worker to go into space. This young man was, indeed, a force of nature. He had worked his father’s recipe to the fulfillment of his little boy dream.

There is much to be learned from the story of Jose Hernandez. His father’s wisdom provides a simple recipe for success. In my career as a business leader

and coach, I have developed and used a similar recipe:

**Plan:** Clearly define your purpose, as well as what will be required to achieve it. Develop a process (a roadmap, if you will) for how to get there. Define the who, what, where, when and how each element of the plan is to be accomplished.

**Act:** Go to work! Put the plan into action.

**Control:** Track your progress against your plan. Where are the variances between what you’ve planned and what you’ve actually done?

**Evaluate:** Recognize where you have fallen short, and what you need to learn — and do — to improve. Be accountable to the standards set in your plan.

**Revise:** Make appropriate changes to your plan, your actions, or both. Don’t lose sight of your overall purpose. Persevere, but don’t be afraid to pivot to new and better ways to achieve your goal.

Our greatest opportunity as leaders is to facilitate the success of those with whom we work and lead. Providing them with a recipe for success, and then encouraging them to high achievement are among our most important roles.

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



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# Work Daze

## Thank you for your thank you

Whether you're reading this before or after Thanksgiving, thank you.

(If you're reading this on Thanksgiving, please pass a drumstick.)

The importance of saying "thank you" in business cannot be overstated. Unfortunately, when you make as many mistakes as thee and me, you don't get a lot of thank-yous, so it is completely understandable that we need help.

While saying thank you at your current job is important, when it comes to getting a new job, it's essential. This is why we should all say a heartfelt thank you to Jennifer Alsever, the author of "How to Nail that Job Interview with this Ultimate Guide to Writing the Perfect Thank You Note," a must-read from *Fast Company*.

"A thoughtful, well-written thank you note after a job interview will give you a leg up on the competition," Alsever observes, "and offer an opportunity to remind hiring managers just how awesome you are."

And if you're not awesome, or even adequate? The right thank you will give you a chance to smooth over the blunders you committed in the interview and maybe — just maybe — show the hiring manager that you're not as big a loser

they think you are.

Want tips on how to do thank-yous right? You've come to the right place.

No. 1: Takes notes during the interview



BOB GOLDMAN

By taking notes you can remember whether the hiring manager was "skeptical of anything on your resume." You can then use your thank-you to obfuscate their accurate impression of the gross misinformation you're trying to peddle.

"Perhaps I over-stated my personal contribution to the invention of the Internet," you could write. "I was busy at the time helping NASA launch rockets to the moon, which seems a lot more important than creating a place where you could shop for shoes."

No. 2: Be prompt

Hate to tell you, but the years you spent learning calligraphy have been wasted, since, "in this fast-moving, post-pandemic work world, email is fine." The key is to "send your note promptly -- within 24 hours of the interview."

I endorse the 24-hour rule. Just be sure your thank you arrives 24 hours *before* the interview.

Sending your thank you early allows you to take control of the interview by specifying the topics you don't want to

discuss (work history, money laundering, pending lawsuits for malfeasance and embezzlement), and what you will discuss (recipes, the weather, dark and depressing limited Norwegian detective series on Netflix). You can also take control by specifying the drinks and snacks you expect. What you demand will not make you a more acceptable candidate, but a bottle of Cristal and a pupu platter will make the rejection go down smoothly.

No. 3: Never say "Hi"

Recruiters have a problem with thank-you notes that are too casual. Instead of "Hi," use a more formal greeting, such as "Salutations, oh greatly respected decision maker whose business acumen is only acceded by their perspicacity before whom I bow in humble gratitude for the precious five minutes you allowed me to bask in your glorious presence, before you wrongly rejected me, you jerk."

And since you never said "hi," feel free to say "bye."

No. 4: Make it personal

Who wants to hire a vanilla employee who quietly and efficiently does their job and never causes any trouble? "Show me your personality," says recruiter Alan Jones. "Make me want to talk to you on a daily basis."

If your potential employer likes to talk about projects that never get finished, plans that never get implemented, and the kind of constant gossiping that tears teams apart, you are ideal hire.

With all the trials and tribulations you will create, there never will be a time when there's nothing to talk about.

No. 5: Ease any concern

A thank you note is your best and last chance to "demonstrate that you are aware of your potential shortcomings and eager to prove to the team that you are willing to learn."

If the interview proved you did not have the experience required or, really, any idea of what the company does, explain that you are willing to get up to speed by listening to a podcast or a Ted Talk, assuming, of course, you are reimbursed for your time.

"I may not be a likely candidate for your job," you could write, "but I will make everyone else you ever hire in your entire career look a whole lot better."

If ever there was a thank you that deserved a thank you, that's it.

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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# INNOVATE UTAH



**Goal Zero**, a Salt Lake City-based provider of consumer portable energy solutions, has introduced the **Yeti PRO 4000** power station and **Tank PRO** expansion batteries. The Yeti PRO 4000 provides several days of backup power in one compact device, giving consumers significantly more power and faster charging than the previous generation.

Using the company's Haven Home ecosystem and Escape Vehicle integration system, consumers can fully integrate the Yeti PRO 4000 into their home's circuits, recreational vehicle or van, for simple backup power without extension cords. Through the Haven Home ecosystem, the Yeti PRO 4000 provides automatic power switching when the power goes out. Together with the Tank PRO, the Yeti PRO 4000 Pro can provide up to 20,000-watt hours of power, along with near-indefinite renewable energy by pairing the power station with solar panels.

"Goal Zero has long been the industry leader in solar generators and is well-known for its rugged Yeti Power Stations, which feature the best technology on the market," said **Bill Harmon**, general manager at Goal Zero. "The Yeti PRO 4000 is the culmination of more than a decade of learnings, customer feedback and innovation, and is truly a market leader in both its features and its value. This new generation of power station is a versatile home backup system that can provide safety and peace of mind for our customers, no matter what life throws at them."

Harmon said the PRO 4000 easily handles heavy-duty appliances and powers more for longer, thanks to its next-generation inverter technology. It features 80 percent more power output than previous generation products, including 3,600-watt power out and 7,200 watt- surge, allowing it to run almost any home appliance. The device offers charging to 80 percent in just two hours from an AC outlet or 90 minutes from a solar panel array.

**TranzactCard**, a bank card rewards program based in Provo, has announced the introduction of **Z-Club Travel**. The program will offer travel deals, for which members can use rewards program Z-Bucks as part of the purchase, including discounted vacation rentals, condos, luxury hotels and resort weeks. The introduction of Z-Club Travel follows TranzactCard's launch of the eZ-Power Card for mobile delivery of digital gift cards, the unveiling a banking app and a transition to an advanced back office. "Working with trusted travel advisors, we have curated a selection of vacation options for our members," said **Jared Moss**, co-founder of TranzactCard.

"This is just one way that members can use the value of Z-Bucks to create financial momentum." Moss said TranzactCard will be introducing Z-Club Travel in a phased rollout, beginning with leaders and then expanding to include the entire TranzactCard community.

Salt Lake City-based **Quotient**, a digital promotions and media technology company, has launched its white-label digital out-of-home (DOOH) demand-side platform that empowers retailers across all channels to directly access and sell DOOH as a complement to their retail media offerings. The platform allows retailers and brands to digitize the in-store purchase process and programmatically reach high-intent shoppers during their purchase.

"Amid price pressures and the struggle to maintain customer loyalty, retailers need solutions to empower brands to target the right consumers in the right place with the right message," said **Jeff Williams**, chief retail officer at Quotient. "Our DOOH tools have a proven track record of success in helping retailers drive increased traffic and achieve higher conversion rates and return on ad spend. We look forward to helping these companies grow their businesses and strengthen their relationships with consumers."

**Seek Labs**, a Salt Lake City-based healthcare innovations company developing molecular diagnostic systems and pharmaceuticals, has launched **SeekIt**, a molecular diagnostic testing platform. SeekIt is a complete point-of-care (POC) diagnostic testing platform in a portable, single-use device that brings laboratory-quality testing technology out of a clinic or laboratory and into the hands of patients. "We are incredibly proud to formally announce SeekIt, which is seven years in the making," said **Jared Bauer**, CEO of Seek Labs. "We innovated SeekIt to broaden POC testing and treatment for more patients around the globe. SeekIt unlocks a new generation of molecular diagnostic testing for a new generation of healthcare."

Seek Labs developed and optimized new technologies in the major diagnostic components, which ultimately led to the filing of 15 new patent applications. Each of the newly developed technologies were then integrated into SeekIt.

**Lucid Software**, a South Jordan-based developer of visual collaboration software, has introduced its latest **APIs and developer platform**, which enables Lucid users and partners to better streamline their workflows by creating, publishing and distributing their apps and integrations within the Lucid Visual Collaboration Suite. Lucid users can customize Lucid's Lucidchart and Lucidspark to their use cases and bring visualization into their workflows by using the developer platform to build, test and distribute apps and integrations to their teams. "Our APIs and developer platform empower users and partners to build and deliver powerful, customized solutions for their teams and customers, further increasing efficiency and reducing context switching across apps," said **Dan Lawyer**, chief product officer at

Lucid. "By utilizing our latest APIs, users and partners will be able to leverage Lucid to strengthen existing workflows with the power of visual collaboration."

Lehi-based **Gabb**, a kid-safe technology company, has launched its new **Gabb Messenger** on the Gabb Phone 3 Pro, a safe phone for teens. Earlier this year, the app replaced the regular text messaging on the Gabb Phone. Gabb Messenger for Parents, the parental control app that pairs with the fully redesigned Gabb Messenger, is now available on Apple devices and soon on Android devices. The new apps provide kids and teens with a premium safe messaging experience, the company



said. "Connection is a critical part of growing up," said **Nate Randle**, CEO of Gabb, "but it's become clear that giving kids unlimited digital connection before they're ready is dangerous. We know technology will play a big role in their lives but tacking on safety features to tech made for adults doesn't protect kids in the way they need or deserve."

**Videra Health**, an Orem-based developer of automated video assessments for healthcare providers and payers, has announced the release of its AI-powered digital health companion, **Ava**. The new chatbot combines text, voice and video, prompting dynamic patient conversations to identify urgent concerns and ensure speedy intervention. This results in a seamless and effective way of collecting patient information, surpassing the limitations of traditional paper or online surveys. "At Videra Health, our mission is to use technology to improve healthcare outcomes and increase access for all patients," said **Loren**

**Larsen**, CEO of Videra Health. "We believe that by allowing patients to be 'seen' anytime and anywhere through our new patient monitoring tool, we are taking a significant step towards achieving this mission. Ava is a virtual safety net that allows providers to efficiently check in on their patients' conditions through dynamic assessments."

Salt Lake City's **Solaray**, a manufacturer of over 700 health supplements, has launched **her life Stages**, a supplement line of doctor-formulated solutions for women's most common health concerns, from menstruation through post-menopause. The five formulas are designed to target different women's health concerns, including PMS and menstruation, perimenopause, menopause, post-menopause and libido. The formulations are vegan, gluten-free and made without soy. Women's health expert **Dr. Pamela Peeke**, who helped formulate the new supplements, said, "Too often, women's concerns related to their life stages — from menstruation to perimenopause on through menopause and postmenopause — are not well understood by their healthcare providers. I stand behind Solaray's proven track record, and I partnered with them to provide women from young adulthood through the postmenopausal years with efficacious, holistic support. Together, we want to help enhance all women's quality of life during these stages."



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# Industry Briefs

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

## ASSOCIATIONS

• **47G**, an organization that convenes, promotes and advocates for aerospace and defense companies and formerly known as the Utah Aerospace and Defense Association, has named **Clark Cahoon** as vice president of cyber and digital transformation. His responsibilities



Clark Cahoon

include leading 47G's strategic initiatives to keep Utah at the forefront of transformative cyber, digital and artificial intelligence innovations. He will collaborate with public- and private-sector stakeholders to advocate for favorable policies and regulations that support industry priorities and will represent Utah's industry in regional, national and international collaborations. Cahoon most recently was senior technology and innovation advisor for Salt Lake City. Before that, he worked in the Utah's Governor's Office of Economic Opportunity as life science industry director and Technology Commercialization and Innovation Program fund manager. He also was an international trade specialist at World Trade Center Utah. Cahoon earned a Bachelor of Arts in political science from Brigham Young University-Hawaii.

## BANKING

• **Chartway**, a Virginia-based credit union with branches in Utah, Texas and Virginia, has promoted **Jace White** to vice president of talent acquisition and engagement.



Jace White

He will be responsible for developing internal and external recruitment strategies and overseeing enterprise programs that support the culture, increase team member engagement, and develop talent at all levels. White began with Chartway in 1999 as a part-time teller and advanced to various roles across multiple departments, from retail banking to lending. He joined the HR/training department in 2005. White earned a degree in business administration from Dixie State University.

## CONSTRUCTION

• **Mortenson**, a real estate development and construction firm, has opened its renovated Salt Lake City office at 324 S. State St. Mortenson Project Manager Andrew Long and Superintendent Chris Turnbull led the 12,800-square-foot office renovation. The space includes collaboration areas, an innovation lab, individual workspaces, a wellness room and retreat rooms. **GSBS Architects** served as the architecture partner on the project, which involved several trade partners, including **KCG Services**, a women-owned drywall company, and **Select Specialties**, a women-owned specialties contractor. Renovation of the overall building continues. Built in 1911, it was originally the location of the Auerbach's Department Store. It is now a five-story, multi-tenant office space.

## ECONOMIC INDICATORS

• **"Chaotic working"** is the phase that best encapsulates 2023 for the Utah workforce, according to a survey by **USDiction.com**. The phrase is epitomized by a situation where as soon as a person completes one task, three more pop up. The No. 2 most-apt phrase for Utahns is "shift shock," referring to a job that seemed like a perfect match in the interview, but now feels like a blind date gone wrong. "Bare minimum Mondays" was the third-most-popular, in which everyone mutually agrees to coast through the day on autopilot. No. 4 in Utah is "career cushioning," essentially the strategic hoarding of skills, contacts and side gigs in case a job becomes vulnerable or the worker wants to consider other opportunities. "Boomerang employee," No. 5 in Utah, involves workers quickly zipping back to their old jobs. No. 6 is "quiet cutting," in which an old job is gone but the worker has been given a new one.

• The **average Utah video game player** is **"intellectually curious,"** according to a study of personality traits by **Guide Strats**, a digital strategy guide library for all types of video games. It was able to map out people's varied personality traits based on their video game preferences. The study shows that Utahns are drawn to games that challenge players to think deeply and explore complex themes. Utah was one of 32 states with the "intellectually curious" trait. Residents in 10 states are defined as seeking adrenaline thrills. Those in three states were identified as being most competitive, two states lean toward games fostering social

ties, and three states favor relaxation-type games. Details are at <https://guidestrats.com/usa-states-gaming-dna/>.

## EDUCATION/TRAINING

• The **Partners for Innovation, Ventures, Outreach & Technology (PIVOT) Center** at the University of Utah has changed its name to the **Technology Licensing Office**. The office has operated under several names, starting in 1965 as the Product and Patent Development Office before changing to the Tech Transfer Office in 1986, Tech Commercialization Office in 2006, Technology & Venture Commercialization Office in 2013 and the PIVOT Center in 2020. The office said the new name "reflects our commitment to our faculty and a focus on protecting and licensing intellectual property at the University of Utah."

• **Southern Utah University** has announced a partnership with **Hustle 2.0**, a second-chance rehabilitation curriculum for incarcerated individuals. Hustle 2.0 is used in more than 500 jails and prisons across the U.S. Individuals need to complete the three Hustle 2.0 program modules, and following their release would then be eligible to receive three SUU credits for having completed the program through SUU's School of Business and Community and Workforce Development. Hustle 2.0's mission is to maximize the potential of people whose lives are affected by incarceration.

• The **Lassonde Entrepreneur Institute** at the University of Utah and the UofU's **David Eccles School of Business** have announced they have awarded over \$1.5 million in scholarships and tuition waivers to over 140 student entrepreneurs for the 2023-24 academic year. Those involved include undergraduate and graduate students who come from many different majors across campus. The majority of the students receiving scholarships serve as student leaders. They manage a broad variety of institute programs, ranging from workshops and mentor sessions to a makerspace and high school outreach program. Many of the scholarships for graduate students were awarded to founders in the Master of Business Creation program, which helps founders grow their startups with personalized mentorship, applied curriculum, access to funding and more.

## INVESTMENTS

• **Biolexis Therapeutics Inc.**, an American Fork-based, privately held,

clinical-stage drug discovery company, has closed a \$10 million Series A funding round. The investment was led by **Clarke Capital**. Biolexis said the funding will advance its development pipeline, which includes a range of metabolic drug candidates.

## LAW

• **Holland & Hart** has added six attorneys as associates at its Salt Lake City office. **Alyssa Campbell** helps clients in the energy and natural resources industries navigate routine and complex environmental regulatory and litigation issues. She assists clients with the preparation and response to state and federal regulations, with particular attention to CERCLA, RCRA, the Clean Air Act, and state environmental regulations. Additionally, she provides assistance with addressing environmental quality concerns, navigating permitting obstacles and defending project approvals and operations. Campbell earned her J.D. from the University of Utah's S.J. Quinney College of Law. **Zara Guinard** supports clients throughout the lifecycle of real estate and finance transactions. She assists clients in commercial and multi-family real estate transactions, as well as commercial leasing, lending, development and affordable housing.



Alyssa Campbell



Zara Guinard

Guinard also performs due diligence related to real estate transactions, including title commitment and survey review. Guinard earned her J.D. from the University of Utah's S.J. Quinney College of Law. **Lindsay Manning** advises emerging and established companies on mergers and acquisitions, corporate financings and other strategic transactions. She provides support to privately held and publicly traded companies across a range of industries through all stages of the business life cycle, from entity selection and formation to financing and capi-



Lindsay Manning

see BRIEFS next page

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from previous page

talization. Manning earned a bachelor's degree from Brigham Young University and her J.D. from BYU's J. Reuben Clark Law School. **Clayton Hadlock** counsels businesses on a range of employ-



Clayton Hadlock

ment and commercial disputes, including workforce compliance issues, from hiring through termination. When disputes cannot be resolved through negotiation or mediation, Hadlock represents clients before state and federal agencies and courts. He also litigates business disputes on a wide spectrum of operational, contractual, and other commercial issues. Before joining Holland & Hart, he worked as a litigation associate at a firm in Salt Lake City. He earned a bachelor's degree from Brigham Young University and his J.D. from BYU's J. Reuben Clark Law School. **Sarah Hafen** collaborates with clients to provide direction and counsel through all phases of the litigation process. She handles cases in state and federal courts involving breach of contract, partnership disputes, intellectual property, real estate disputes, insurance coverage, employment disputes,



Sarah Hafen

and other business-related issues. Prior to joining Holland & Hart, Hafen was an associate attorney at the Salt Lake City office of a full-service regional law firm. She earned a bachelor's degree from Brigham Young University and her J.D. from BYU's J. Reuben Clark Law School. **Megan Miller Inouye** assists high-net-



Megan Miller Inouye

worth clients in developing and maintaining estate plans. Inouye advises fiduciaries and beneficiaries on the administration of estates and trusts, including compliance with tax and non-tax obligations. She evaluates federal income, estate, and gift tax implications to devise beneficial tax strategies and coordinates with in-house CPAs to prepare necessary tax filings.

Prior to joining Holland & Hart, she was an associate attorney at a boutique wealth and estate planning firm in Austin, Texas. She earned a bachelor's degree from the BYU Marriott School of Business and her J.D. from the University of Texas School of Law.

• **Parsons Behle & Latimer** has added several associate attorneys at its Salt Lake City office. **Corey J. Hunter** is a member of the Employment & Labor and Litigation practice teams. He advises employers regarding complex federal and



Corey Hunter

state employment law issues and represents employers in litigating employment-related disputes. Prior to law school, he advised various Utah employers on human resources issues while completing his undergraduate



Alexander Sun Chang

degree in human resource management at Brigham Young University. He earned his law degree at the BYU J. Reuben Clark Law School. **Alexander Sun Chang** is a bankruptcy and estates associate attorney focused on helping individuals and corporations through commercial and trust litigation. His practice also has an emphasis on navigating complex asset protection trusts and legal issues surrounding the use of generative artificial intelligence. He graduated from the University of Utah's S.J. Quinney College of Law. **Chuck F. Rasmussen Goodwin** is a member of the firm's litigation team. In his practice, he focuses on representing businesses and individuals in complex litigation before state and federal courts in a variety of matters. Goodwin earned his J.D. from the University of Utah's S.J. Quinney College of Law. **Anna M. Paseman** is on the



Chuck Goodwin



Anna Paseman

firm's litigation team. Her practice focuses on representing businesses and individuals in complex litigation before state and federal courts. Paseman earned her J.D. from the UofU's S.J. Quinney College of Law and has a certificate in environmental and natural resource law.

**NONPROFITS**

• **EyeCare4Kids**, a Salt Lake City-based nonprofit providing eye care to underserved communities around the world, has opened a vision clinic at Kalimoni Mission Hospital in Kenya, Africa. Thanks to donations of individuals and corporations, EyeCare4Kids helped to build a new hospital wing and donated examination equipment, ensuring access to high-quality eye care for local children and communities.

**PHILANTHROPY**

• The **Miller family** and the **Larry H. Miller** organization provided a Thanksgiving meal to people experiencing homelessness and food insecurity in Salt Lake City. It is the 25th year for the Thanksgiving meal and community service event. Attendees also had the opportunity to connect with community

partners who provided dental cleanings, hygiene kits, mental health services and more, free of charge. Hundreds of volunteers gathered at the Salt Palace in Salt Lake City and served 2,000 Thanksgiving meals. Volunteers included leaders and employees across the Larry H. Miller organization, **First Lady Abby Cox**, **Salt Lake County Mayor Jenny Wilson** and county employees, and staff from **Salt Lake City Mayor Erin Mendenhall's office**. Community partners and the services they provided included **Clean Slate Utah**, record expungement resources; **The Period Project**, menstrual hygiene kits; **Fourth Street Clinic**, healthcare, mental health services and resources; **The Humane Society of Utah**, pet sitting and resources; **The Leonardo**, children's activities; **Salt Lake City Public Library**, children's activities; **The Rescue Mission of Salt Lake**, community resources; **Salt Lake County Health Department**, vaccinations; **Bicycle Collective**, bike check and tune-ups; the **Salt Lake City Mission**, clothing items; **United Way 211**, community resources; the **University of Utah's Driving Out Diabetes Initiative**, screenings for diabetes and wellness resources; **UTA**, complimentary transit passes; **University of Utah School of Dentistry**, dental services; **Volunteers of America, Utah**, community resources and nearly 150 haircuts; and **The Church of Jesus Christ of Latter-day Saints**, hygiene kits.

**Culture** are **Kaddas Enterprises** (electrical grid components), **Saraya USA Inc.** (food manufacturing), **Minky Couture** (blankets) and **Procter & Gamble Paper Products Co.** (consumer paper products). Award recipients for **Manufacturing Leader of the Year** are **Jason Glade**, CEO, Taffy Town Inc.; **Jerry Frisch**, president, Wasatch Container; **Gregg Robison**, CEO, RAM Aviation; and **Josh Trammel**, plant manager, Summit Hill Foods/Southeastern Mills. Recipients of the **Women in Manufacturing** awards are **Shawna Wichtoski**, CFO, Five Star Airport Alliance Inc.; **Mofan Sanderson**, QC manager, Saraya USA; **Shelby Willoughby**, plant manager, Kimberly Clark; and **Angela Abel**, plant manager, Autoliv. Award recipients for **Environmental Stewardship** are **Coldsweep Inc.** (surface preparation), **Wasatch Container** (eco-friendly boxes, crates and foam packaging), **West Liberty Foods** (meat food products cooperative) and **Rio Tinto** (ores and metals). Those receiving **Honorable Mention for Manufacturing Company Culture** are **Paramount Machine** and **Post Consumer Brands**. Those receiving **Honorable Mention for Manufacturing Leader of the Year** are **Kerry Gunter**, co-founder of K-Safety Inc.; **Brad Robeson**, owner and president of Clean Machine LLC; and **Clint Murray**, president of Prime Machine Inc. Those receiving **Honorable Mention for Women in Manufacturing** are **SalsaQueen Zapata**, CEO and founder, Salsa Queen; **Tina Hazlett**, CEO, CVO and founder, Spectrum Recruiting Solutions; and **Mallorie Harker**, program manager, Weir Minerals. Receiving **Honorable Mention for Environmental Stewardship** are **Eco Green Equipment** and **Autoliv**.

• The **Davis Chamber of Commerce** has announced that **Jan Williams**, founder, president and artistic director at The HopeBox Theater, is the **2024 Athena Award** recipient. She also is the owner/director of Showstopper Productions, a performing arts academy for children, and part-owner of Bright Star Academy preschool in Layton. The four-time cancer survivor has been a producer, director, choreographer, musical director, set designer and costume designer for shows since 2008.



Jan Williams

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**RECOGNITIONS**

• The **Utah Manufacturers Association** recently honored companies and individuals who made a significant contribution to the industry over the past year. **Manufacturer of the Year** honorees are **Alta Racks** (bike racks), **Five Star Airport Alliance** (airport baggage conveyor), **Bonneville Aluminum Clearfield** (extruded aluminum products), and **USANA Health Sciences** (advanced, science-based nutritional products). Award recipients for **Manufacturing Company**

**RESTAURANTS**

• **Egg Break**, a concept specializing in curated breakfast sandwiches, has opened in the Commonwealth District at 193 W. 2100 S., Salt Lake City. Founded by **Clay Beck** and **Chad Rigby**, Egg Break will offer a twist on some classic breakfast sandwiches, biscuits, swirled cinnamon, sugar coffee cake, coffee and a juice bar. Beck is owner of Egg Break. Rigby is executive chef.

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# NEWS

## CoreLogic: U.S. annual home price growth speeds up; Utah loses ground

U.S. single-family home prices rose by 4.5 percent year-over-year in September, the largest such gain since February, according to the Home Price Index release by CoreLogic, an Irvine, California-based global property information, analytics and data-enabled solutions provider.

Utah's was one of only four states that recorded a year-over-year loss in home prices, down 1.7 percent.

The Northeast continued to post the strongest appreciation, with Maine seeing a 10.1 percent annual increase, the first double-digit HPI gain recorded in any state since early 2023. Despite mortgage rates that are approaching 8 percent, inventory constraints and a healthy U.S. job market should help keep price growth moderate but steady over the next year, CoreLogic said.

"While annual home price growth continued its third month of upward momentum in September, this mostly reflects a comparison with last year's lows, when prices began to cool from double-digit growth in autumn 2022," said Selma Hepp, chief economist for CoreLogic. "Still, given the continued rise of borrowing costs in 2023, it is remarkable to see how resilient home price growth has been in recent months, with September's 0.3 percent month-over-month gain lining up with pre-pandemic trends. Nevertheless, as mortgage rates significantly impact affordability, certain markets with continued in-migration from more expensive states are showing renewed buoyancy and out-

sized monthly price gains."

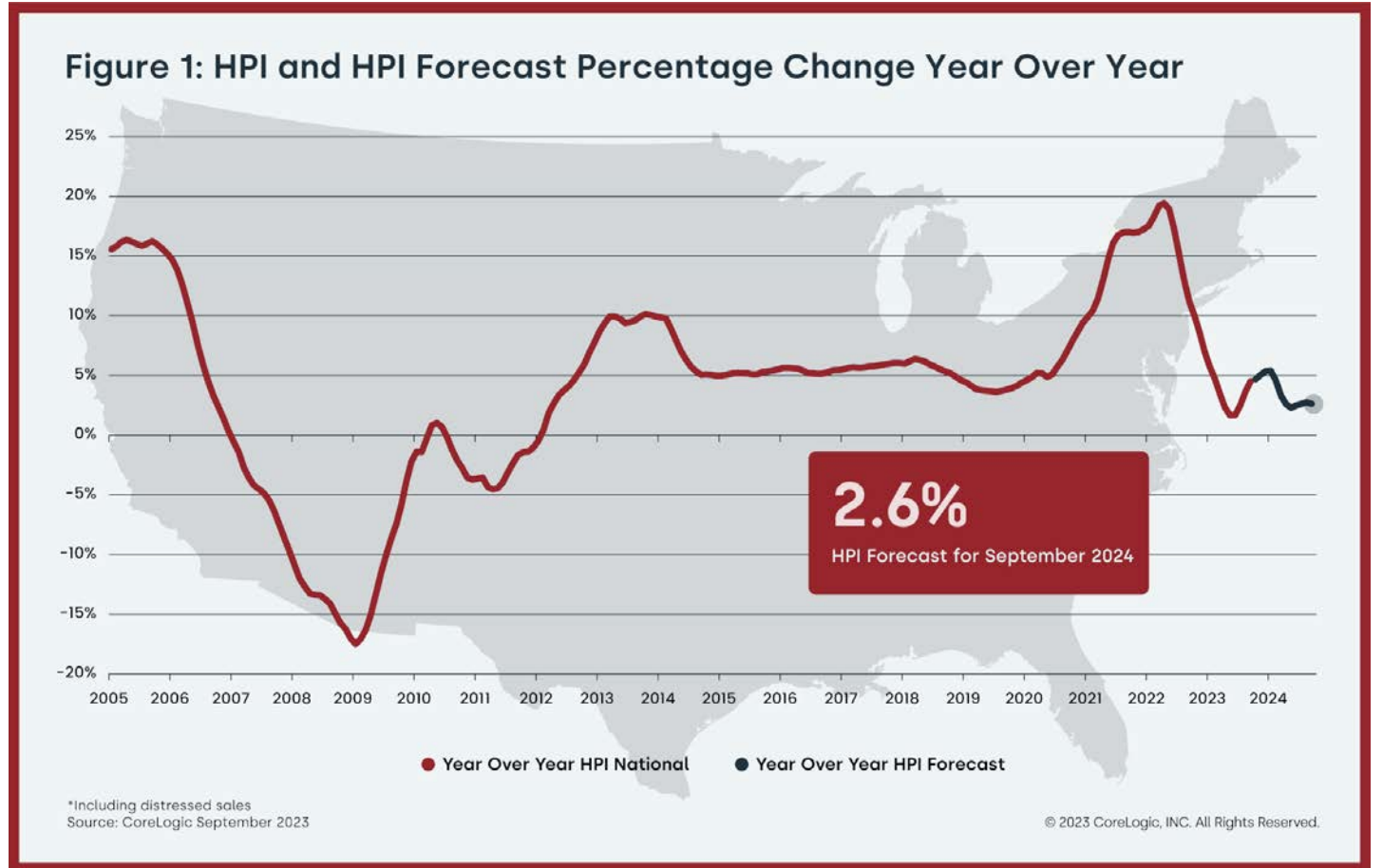
Additional top takeaways from the CoreLogic Home Price Index include:

- In September, the annual appreciation of detached properties (4.7 percent) was 0.8 percentage points higher than that of attached properties (3.9 percent).
- CoreLogic's forecast shows annual U.S. home price gains relaxing to 2.6

percent in September 2024.

- Miami posted the highest year-over-year home price increase of the country's 20 tracked metro areas in September, at 8.5 percent. St. Louis saw the next-highest gain (7.9 percent); followed by Charlotte, North Carolina, and Detroit (both 6.6 percent).
- Among states, Maine ranked first

for annual appreciation in September (up by 10.1 percent), followed by Connecticut (up by 9.5 percent) and New Jersey (up by 9.2 percent). Four states and one district recorded year-over-year home price losses: Idaho (-2.6 percent), Utah (-1.7 percent), the District of Columbia (-1 percent), Montana (-0.9 percent) and Wyoming (-0.1 percent).



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# Calendar

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

## **Dec. 4, 2-3:30 p.m.**

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

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

**Holiday Jingle & Mingle**, a ChamberWest Women in Business event. Location is Western Gardens Center, 4050 W. 4100 S., West Valley City. Cost is \$35 (registration fee donates \$10 directly to EyeCare4Kids). Details are at [chamberwest.com](http://chamberwest.com).

## **Dec. 5, 11:30 a.m.-12:30 p.m.**

**"The Journey to Zero Emissions: Utah Clean Energy's Top 5 Climate Wins of 2023,"** a Utah Clean Energy "Lunch & Learn" brown-bag event. Utah Clean Energy's experts will have a discussion about local clean air and climate wins of 2023, and a sneak peek at the work ahead in Utah's journey toward zero emissions. Event takes place online and is open to the public. RSVPs are required. Free. Details are available at (801) 363-4046.

## **Dec. 5, noon-1 p.m.**

**"Unlocking Organizational Potential: Mastering Succession Planning,"** a Salt Lake Chamber event featuring a panel discussion on what succession planning looks like within an organization and the steps to take to include it in strategic plans. Event takes place online. Free, but registration is required. Details are at [slchamber.com](http://slchamber.com).

## **Dec. 6, 11 a.m.-1 p.m.**

**Business Alliance Holiday Party**. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Buffet cost is \$20 (registration is required for lunch). Attendees are asked to bring a wrapped gift for the gift exchange (\$15 value but not a white elephant). Details are at [davischamberofcommerce.com](http://davischamberofcommerce.com).

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

**"Park City Business University: Product/Service Fulfillment & Automation,"** a Park City Chamber/Bureau event. Location is Blair Education Center at Intermountain Park City Hospital, 900 Round Valley Drive, Park City. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

## **Dec. 6, 11:30 a.m.**

**Holiday Luncheon**, a Point of the Mountain Chamber of Commerce event. Location is Calvary Mountain View Church, 340 E. State St., American Fork. Details are at [thepointchamber.com](http://thepointchamber.com).

## **Dec. 6, 6-7 p.m.**

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

## **Dec. 7, 11:30 a.m.-1 p.m.**

**The Referral Community**, a networking and education group that is an extension of the Murray Area Chamber of Commerce. Location is The Break Sports Grill, 4760 S. 900 E., Murray. Free for chamber members. Details are at [themurraychamber.com](http://themurraychamber.com).

## **Dec. 8-16**

**Young Living's Country Christmas Wagon Ride and Light Display**, presented by Young Living Essential Oils and taking place Fridays and Saturdays, 5:30-9 p.m. Location is Young Living Lavender Farm and Distillery, 3700 N. Highway 91, Mona. Cost is \$5, free for children under age 3 (register to reserve a time slot on the wagon ride). Details are at <https://www.youngliving.com/us/en/company/country-christmas>.

## **Dec. 8, 8:30-9:30 a.m.**

**"Business Before Hours,"** an event by the Point of the Mountain and American Fork chambers of commerce. Location is Matthew Bradley Pianos, 920 E. State Road, American Fork. Free for chamber members. Registration is required. Details are at [thepointchamber.com](http://thepointchamber.com).

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

**WBN Holiday Luncheon and Silent Auction**, a Utah Valley Chamber of Commerce event. Location is Riverside Country Club, 2701 N. University Ave., Provo. Cost is \$60. Details are at [thechamber.org](http://thechamber.org).

## **Dec. 11, 11:30 a.m.-12:30 p.m.**

**Fourth DEIBA Roundtable Discussion**, a Utah Advanced Materials and Manufacturing event focusing on DEIBA (diversity, equity and inclusion programs) in federal grants. Presenter is Desari Read, vice president of grants and economic development at Logistics Specialties. Event takes place online via Zoom. Registration can be completed at [Eventbrite.com](http://Eventbrite.com).

## **Dec. 12, 7:15-9 a.m.**

**ACG Utah Speaker Series**, an Association for Corporate Growth Utah event. Speaker is Sterling Jones, co-founder and CEO, Jojo's Chocolates. Location is Marriott City Center, 220 S. State St., Salt Lake City. Free for members, \$30 for nonmembers. Details are at [www.acg.org/utah/events/utah-december-2023-breakfast-speaker-series](http://www.acg.org/utah/events/utah-december-2023-breakfast-speaker-series).

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

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

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

**Women in Business Holiday Soiree**, a South Valley Chamber of Commerce event. Guest speakers are Mark and Sally Dietlein, owners of Hale Centre Theatre. Location is Hale Centre Theatre, 9900 Monroe St., Sandy. Cost is \$20 for mem-

bers, \$25 for nonmembers. Details are at [southvalleychamber.com](http://southvalleychamber.com).

## **Dec. 12, noon-1:30 p.m.**

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

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

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

## **Dec. 13, 1-2 p.m.**

**"Grant Opportunities,"** a UAMMI (Utah Advanced Materials and Manufacturing Initiative) monthly information session. Location is UAMMI, 375 S. Carbon Ave., Price. Free. Registration can be completed at [Eventbrite.com](http://Eventbrite.com).

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

**Holiday Open House**, a South Valley Chamber of Commerce event. Location is South Valley Chamber, 9800 S. Monroe St., Sandy. Details are at [southvalleychamber.com](http://southvalleychamber.com).

## **Dec. 13, 5-7 p.m.**

**"Business After Hours,"** an Ogden-Weber Chamber of Commerce event. Location is Eccles Community Art Center, 2580 Jefferson Ave., Ogden. Free for chamber members and first-time guests, \$10 for nonmember guests. Details are at [ogdenweberchamber.com](http://ogdenweberchamber.com).

## **Dec. 13, 6-7:30 p.m.**

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

## **Dec. 14, 11 a.m.-3:30 p.m.**

**Metal 3D Printing Workshop**, presented by the Utah Advanced Materials & Manufacturing Initiative, the University of Utah, Petersen Training and RHS Consulting and designed to introduce the powerful technology that can help expand a product mix, enhance the supply chain, improve product design processes, and enter new markets by designing and printing metal parts. Location is UAMMI, 375 S. Carbon Ave., Price. Free. Registration can be completed at [Eventbrite.com](http://Eventbrite.com).

## **Dec. 14, 11 a.m.-1 p.m.**

**Cedar City Business & Innovation Center Holiday Open House**. Location is the CCBIC, 510 S. 800 S., Cedar City. Free. Details are at [wbcutah.org](http://wbcutah.org).

## **Dec. 14, 11:30 a.m.-1 p.m.**

**Women in Business Holiday Lunch**, a Davis Chamber of Commerce event. Location is 1803 Woodland Park Drive, Layton. Details are at [davischamberofcommerce.com](http://davischamberofcommerce.com).

## **Dec. 14, 4-6 p.m.**

**"Term Sheets,"** a Kinect Capital "Kinect Essentials" event featuring a panel discussing the different types of

equity-based investment instruments. Panelists include Michael Sears, Aumni (moderator); Ike Ikeme, RevRoad; Tyler MacKay, Parsons Behle & Latimer; Karen Frame, Makeena; and Jerry Bregg, CliftonLarsonAllen. In-person location in Utah is Silicon Slopes, 2600 Executive Parkway, No. 140, Lehi. In-person option also available in Idaho. Online option takes place online via Zoom. Registration can be completed at [Eventbrite.com](http://Eventbrite.com).

## **Dec. 14, 5-7 p.m.**

**Annual Charity Event** benefiting the Seven Canyons Trust, a nonprofit organization committed to the restoration and revitalization of the hidden and impaired creeks throughout the Salt Lake Valley. Location is Grid City Beer Works, 333 W. 2100 S., Salt Lake City. Details are at <https://utah.uli.org/events-2>.

## **Dec. 14, 6-8 p.m.**

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

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

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

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

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

## **Dec. 20, 5:30-6:30 p.m.**

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

## **Dec. 20, 6-8 p.m.**

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

## **Dec. 21, noon-1 p.m.**

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

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

**"Networking After Work,"** a South Jordan Chamber of Commerce event. Location is The Break Sports Grill, 11274 Kestrel Rise Road, South Jordan. Details are at [sj-chamber.org](http://sj-chamber.org).

## CALENDAR

from page 11

### Dec. 21, 6-8 p.m.

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

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

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

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

**Utah Economic Outlook & Public Policy Summit 2024**, presented by the Salt Lake Chamber and Kem C. Gardner Policy Institute and featuring speakers discussing insights on the future of Utah’s economy and the business community’s policy priorities for the upcoming legislative session. Location is Grand America Hotel, 555 S. Main St., Salt Lake City.

Cost by Dec. 16 is \$110 for members and \$140 for nonmembers; \$125 for members and \$155 for nonmembers thereafter. Details are at [slchamber.com](http://slchamber.com).

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

**“Leadership South Valley,”** a South Valley Chamber of Commerce event taking place monthly through Nov. 13, 2024. Events are 8 a.m.-4 p.m. and provide mid- and upper-level business and community leaders with hands-on community, economic and leadership training. Locations vary. Cost is \$1,295 for chamber members. Details are at [southvalleychamber.com](http://southvalleychamber.com).

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

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

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

**“Downtown Daybreak: The Once-in-a-Generation Opportunity That**

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

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

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

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

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

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

**“Business Women’s Forum: ‘The Daring Way Leadership Manifesto:**

**Exploring Our Deep Need for Connection.”** Presenter is Lennie Knowlton, founder and executive director, Project Connection. Location is Ken Garff University Club, Rice-Eccles Stadium, 451 S. 1400 E., Salt Lake City. Cost is \$35 for members, \$50 for nonmembers. Details are at [slchamber.com](http://slchamber.com).

### Jan. 24, 5-7 p.m.

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

### Jan. 25, noon-1 p.m.

**Women in Business**, a Box Elder Chamber of Commerce event. Location and RSVPs are available by contacting the chamber office. Cost is \$10. Details are at [boxelderchamber.com](http://boxelderchamber.com).

### Jan. 30, 9-11 a.m.

**“Business Accelerator,”** a South Valley Chamber of Commerce event taking place during nine sessions through June 4. Location is Salt Mine Productive Workspace, 7984 S. 1300 E., Sandy. Cost is \$500 for members, \$750 for nonmembers (\$250 can be applied to chamber membership). Registration deadline is Jan. 21. Details are at [southvalleychamber.com](http://southvalleychamber.com).

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

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

### Feb. 22, noon-1 p.m.

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

### March 21-22

**RestartUtah 2024**, designed to create, accelerate and foster business relationships among all Utah companies, in all industries. Mornings will feature company representatives engaging in meaningful interactions in three-minute rotations. Afternoons will feature freestyle networking. Location is Experience Event Center, Provo. Sponsorships are available. Details are available by contacting Nicole Berriman at [nicole@powerhouse.events](mailto:nicole@powerhouse.events).

### April 10, 8:30 a.m.

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



SOUTH VALLEY  
CHAMBER

## What We Do:



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



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



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



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

# SOUTH VALLEY CHAMBER

## Who We Are:

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or Call 801-566-0344

# THE POINT

from page 1

square feet of hospitality space in the form of 540 hotel rooms; a 60,000-square-foot events center seating 2,000 people; 356,000 square feet of shopping, restaurants and grocery stores; 12,650 parking-garage stalls; and a “Convergence Hall” that will be the first piece of the Innovation District at The Point.

“It’s a lot of space,” Draper Mayor Troy Walker said of the 600 acres. “This Phase I is going to really launch it and move it forward.”

The redevelopment plans are based on input from thousands of Utahns, who preferred it be dense, he said. “They picked the most-dense development, so that’s why it’s like this,” Walker said.

The next step in the process is the construction of infrastructure, which will begin in the spring. “In just a few months,” Walker said, “you’re going to see this place transform into our future.”

Phase I is envisioned to be the springboard for development of the 600 acres, which in turn is expected to lead to development of more than 20,000 undeveloped acres nearby.

“We’re going to start right at the epicenter,” Matheson said of Phase I. “We’re going to build the exciting part of this development that will create the place that will attract opportunity.”

The Point authority signed a 20-year Phase I agreement with its private-sector development partner, Innovation Point Partners, which Matheson said was selected through a “really rigorous, competitive, transparent process” that resulted in “world-class partners ready to build a world-class development.”

IPP is a partnership among Lincoln Property Co., the lead developer for The Point; and two local firms, Colmena Group and Wadsworth Development Group. The three firms have delivered a total of 175 million square feet of development valued over \$125 billion across the United States.

If IPP meets the conditions in the agreement, it will have the exclusive option to develop Phase II of The Point. That phase will consist of at least 99 acres, although its location at The Point has not yet been determined.

IPP will invest more than \$2.3 billion in private-sector financing to construct the

buildings and amenities at Phase I.

Patrick Gilligan, executive vice president at Lincoln Property Co. and an IPP principal, said the Phase I plans represent something “authentic to Utah” that would be scalable, sustainable and “tell a good story.”

“We’re up for the challenge,” Gilligan said. “We know that this is a big one and we’re excited to be here. ... We’re thrilled to be here. We’re excited for the journey and the challenges ahead and are committed to making this deal happen.”

Matheson said the authority wanted a development with “balance,” that would be high-quality, provide a high return on investment to the state and ensure a timely process.

“We’re trying to build this so it’s flexible to respond to market conditions while setting really high standards,” he said.

Among the business-related components are the Convergence Hall, the Innovation District hub. The district will serve as an ecosystem that advances technological innovation; fosters a startup environment; and facilitates meaningful relationships among universities, businesses and entrepreneurs.

“It’s a place where ideas will come

together, be generated, be nurtured, commercialized and help solve some of the problems in our state while creating new job and business opportunities,” Matheson said of the Convergence Hall.

South Jordan Mayor Dawn Ramsey said Phase I is a “perfect example” of how Utahns collaborate to move forward and noted it resulted from “robust public engagement” to determine what Utahns wanted at the site. The redevelopment will benefit all Utahns, in part by reducing traffic congestion, improving air quality and providing affordable housing, she said.

“What we’ve done here is going to attract so many people,” said U.S. Rep. Burgess Owens, R-Utah. “We’re going to be the destination for folks to finally see that Utah is the place to come to visit. They’ll come here, they’ll visit, they’ll leave their money and they go home and maybe come back and find a home here. That’s kind of the way I see it, so we just have to make sure that we are being very smart in that process.”

The Utah Legislature has invested \$165 million in The Point, which is a loan that will be paid back with interest through revenues from future ground lease payments.

Matheson said in August that Phase I buildings could rise as soon as 2025. The state Division of Facilities and Construction Management and IPP will work on the infrastructure needed for Phase I.

“The Point is the premier development happening in the country right now and puts Utah on the map as a global destination,” Jordan Teuscher, the authority’s co-chair and a state representative, said in a prepared statement. “Once the first phase of redevelopment is complete, The Point will be open and accessible to everyone, enabling Utahns the freedom to choose from a wide variety of game-changing opportunities like obtaining a high-paying job, enjoying family-friendly recreational activities, and obtaining a world-class education.”

“The significance of this moment cannot be understated,” said Lowry Snow, the authority’s co-chair and a former state representative. “Signing this landmark agreement today marks the culmination of many years working diligently to reflect Utahns’ vision for The Point. It is an inflection point that catalyzes myriad opportunities for future generations and signals a major step forward in establishing Utah’s innovation community.”



Phase I of The Point in Draper (highlighted area) will include 3,300 housing units, a 60,000-square-foot events center, 540 hotel rooms, 356,000 square feet of retail and over 2 million square feet of office space. In addition to parking facilities, there will be plenty of parks and open spaces with trails and roads.

# INSULIN

from page 1

of the total money spent on healthcare in the state.

The 112-page filing names three manufacturers — Eli Lilly, Novo Nordisk and Sanofi, which manufacture most of the insulin and other diabetic medications available in the state — as defendants, along with CVS Caremark, Express Scripts and Optus RX, which serve as pharmacy benefit managers and administer prescription plans.

The lawsuit asks the 3rd District Court to prohibit these companies from violating the Utah Consumer Sales Practices Act and require them to pay damages to consumers and deal with civil penalties for previous law violations.

In a prepared statement after filing the lawsuit, Attorney General Sean Reyes said “unrestrained greed” can’t impact healthcare, and these companies are making billions in profits through the markups.

“Access to affordable insulin is, literally, a life-or-death issue. This is one of the most egregious cases of avarice and inhumanity I have ever seen. It not only violates the law, but is morally repugnant too,” Reyes said.

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# Most U.S. financial services workers would switch jobs if remote work reduced

Only 54 percent of U.S. financial services industry employees indicate that someone in their organization has asked for their preferences when it comes remote and hybrid work, according to a new national poll conducted by Eagle Hill Consulting, a management consulting firm based in Washington, D.C. And though the job market has slowed, a large share of financial services workers (68 percent) indicate they would consider seeking new employment if their employer were to reduce remote and hybrid work flexibility, substantially higher than the overall U.S. workforce (47 percent).

In recent months, some financial services employers have been changing their policies and issuing return-to-workplace mandates. Yet, office attendance in large cities is at barely half of what it was in 2019 before the global pandemic forced most workers to work from home, the study found.

The research also finds more than half of financial services workers (55 percent) prefer an employer that offers re-

mote and hybrid work flexibility, again higher than the overall U.S. workforce (49 percent). At the same time, financial services employees value in-person work. When asked about the upsides of in-person work, employees say it's more socialization (51 percent), improved collaboration (41 percent), increased productivity (35 percent) and the ability to leave work at work (27 percent).

"Even though segments of the financial services industry are reducing their workforce, it's still critically important to solicit employee input on how they want to work," said Melissa Jezior, president and CEO of Eagle Hill Consulting. "Our research finds that remote and hybrid work flexibility is a high-priority preference for financial services employees, yet many workers say no one is asking their views. When employees don't feel heard, it often breaks down trust and drives up attrition."

"Financial services workers learned during the global pandemic that they can get their job done and have improved

work-life balance through remote work. Employees do see the value of in-person work, but they also want less stress and more autonomy. They often are weary of long and expensive commutes every day, and they certainly don't want one-size-fits-all mandates," Jezior said.

The research also found:

- Fifty-four percent of financial services workers say they would like their employer to have more flexibility when it comes to remote and hybrid work policies.

- A large share of financial services workers (68 percent) say those who work more in the office rather than remotely are more likely to be successful in their jobs.

- Financial services employee concerns about increasing in-person work requirements include work-life balance (53 percent), higher costs (42 percent), commute times (41 percent) and stress (37 percent).

- According to financial services workers, work that is best accomplished in person includes team building (78 percent), integrating a new team member (74

percent), training (72 percent), new project kickoffs (70 percent), getting a project on track (66 percent), performance discussions (65 percent), onboarding (63 percent), meetings (63 percent), giving and receiving feedback (62 percent) and brainstorming and IT support (both at 59 percent).

- When given the choice between either coming to the workplace or remote work, slightly more financial services workers would prefer remote work (51 percent) over coming into the office (49 percent).

- Financial services employees are evenly split as to whether they are more productive spending a full day in the workplace (50 percent) versus spending only part of the day (50 percent).

These findings are based upon the 2023 Eagle Hill Consulting Telework Survey conducted by Ipsos from Oct. 11-16, 2023. The survey included 386 financial services workers among 1350 respondents from a random sample of employees across the U.S.

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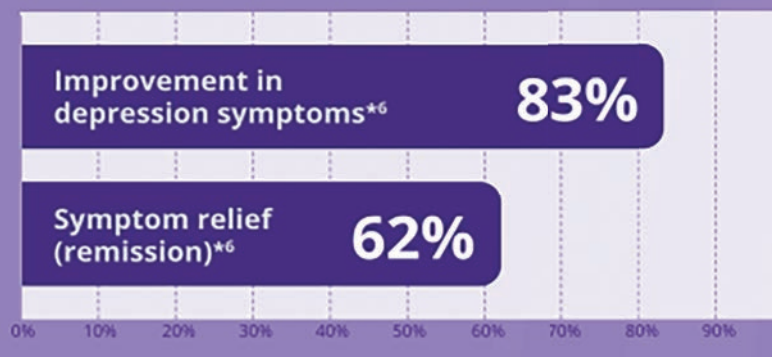
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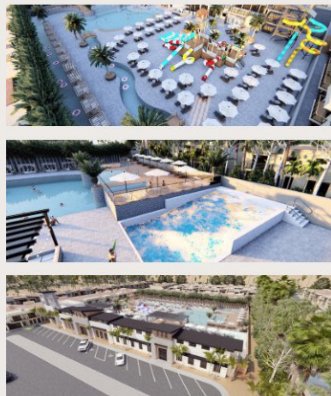


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## LIFE SCIENCES

from page 1

\$7 million would “strategically build an even bigger and better life sciences workforce. With this funding, Utah can reduce the anticipated workforce gap by 40 percent through program expansion, hiring faculty and staff, procuring equipment and providing outreach for student recruitment.”

Highlighted at the industry summit, a study by the Kem C. Gardner Policy Institute at the University of Utah indicates that Utah last year had 1,634 companies focused on research, testing and medical laboratories; medical devices and diagnostics; bio-sciences-related distribution; and therapeutics and pharmaceuticals. That’s up from 1,000 in the institute’s most recent study, in 2018.

The number of Utah jobs in the industry grew to 182,383 direct and indirect jobs, up from about 130,000 in 2018, and the in-

dustry contributed GDP of \$21.6 billion in 2022, up from \$13 billion in 2018.

Over a longer period, from 2012 to 2022, the number of life sciences jobs in Utah grew by an average of 5.1 percent, compared with 3.5 percent in other states and 3.4 percent in other Utah industries. That put Utah’s 10-year average job growth in the industry at No. 3 out of the 20 states with the largest life sciences employment.

The Gardner Institute report pegged the number of Utah direct jobs in the industry at 54,959, with 127,424 jobs supported in other industries in 2022. Companies contributed about \$8 billion in GDP, part of a total economic impact of \$21.6 billion.

Utah life sciences workers last year earned an average of \$96,000, or 47.6 percent higher than the \$65,000 average of other industries in the state.

“We know that this sector is part of the bright future of Utah,” Cox said at the news conference.

“We’re so excited for what is already happening here, but we have to meet the needs of today and the needs of tomorrow. And we do that by giving more opportunities to incredible students and companies here in the state of Utah.”

Cox said the proposal “is just the beginning.”

“We hope to do even more over the years to close this gap and to make sure that we have the best jobs available,” he said.

“BioUtah applauds the governor’s life sciences initiative,” Kelvyn Cullimore, president and CEO of the industry association, said in a prepared statement following the governor’s news conference. He noted the announcement was timely, following the Gardner Institute study showing Utah among the fastest-growing life sciences sectors in the nation.

“Building a skilled and future-ready workforce is critical to our industry’s continued success,” Cullimore said. “We look

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forward to working with the governor, the Legislature and our universities to advance this effort.”

Among those supporting the Cox proposal at the news conference were state Senate Majority Whip Ann Millner, R-Ogden and former president of Weber State University; University of Utah

President Taylor Randall; and Utah State University President Elizabeth Cantwell.

“When we have state support and industry partners, magic happens,” Randall said. “The dollars flow, the economy grows and we educate students. Can you think of a happier story than that?”

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