

OF NOTE



Home (Depot) improvement

With folks spending more time at home, home improvement retailer Home Depot saw a surge in sales during the COVID-19 pandemic. But as the pandemic winds down, the company's sales and earnings continue to grow. The Atlanta-based dealer saw an 11 percent year-over-year jump in sales for the quarter ending through January, bringing its annual sales above \$150 billion for the first time.

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County jobs to outpace population as state grows to 5.5 million by 2060

Brice Wallace
The Enterprise

Utah's population will balloon to nearly 5.5 million by the year 2060, and the number of jobs in Salt Lake County will outpace population growth during that time, according to a study by the Kem C. Gardner Policy Institute.

The projections show Utah's population growing from the current 3.3 million. Employment, which stood as low as 687,159 in 1980, now is at about 2.1 million and will reach nearly 3.5 million in 2060.

The largest increases will be in construction, professional and technical services and health.

Most of that growth will be concentrated in Salt Lake and Utah counties, which will account for two-thirds of statewide job increases. Projections call for manufacturing employment to jump nearly 32 percent in Salt Lake County and 20 percent in Utah County, while professional, scientific and technical service industry employment is expected to balloon nearly 49 percent in

see **STUDY** page 15



The Elberta Mega Site, south of Utah Lake near the town of Elberta in Utah County, certainly meets the criteria of being in wide-open spaces with clear boundaries. It is one of 11 sites comprising more than 28,000 acres identified for industrial growth by the Economic Development Corporation of Utah's Mega Sites program.

Mega Sites help Utah's readiness when large projects come calling

Brice Wallace
The Enterprise

Butchering a well-known phrase, if you certify it, they will come.

And they will build on it.

That's the point of the Economic Development Corporation of Utah's Mega Sites program, started a few years ago to help the organization recruit large economic development projects to Utah. The state

has a sprinkling of wide-open spaces offering attributes attractive to companies considering the state for expansion — all during a time when such spaces are relatively scarce nationwide and large projects are in vogue.

"There are these large projects, larger than we've seen before [and] industrial-focused, and there's a lack of inventory

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COVID-19 Updates

Cancellations and postponements

The following are events that have been included in The Enterprise Calendar listings and subsequently have been postponed or canceled, or have been removed from the organizers' website calendars. This is not a complete list of postponements or cancellations. Check with organizers to determine if their events will take place.

CANCELLATIONS

March 1, 10-11 a.m.

"Financial Statements," part of the nine-week "First Step to Next Step" program presented by the Women's Business Center of Utah.

March 3, 6-8 p.m.

"Entrepreneur 101," a Small Business Development Center (SBDC) event originally scheduled to take place at the Orem/Provo SBDC at Utah Valley University and later moved online. Other sessions of "Entrepreneur 101" are scheduled for March 24 and April 7, 6-8 p.m., at the Orem/Provo SBDC. Details are at <https://clients.utahsbdc.org/events.aspx>.

March 9, 8 a.m.-5 p.m.

"Lean Office with Simulation," a Salt Lake Community College Employee Development Workshop at SLCC's Westpointe Campus in Salt Lake City.

March 15-April 5, 8 a.m.-5 p.m.

Lean Six Sigma – Green Belt, a Salt Lake Community College Employee Development Workshop taking place on Tuesdays, at SLCC's Westpointe Campus in Salt Lake City.

POSTPONEMENTS

"Sports, Military and Life: It's Not Just a Man's World Anymore," a ChamberWest Women in Business Professional Growth Series event, originally scheduled for Feb. 8, has been postponed until March 8, 11:30 a.m.-1 p.m. Speaker is Ashlee Byrge, a sideline reporter for the Utah Warriors and manager of the Junior Warriors youth rugby league. Location

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Performance Logistics bought by Direct Connect Logistix

Draper-based Performance Logistics, is a third-party logistics company with expertise in fulfilling time-sensitive and temperature-controlled shipments for customers primarily in the food and beverage market, has been acquired by Direct Connect Logistix (DCL). DCL is a third-party transportation and logistics services platform owned by Huron Capital Partners, a lower-middle-market private equity firm based in Detroit.

“The combination of Performance Logistics’ refrigerated and frozen food transportation services and large customers in the Mountain West strengthens DCL’s capabilities, customer base and geographic reach,” Huron Capital said in announcing the acquisition.

Performance Logistics’ existing management team will remain with the combined company to help lead an expansion plan for regional operations, Huron

said. Terms of the deal were not disclosed.

“From the start of our discussions with Performance Logistics, we have been impressed by the company’s dedication to its customers, its growth capabilities and its roster of blue-chip food and beverage customers,” said Richard Piontek, CEO of DCL. “This acquisition provides us with a presence in the Mountain West for the first time and strengthens our refrigerated and frozen food capabilities. We also expect it will help us expand our customer base and increase market share with existing customers.”

Huron Capital bought Indianapolis, Indiana-based DCL in 2018 to create a new platform in the fragmented third-party logistics industry, the company said. DCL primarily serves the food, beverage and related industries in the South, Midwest and on the East Coast.



The Pendry Park City luxury resort and hotel has opened in Canyons Village at Park City Mountain.

Pendry opens Park City luxury resort

Irvine, California-based Pendry Hotels & Resorts has opened Pendry Park City, the brand’s first year-round mountain resort. The company’s sixth location, Pendry Park City is located in the Canyons Village at Park City Mountain. It features 153 guest-

rooms, suites and residences.

In collaboration with Columbus Pacific Development of Park City, the resort is designed by global designers SB Architects with interiors by KES Studio of Los Angeles. It has four dining facilities, a rooftop pool, Spa Pendry, Pinwheel Kids Club, a curated art collection and more than 7,000 square feet of meetings and event space. The resort features ski-in/ski-out accommodations with access to more than 7,300 acres of skiable terrain.

“Pendry Park City is a true year-round destination, bringing outdoor pursuits, world-class dining, art, wellness and entertainment, to guests, residents and the local community,” said Alan J. Fuerstman, founder, chairman and CEO of Montage International, the management firm that will operate Pendry Park City. “We are incredibly proud to debut Pendry’s first resort in one of our favorite mountain destinations and look forward to showcasing all that Pendry has to offer.”

The dining choices at Pendry include Kita, a Japanese restaurant featuring sushi and Wagyu beef entrees; family-oriented Disco Pizza; European-inspired Apres Pendry; and the Pool House lounge and classic American restaurant.

“We’ve fused the sophisticated energy, inspired design and vibrancy that Pendry is known for, with the alpine warmth and fiercely local tradition that is Park City,” said Michael Fuerstman, co-founder and creative director of Pendry Hotels & Resorts. “We are honored to bring Pendry to Park City and help define the new Canyons Village with fresh expe-

riences and creative spaces for all to enjoy.”

Did You Know...

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usanakidseat.org

The Enterprise

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CORPORATE FINANCIAL REPORTS

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

R1 RCM

R1 RCM Inc., based in Murray, reported net income of \$36 million, or 11 cents per share, for the fourth quarter ended Dec. 31. That compares with \$78.6 million, or 25 cents per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$398.9 million, up from \$328.4 million in the year-earlier quarter.

For the full year 2021, the company reported net income of \$97.2 million, or a loss of \$1.86 per share. That compares with \$117.1 million, or 33 cents per share, for 2020.

Revenue in 2021 totaled \$1.47 billion, up from \$1.27 billion in 2020.

R1 RCM provides solutions that transform the patient experience and financial performance of healthcare providers.

“I am very pleased with the progress our team made in 2021,” Joe Flanagan, president and CEO, said in announcing the results. “We delivered financial results significantly ahead of our expectations at the start of the year, grew our customer base, and launched innovative new solutions which will better serve healthcare providers, their patients, and the communities they serve.”

“We are optimistic about our prospects and continued strong growth in 2022, fueled by market demand, our ongoing innovation, and the pending acquisition of Cloudmed.”

Nu Skin

Nu Skin Enterprises Inc., based in Provo, reported a net loss of \$9.2 million, or 18 cents per share, for the fourth quarter ended Dec. 31. That compares with net income of \$73.5 million, or \$1.40 per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$673.4 million, down from \$748.2 million in the year-earlier quarter.

For the full year 2021, the company reported net income of \$147.3 million, or \$2.86 per share. That compares with \$191.4 million, or \$2.63 per share, for 2020.

Revenue in 2021 totaled \$2.69 billion, up from \$2.58 billion in 2020.

Nu Skin develops personal care, nutrition and anti-aging products.

“For the year, we are encouraged with 4 percent year-over-

year revenue growth and 11 percent growth compared to 2019, particularly considering the many COVID-related government restrictions, continued global uncertainty and ongoing transformation of our business,” Ryan Napierski, president and CEO, said in announcing the results.

Napierski said that many of the company’s Asian markets, including Mainland China, continue to be impacted by strict lockdowns and restrictions on in-person sales events and promotional activities, although South Korea “is gaining some traction with social commerce and grew 9 percent.”

Instructure

Instructure Holdings Inc., based in Salt Lake City, reported a net loss of \$20.7 million, or 15 cents per share, for the fourth quarter ended Dec. 31. That compares with a loss of \$41.2 million, or 33 cents per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$110.6 million, up from \$87.5 million in the year-earlier quarter.

For the full year 2021, the company reported a net loss of \$88.7 million, or 67 cents per share. That compares with a loss of \$178 million, or \$1.41 per share, for 2020.

Revenue in 2021 totaled \$405.4 million, up from \$230.7 million in 2020.

Instructure is an education technology company.

“Instructure’s strong fourth-quarter performance capped off a truly outstanding year for our company,” Steve Daly, CEO, said in announcing the results. “During the year, we added over 800 new customers, a 14 percent increase, as we continued to gain share across our key markets. We delivered 109 percent net revenue retention for the year, as our clients took advantage of the expanded set of ed tech tools available on the Instructure Learning Platform.

“Our strong growth trajectory is supported by ongoing momentum in both new logo and cross-sell wins, both domestically and internationally. Looking ahead, we will continue to make disciplined investments in sales and innovation to reinforce our position at the center of the teaching and learning ecosystem and extend our platform into multi-billion-dollar adjacent markets. We look forward to bringing more value to our clients, partners and shareholders in the months and years ahead.”

Succeeding in Your Business

Two all-too-human desires that thwart entrepreneurial success

“Fake it until you make it.”
“Move fast and break things.”
Sound familiar?
It’s no secret that Washington is giving Big Tech companies the stink eye these days. Probably the only thing Republicans and Democrats in Congress can agree on is that big companies need more regulation, more scrutiny.



CLIFF ENNICO

Why should a small-business owner care? Because there’s something else going on under the surface of the “get Big Tech” consensus in government, and it’s something every entrepreneur needs to be concerned about.

The quotes appearing at the beginning of this column symbolize the attitude many Silicon Valley entrepreneurs adopt when starting their businesses. A little bit of recklessness, if not ruthlessness, is considered necessary when trying to break through the startup crowd and stand out as a potential unicorn.

Within limits, these attitudes can be predictors of entrepreneurial success. Taken too far, of course, you end up somewhere not so nice.

By faking it too much, too

long before you make it, or by moving too fast and breaking too many things, you risk becoming a Theranos.

As always, when government steps into someone’s life, there’s a tendency to overcorrect and throw the baby out with the bathwater. Most people in Washington, having a bureaucratic orientation, are a wee bit jealous of those who break the rules and not only get away with it but get filthy rich doing so. Too much regulation and oversight kills the entrepreneurial spirit and leads to a nation of bureaucrats.

But beyond government, there are some disturbing trends in society, especially (although not exclusively) among young people, that are threatening the entrepreneurial spirit in America. A growing population is being overcome (some would say “brainwashed”) by two common and extremely natural human desires that, if taken to extremes, make entrepreneurial success impossible.

No. 1: The Desire to Be Safe

Speak to any member of the millennial or Generation Z popula-

tion, and sooner or later — usually within a minute or two — the word “safe” will be uttered. Somehow younger people have bought into the idea that the most important goal in life is to be safe — free from threats, free from hostility, free from contradiction of one’s worldview.

The desire to be safe is of course one of humanity’s oldest and most deeply held desires. Our primitive ancestors were focused every day on basic physical survival, to an extent our mollycoddled selves find difficult to comprehend. But they learned sooner or later that hanging around the cave too much meant you starved sooner or later. At some point, you had to take the risk of being chased by a saber-toothed tiger or eating the wrong type of mushroom to survive and reproduce.

Taken to extremes, the desire to be safe is antithetical to the entrepreneurial spirit. The entrepreneurial life is anything but safe. You are sticking your neck out in a big way, working 100 hours a week and living on Red Bull and ramen noodles, with only the slimmest hope that your business concept will catch fire and grow.

Getting where you want to go

is largely a function of damning the torpedoes and going full steam ahead. If you want to be safe, go to law school. Better yet, get a government job.

No. 2: The Desire to be Loved

You can blame this one on social media. Many if not most young people are consumed by the desire to look good to their peers. OK, that’s not such a recent development, but social media has magnified it thousand-fold.

When you are posting things online that can be seen by the entire world, you work hard to cultivate your online persona. When college students present their business plans in campus “Shark Tank”-type competitions, they inevitably focus on how their product or service will benefit humanity and make everyone love them.

No one desires to be hated, of course, but many of the most successful entrepreneurial ventures were not viewed favorably at the onset. Let’s face it, people hate change, and entrepreneurs who swim against the tide are a little bit crazy.

An entrepreneur is like the grain of sand in an oyster. He or she is an irritant. The oyster works very hard to expel the grain of sand by

secreting fluids that try to dislodge it. If the oyster fails, those fluids coat the grain of sand and produce a beautiful pearl.

Successful entrepreneurs — at least the vast majority of them — do not give a good damn what people think about them. They have a goal, and they are fixated if not obsessed by that goal to the point of ignoring everything else in their lives. (Thomas Edison went weeks without taking a bath sometimes.) Many endure opprobrium, divorce, estrangement from family, rejection and (increasingly) cancellation. If they think at all about society at large, their attitude is, “When I have a billion dollars in the bank, I will be sure to do some things to improve the lot of humanity.” But first you have to get those billion dollars, and the things you have to do sometimes to get there will not generate admiration.

We all admire successful entrepreneurs, but only after they have become successful.

Cliff Ennico (crennico@gmail.com) is a syndicated columnist, author and former host of the PBS television series “Money Hunt.”

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Building a culture of courage

Sometimes the most important issues in a business are the things we can't see. Leaders deal with deadlines, team conflict, maintaining fluid service, trying not to compromise quality of product even with rising costs and so on. The one element that doesn't get too much attention and is a far more insidious disease that spreads throughout organizations is ... fear.

Specifically, fear of loss.

I've personally witnessed how the threat of not meeting a budget or deadline drove employees to put up walls. The fear of missing the mark, the bonus or even losing their job froze them and led to decreased motivation and performance. Fear of failing can drive some employees to create barriers. You may see that one employee continue to per-

form in their contained environment, but you may not see the direct effect on other people in the same organization. These barriers could cause a break in what should be a fluid working environment. And, if not handled properly, it may destroy the company from the inside out.

So how can you conquer these challenges? The only way is to instill a culture of courage.

In fear-based companies, employees learn that power stays at the top and is unattainable, and that the only way to survive is to obey direction without question. Leaders must convey a message of openness and access all levels to give employees the encouragement, energy and support to try new things and to focus on the greater good of the overall organization.

So, follow these four calls to

action and watch your environment change for the better:

1. Align vital courage and moral courage. Research has shown that there are two types of courage that need to be applied within an organization: vital courage and moral courage. Vital courage is the "inspiration for actions that improve one's lot in life or that ultimately promote survival." Moral courage is "the authentic expression of one's beliefs or values in pursuit of justice or the common good despite power differentials, dissent, disapproval, or rejection." Vital courage is focused on survival, therefore what is best for the employee; moral courage is focused on thoughts and ideas, therefore what is best for the organization.

Examples of vital courage: Working an extra shift, writing a new proposal or taking night courses to qualify for a raise. Beware — you are encouraged to think of the greater good here and not be self-serving.



ANGELA CIVITELLA

Examples of moral courage: Employee takes a risk or goes the extra mile, the clerk who stops what he's doing to help an elderly customer around the store, the employee who jumps in to help a coworker.

2. Match responsibilities with strengths. All too often, organizations move people into positions without regard for their individual talents. In fact, in many companies, the only way up is through a management role, which penalizes those who are more talented as individual contributors than as managers. They're taken out of roles they are well-suited for and given roles in which they're weak.

Invest in experts who can properly qualify if the people you have are in their rightful positions and exerting their highest and best use. You won't be sorry.

3. Engage employees. As mentioned earlier, employee engagement is strongly linked to business performance. Engaged workers generate more profit, create stronger customer relationships, have fewer safety incidents, are less likely to quit and are more productive than disengaged workers. Engagement provides the energy that fuels a workplace.

When barriers are removed and employees have greater freedom, companies can effectively and promptly address these local issues. It's much easier to bring an organization to a consistent level of high engagement once bureaucracy has been tamed.

Engaged employees are good for business. Businesses

see an increase in sales, lower turnover, better customer relationships and higher market share. Organizations will find that engaged employees are a prerequisite for courage and success. Once people are willing, able and allowed to be courageous, the next step is to reward them for their courageous behavior.

4. Reward courageous behavior. When change occurs in an organization, some will immediately adopt the new system, but others will wait and see. Both responses are sensible. To get more people to try things the new way and embrace change, reward the brave few who take the first tentative steps.

The reward could be a note from a manager, a pat on the back or a story told at a department meeting. Whatever the vehicle, leaders should reinforce and celebrate courageous behavior. And the reward should be meaningful to the person you are rewarding and clearly linked to the types of new behaviors you are seeking.

The takeaway: In the end, by focusing on aligning moral and vital courage; matching responsibilities with strengths; engaging employees; rewarding courageous behavior; and aggressively rooting out parochialism, territorialism and empire-building, a company will have almost everything it needs to create a culture of courage.

Angela Civitella is an executive, a business leadership coach and the founder of Intinde (www.intinde.com).

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Air Canada to launch daily service from SLC to Toronto

Salt Lake City is among new and restored routes in North American that will see air service from Air Canada beginning this summer. The new Salt Lake City route will be daily service to and from Toronto.

The new Salt Lake service is included in seven new routes from three Canadian hubs that the airline will launch. Air Canada will also restore 41 routes serving 11 cities as it recovers from the travel downturn caused by COVID-19 pandemic.

"Canadians are ready to travel, and we're excited to be offering a very significant growth in our schedule this summer. With our recovery acceler-

ating and North American flying reaching 90 percent of pre-pandemic levels this summer, we are offering more options across the continent, including seven new city pairs from our Toronto, Montreal and Vancouver hubs, and the resumption of 41 suspended or previously announced new routes," said Mark Galardo, senior vice president of network planning and revenue management at Air Canada.

Galardo said Air Canada may continue to adjust its schedule as more opportunities arise or based on COVID-19's trajectory and the further easing of government travel restrictions.

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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@slenterprise.com. The submission deadline is one week before publication.

CONSTRUCTION

• **Jacobsen Construction Co.**, Salt Lake City, has promoted several executives. **Jon Wight**, who joined Jacobsen in 2005,



Jon Wight



Jon Moody



Josh Fenn



Rob Mills

has been named vice president of field operations, a new position at the company. In his role, he holds high-level strategic risk management and construction management responsibilities. Wight has been serving as a project executive overseeing Jacobsen's religious projects market and will continue to supervise key projects in that area. **Jon Moody** has assumed the role of vice president and project executive, where he will utilize his expertise in pre-construction and project development gained over the course of 21-plus years at Jacobsen. **Moody** is overseeing several Jacobsen projects that begin in 2022. **Josh Fenn** now holds the title of vice president and project executive while also continuing in his role as assistant project director at the Salt Lake Temple's renovation. Fenn is a 16-year industry veteran and has managed large, complex projects for Jacobsen since joining the firm in 2017. **Rob Mills** is now serving as vice president of project development. Mills has handled project development duties for Jacobsen projects nationwide since 1999, most recently as a preconstruction manager.

• **Granite** has announced that **Sand Ridge Constructors**, a joint venture of Granite and **W.W. Clyde & Co.**, has been awarded the \$16.5 million construction manager portion of the 5600 South Progressive Design Build (PDB) project by the **Utah Department of Transportation (UDOT)**. The project construction contract is anticipated to be \$155 million,

with Granite taking \$93 million (60 percent) of the total. The construction manager contract was included in Granite's 2021 fourth quarter CAP. The project scope covers the widening from three to five lanes of approximately 3 miles of 5600 South in Roy. The project will construct six bridges: one pedestrian bridge, one above-grade crossing, two new mainline I-15 interchange bridges, one off-ramp bridge over railroad, and one collector-distributor bridge. The Ogden West Haven HMA plant will supply approximately 85,000 tons of HMA for the project. The construction manager phase is expected to begin this month, with construction to start in the second quarter of 2023.

We carry more than heavy construction equipment.

Light equipment in stock. Mixers, saws, pumps, generators, jumping jacks, and much more.



DIVIDENDS

• The board of directors of **Extra Space Storage Inc.**, Salt Lake City, has declared a quarterly dividend of \$1.50 per share on the company's common stock for the first quarter 2022. That represents a 20 percent increase over the previous quarter dividend, and a 50 percent increase over the first quarter 2021 dividend. The dividend is payable March 31 to stockholders of record March 15. Extra Space Storage is a real estate investment trust that owns and/or operates 2,096 self-storage properties.

• The board of directors of **Nu Skin Enterprises Inc.**, Provo, has increased the quarterly cash dividend to 38.5 cents per share. The dividend will be paid March 9 to shareholders of record Feb. 28. Nu Skin is a beauty and wellness products company.

ECONOMIC INDICATORS

• A total of **384,662 workers** in Utah have reduced their risk of developing mental and physical problems by choosing to work from home, according to a study by mental health and wellness performance company **IAND1**

Life Inc. Those workers commuted over an hour per day before the pandemic. Those mental and physical problems include obesity, high blood pressure, stress and fatigue. It said that nearly 5 million Californians have experienced mental and physical benefits of working from home since the pandemic started. Details are at <https://www.land1life.com/infographic/commute/>.

• **Salt Lake City** is ranked No. 42 on a list of "2022's Most Glamorous Cities," compiled by **Lawn Starter**. It ranked the 200 biggest cities based on 35 indicators of exclusivity, such as household wealth, access to Michelin-starred restaurants, and Fashion Week participation. On breakout lists, Salt Lake City was No. 46 for status and wealth, No. 52 for fine dining, No. 29 for beauty, No. 26 for fashion, and No. 117 for entertainment. The overall rankings leader is San Francisco. The No. 200 city is Brownsville, Texas. Details are at <https://www.lawnstarter.com/blog/studies/most-glamorous-cities-in-us/>.

• The **cost to own and run a car in 2031** in Utah is projected to be \$6,119, according to a report from **Zutobi**. That compares with \$4,267 in 2011 and \$5,072 in 2021. It considered factors including average annual depreciation of the vehicle, average annual fuel costs and average annual insurance costs. It used the most popular car in the U.S., the Ford F150 pickup truck, as its data base. The most-expensive state for owning and running a car in 2031 is projected to be Louisiana, at \$7,125. The least-expensive is New York, at \$4,508. Details are at https://zutobi.com/us/driver-guides/motoring-projections_.

EDUCATION/TRAINING

• **Western Governors University (WGU)** has named **Gonzalo Peña** as senior community relations liaison for Utah. Peña will work to build relationships with like-minded community partners and engage with underserved populations, such as communities of color and low-income student populations. Peña previously held roles at the



Gonzalo Peña

United Nations, Standard & Poor's and the Department of Justice. Peña also has a background in the arts, having performed with the Utah Opera from 2012-18 and currently serves on the Utah Symphony/Utah Opera's Hispanic Task Force, working to integrate Latin people into the arts. He has taught international relations

courses at Utah Valley University as well as business courses for Latino entrepreneurs. Peña's education includes a bachelor of science degree from Utah Valley University.

• **ULI (Urban Land Institute) Utah** is accepting applications for the **ULI Utah Young Leaders Mentor Program** for 2022. It represents an opportunity for a small group of young leaders from Utah's real estate community to be mentored by an industry leader. Each group will contain six to 10 young leaders from diverse professional backgrounds between the ages of 18-35 paired with one mentor. The group will meet regularly at least six times throughout the year. Up to three groups will be offered in 2022. Applications are being accepted through March 4. Details are available by calling (801) 541-4431.

GOVERNMENT

• The **Governor's Office of Economic Opportunity** has created a public online dashboard that tracks companies that have received a state economic development tax increment financing (EDTIF) incentive. The page lists when the EDTIFs was awarded, the numbers of promised jobs, projected new state wages, projected new state tax revenue, projected capital investment, and the maximum tax credit. It reports the term of the contract and the temporary, marginal tax reduction

the company may receive if it meets its obligations. The table also shows whether the company has an active agreement, the percentage of new state revenue assessed, and the total tax credit used. Since EDTIF's 2005 inception, about 50 percent of companies awarded an incentive have pursued a post-performance tax credit by entering into a contract. Over the program's life, companies that have applied for at least one post-performance tax credit have received on average 34 percent of their contract's maximum tax credit amount. The website is <https://business.utah.gov/incent-ed-companies/>. Go Utah 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 state taxes the company paid to the state.

• The **Utah Broadband Center**, powered by the Governor's Office of Economic Opportunity, recently announced its Broadband Access Grant recipients. The awardees are **All West/Utah Inc.**, **Box Elder County Government**, **CentraCom Interactive**, **Navajo Tribal Utility Authority** and **South Utah Valley Electric Special Service District**. The grant program offsets capital expenses in deploying "last-mile broadband" in unserved rural and underserved economically dis-

see BRIEFS next page

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Industry Briefs

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tressed areas. The investments are part of the \$10 million in funds received through the federal American Rescue Plan Act distributed by the Utah Broadband Center to help households and businesses impacted by the COVID-19 pandemic. All West/Utah Inc. has been approved to receive \$508,425 in grant funds to combine with \$169,475 of matching funds to connect a high-speed fiber network to 56 locations, including 50 households and six farms/ranches in Croyden, Morgan County. Box Elder County Government will receive more than \$5.8 million in grant funds to combine with more than \$5.1 million of matching funds to connect high-speed fiber network in the communities of Bear River City, Elwood, Howell, Mantua and Willard and the unincorporated areas of Penrose, Thatcher and South Willard for a total of 2,460 locations comprising 1,208 households, 48 businesses, 79 farms and ranches, and 25 anchor institutions or public facilities. They are partnering with local broadband providers. CentraCom Interactive has been approved to receive \$839,708 in grant funds combined with \$279,903 of matching funds to connect a high-speed fiber network to 473 households in Millard County. Navajo Tribal Utility Authority will receive \$420,732 in grant funds to combine with \$140,244 of matching funds to connect a high-speed fiber network to 96 locations, including 84 households, seven businesses and six anchor institutions/public facilities in Montezuma Creek, San Juan County. South Utah Valley Electric Special Service District, serving West Mountain and Payson, have been approved to receive more than \$2.1 million in grant funds to combine with \$1.6 million matching funds to connect high-speed fiber network to 1,095 total locations, which include 1,080 households, 15 businesses, and two or more anchor institutions or public facilities. They are partnering with Centracom.

HEALTHCARE

• **Nexus Spine**, a Salt Lake City-based developer of biomechanically-advanced solutions for spinal pathologies, has appointed **Steve Cichy** as vice president of sales. Cichy has more than 25 years of experience in the spinal implant industry. He held various sales leadership roles in companies of all sizes prior to Nexus, including Sulzer Spine-Tech, Oratec Interventions, Stryker

Spine and Anulex Technologies. Most recently, he served as executive vice president of sales for Titan Spine.

INVESTMENTS

• **Leadership Circle**, a Salt Lake City-based leadership development company, has announced a \$20 million financing round with **RF Investment Partners**. The company said the investment will be used to further develop the its LeadTech platform and SaaS capabilities, scale its executive offerings and support self-serve options for leadership assessment and development.

• **Sorenson Ventures**, based in Utah and Silicon Valley, has promoted **Vidya Raman** to partner and **Eric Hilton** to principal. Sorenson Ventures is an early-stage investor in security and enterprise software companies. Raman joined the company three years ago from **Cloudera**, where she led the ML platform. Prior to that, she led engineering and product teams at venture-backed enterprise startups, including eMeter and Silver Spring Networks. Hilton joined Sorenson Capital in 2015 from L.E.K. Consulting, where he served clients across a wide range of industries, including technology, healthcare and financial services. He briefly left the firm to earn his MBA at The Wharton School and rejoined Sorenson Ventures in 2020 as a vice president.

Vidya Raman



Eric Hilton

• **Kodiak**, a Park City-based company offering protein-powered breakfast staples, has announced an investment by **Patricof Co (P/Co)**, a private investment platform for professional athletes. The amount was not disclosed. **Joe Burrow**, **Travis Kelce**, **Sloane Stephens**, **CC Sabathia**, **Rudy Gay**, **Adam Henrique** and several dozen other athletes participated as a part of the investment. P/Co joins existing investor L Catterton, a consumer investment firm that acquired Kodiak last year, to fuel its retail expansion and support its continued growth. In addition to the investment, P/Co will work with Kodiak to create an Athlete Advisory Council, facilitating quarterly meetings between the athlete investors and C-level

executives to co-create new food products, marketing campaigns and sustainability initiatives.

LAW

• **Squire & Co.**, based in Orem, has announced four new partners: **Marc Andrus**, **Kyle Greene**, **Joe Spillner** and **Garth Simpson**. Andrus has been named an advisory partner. He serves as



Marc Andrus



Kyle Greene



Joe Spillner



Garth Simpson

one of Squire's outsourced CFO/controllers, focusing primarily on helping companies in the direct selling space. He joined Squire in October 2013, with about six years of controller-level experience in the direct selling industry. Andrus graduated from Brigham Young University with a degree in business management with an emphasis on information systems, and he earned a bachelor's degree in accounting from Utah Valley University. Greene has been named an audit partner. Greene joined Squire in 2010 as a member of the assurance services team. He oversees audits of local governments, not-for-profit entities and for-profit entities. He specializes in local governments, including school districts, counties and special service districts. Greene earned a master of accountancy degree from Brigham Young University. Spillner has been named a tax partner. He joined Squire's tax department in October 2016 after his time as a tax professional in Silicon Valley. A Certified Public Accountant, Spillner has areas of specialty including business and individual tax, international tax and the technology industry. Simpson has also been named a tax partner. He serves as a Certified Public Accountant at Squire and is a member of the tax committee and business valuation team. He assists in training and support for new staff members and is an expert in state and local tax, with an emphasis in sales tax consulting. He earned bachelor of science and master of accountancy degrees from Brigham Young University.

LOGISTICS

• **InXpress USA**, a South Jordan-based third-party logistics company, has reached \$100 million in system sales, representing 53 percent year-over-year growth. The company attributed the growth largely to the urgent need and superior care small and medium-sized business companies require to navigate supply chain challenges and other marketplace impacts. The company said that as the demand for shipping services climbs, it expects to add account executives and franchise partners to reach more small-to-medium size businesses.



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MANUFACTURING

• **Nature's Sunshine Products**, a Lehi-based company offering herbal and nutritional products, has appointed **Trent McCausland** as vice president of global sustainability and transparency.



Trent McCausland

McCausland will be responsible for ensuring that Nature's Sunshine's ingredients are provided by suppliers who apply sustainable harvesting and ethical labor practices, and Nature's Sunshine's manufacturing facilities continue reducing their environmental footprint. McCausland has over 20 years of experience in multiple positions across Nature's Sunshine's supply chain team, including serving as the leader of the company's manufacturing task force. He joined Nature's Sunshine in 2000 after starting his career with Dura Pharmaceuticals.

PARTNERSHIPS

• **Pluralsight**, a Draper-based technology workforce development company, has announced a partnership with **Go1**, a corporate

education content hub. Together, the companies will deliver a curated content experience designed to help Go1 customers learn the most in-demand technology skills.

REAL ESTATE

• **Havenpark Communities**, an Orem-based operator and developer of manufactured home communities, completed \$24 million in community upgrades during 2021. These strategic investments across its more than 80 properties delivered infrastructure, amenities, landscaping and overall enhanced curb appeal. New and upgraded amenities included playgrounds, dog parks, sport courts, picnic pavilions, renovated clubhouses, and upgraded swimming pools. In 2021, the company also added more than 500 affordable housing units across its communities despite pandemic-related supply chain issues. Havenpark also announced it intends to invest an additional \$35 million to continue revitalizing and upgrading its communities during 2022 and plans to add more than 1,000 affordable housing units during the year.

RECOGNITIONS

• **Vickie Anenberg**, chief operating officer at Salt Lake City-based healthcare employment agency Supplemental Health Care, has been named to the **Staffing Industry Analysts' (SIA) Staffing 100** list, which recognizes leaders in the staffing



Vickie Anenberg

industry. SIA is a global advisor on staffing and workforce solutions. Anenberg has led the company's efforts to support the demand for pandemic patient care while also restructuring the company in unique divisions to address the evolving future of healthcare in critical settings such as home health, schools, corrections, ambulatory care and behavioral health.

SERVICES

• **Assisted Living Locators** has announced the launch of its free senior placement and referral service in locating quality assisted living and in-home care options throughout the northern Salt Lake City, central and Northern



Nick Gittens

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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@slenterprise.com. The submission deadline is one week before publication. Because of COVID issues, events may be postponed or canceled. Contact the event organizers to determine whether events will take place.

March 1-2

2022 Intermountain Deal-Source Summit and Ski Event, an ACG (Association for Corporate Growth) Utah event featuring middle-market deal flow content, multiple networking and meeting opportunities and activities. Theme is "Celebrating Utah Dealmakers." Location is Pendry Hotel Park City, 3720 N. Sundial Court, Park City. Details are at <https://www.acg.org/utah/events/2022-intermountain-deal-source-summit-and-ski-event>.

March 1, 8:30-11 a.m.

"Financial Statements," part of the 10-week Key Bank Business Accelerator program presented by the South Valley Chamber and Suazo Business Center. Location is Salt Mine Productive Workspace, 7984 S. 1300 E., Sandy. Cost for the 10-week program is \$500 (must be a chamber member to apply). Details are at southvalleychamber.com.

March 1, 9 a.m.-noon

"Value That Attracts Customers," part of the nine-week "First Step to Next Step" program presented by the Women's Business Center of Utah. Event takes place online via Zoom. Free. Details are at wbcutah.org.

March 1, 1-3:30 p.m.

"Managing the Health of Your Risk Pool: How to Develop a Winning Health Plan in the Wake of COVID, and Strategies for Managing Mental Health & Stress in the Workplace," a Brown & Brown "Whiteboard Event" featuring information about the true costs associated with healthcare and how to make more informed decisions in 2022. Presenters are professor Dave Ross and Sherri Wittwer, mental health expert. Location is Loveland Living Planet Aquarium, 12033 Lone Peak Parkway, Draper. Details are at (801) 505-6500.

March 1, 6:30-8 p.m.

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

March 2-May 4

Executive Certificate of Global Business Management,

presented by The Mill Entrepreneurship Center at Salt Lake Community College. The 10-week course takes place Wednesdays, 5:30-8:30 p.m., at 9690 S. 300 W., Sandy. Cost is \$995. Details are available by emailing venita.ross@slcc.edu.

March 2, 10:30 a.m.-noon

SBA's Annual Lender Awards Ceremony, with the Small Business Administration's Utah District office honoring several of its top lending partners for their commitment and contributions to providing important capital to Utah's small businesses during 2021. Location is Salt Lake City Marriott City Center, Olympus Room A, 220 S. State St., Salt Lake City. Brunch is free. Registration can be completed at Eventbrite.com.

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

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

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

"Lunch & Learn: What is Integrative Medicine?" a Park City Chamber/Bureau event. Dr. Jeanne Falk, an integrative medicine physician, will address integrative medicine and its benefits. 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/>.

March 2, 11:45 a.m.-1 p.m.

"What Comes Next With China? How Utah Companies Should Think About the Future of Trade with China and Southeast Asia," a North Utah County Chamber Alliance event presented by World Trade Center Utah. Location is Fox Hollow Golf Club, 1400 N. 200 E., American Fork. Details are at thepointchamber.com.

March 2, noon-1 p.m.

"Walkable Wednesday: Liberty Sky Apartments," a ULI (Urban Land Institute) Utah event. Speakers are Lee Dial, COO/CFO, and Brent Harmon, vice president/project director, both with Cowboy Partners. Location is Liberty Sky leasing office, 151 S. State St., Salt Lake City. Free for ULI members, \$15 for nonmembers. Details are at <https://utah.uli.org/events-2/>.

March 3, 9-10 a.m.

Morning Speaker Series, an Ogden-Weber Chamber of

Commerce event. Event takes place online via Zoom. Free for chamber members and first-time guests. Details are at ogdenweberchamber.com.

March 3, 10-11 a.m.

"What Utah Businesses Must Do for Data Privacy and Security," a Salt Lake Chamber event. Speaker is Kevin Taylor, cybersecurity fellow, Comcast. Event takes place online. Details are at slchamber.com.

March 3, noon-1 p.m.

"Protecting Your Business: An Overview of Financial Crimes and Scams," a Utah Black Chamber event that takes place online. Details are at utah-blackchamber.com.

March 3, 6-7:30 p.m.

"Schedule for Success" Workshop, a Small Business Development Center (SBDC) event that takes place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

March 4, 5-7 p.m.

"First Friday," a Utah Black Chamber of Commerce networking event. Location is The Shop, 350 E. 400 S., Salt Lake City. Cost is \$10 for members, \$20 for nonmembers. Details are at utah-blackchamber.com.

March 4, 6-9 p.m.

2022 Cache Valley Awards Gala, a Cache Valley Chamber of Commerce black-tie event. Opening reception is followed by dinner at 7 p.m. and program at 7:30 p.m. Location is Riverwoods Conference Center, 615 Riverwoods Parkway, Logan. Cost is \$90. Details are at cachechamber.com.

March 8, 9 a.m.-noon

"Employers Workshop on Hiring and Retaining Individuals with Disabilities," presented by the Utah State Office of Rehabilitation. Event will feature information about recruiting, hiring, and retaining individuals with disabilities and current issues surrounding disability and employment. Event takes place online. Free, but registration is required. Details are at Eventbrite.com.

March 8, 10 a.m.-noon

2022 International Women's Day Celebration, presented by the Women's Business Center of Utah and World Trade Center of Utah. Participants also are invited to a 9 a.m. live broadcast of Lt. Gov. Deidre Henderson as she addresses the barriers women face in the state of Utah and the plans to overcome these obstacles.

Location is World Trade Center Utah, 60 E. South Temple, Salt Lake City. Free. Details are at wbcutah.org.

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

"Sports, Military and Life: It's Not Just a Man's World Anymore," a ChamberWest Women in Business Professional Growth Series event. Speaker is Ashlee Byrge, a sideline reporter for the Utah Warriors and manager of the Junior Warriors youth rugby league. Location is Staybridge Suites, 3038 S. Decker Lake Drive, West Valley City. Cost is \$35. Details are at (801) 977-8755 or chamberwest.com.

March 8, 11:55 a.m.-12:55 p.m.

Monthly Women in Business Luncheon, a Cache Valley Chamber of Commerce event. Check website for location. Cost is \$14 for WIB members, \$16 for nonmembers. Details are at cachechamber.com.

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

"Focused Business Conversations for Women," a Women's Business Center of Utah event. Location is Sizzler, 199 N. Main St., Cedar City. Details are at wbcutah.org.

March 9-10

Entrepreneur & Investor Life Sciences Summit 2022, presented by BioUtah, BioHive and the PIVOT Center at the University of Utah and designed to bring investors and innovators together to showcase Utah's entrepreneurship. Summit takes place March 9 at the Peterson Eccles Alumni House on the University of Utah campus. Ski day is March 10. Details to be announced.

March 9, 9:55-11 a.m.

"Drive Traffic to Your Website with SEO," part of Grow with Google's Partner Digital Series presented by Grow with Google and the Women's Business Center of Utah. Event takes place online via Zoom. Free. Details are at wbcutah.org.

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

"Let's Do Lunch: The Future of Transportation," a South Valley Chamber event. Speakers are Jared Esselman, Utah state director of aeronautics; Dean Fitzpatrick, president, Larry H. Miller Dealerships; and Nick Panhwar, co-founder and director of engineering, Panhwar Jet Inc. Location is the South Valley Chamber, 9800 S. Monroe St., Sandy. Cost is \$10 for members, \$15 for nonmembers. Details are at southvalleychamber.com.

March 9, 5-7 p.m.

"Business After Hours: Non-profit Night," an Ogden-Weber Chamber of Commerce event featuring representatives from several nonprofit organizations. Location is Catholic Community Services, 2504 F Ave., Ogden. Free for employees of chamber members and first-time guests, \$10 for nonmembers. Details are at ogdenweberchamber.com.

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

Women in Business Luncheon, a Davis Chamber of Commerce event. Cost is \$20 for members, \$30 for guests. Details to be announced at davischamberofcommerce.com.

March 10, 6-8 p.m.

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

March 14-16

Utah Recreation & Parks Association Annual Conference. Theme is "Our Comeback is Stronger than Our Setback." Location is Dixie Convention Center, 1835 S. Convention Center Drive, St. George. Details are at <https://www.urpa.org/calendar.html>.

March 15, 22 and 29

"Key Business Skills: Launch Your Business" Series, a Women's Business Center of Utah three-part event. Part 1 is "Courage in Business (Virtual)" on March 15, featuring six key steps to confidently launching a business on solid ground. Part 2 is "Branding, Marketing and Online Presence" on March 22, covering the first three steps of getting a business ready to take off. Part 3 is "Finance, Systems and Collaboration" on March 29, exploring three steps of getting a business on solid ground. Presenter is Kara Laws of Launched. Events take place online via Zoom. Free. Details are at wbcutah.org.

March 15, 8:30-11 a.m.

"Banking," part of the 10-week Key Bank Business Accelerator program presented by the South Valley Chamber and Suazo Business Center. Location is Salt Mine Productive Workspace, 7984 S. 1300 E., Sandy. Cost for the 10-week program is \$500 (must be a chamber member to apply). Details are at southvalleychamber.com.

CALENDAR

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March 15, 9 a.m.-noon

"Culture That Attracts Talent," part of the nine-week "First Step to Next Step" program presented by the Women's Business Center of Utah. Event takes place online via Zoom. Free. Details are at wbcutah.org.

March 15, 11 a.m.-1 p.m.

"Women's Equality in Utah: Why Utah is Ranked as the Worst State and What Can Be Done," a Business Women's Forum event. Speaker Susan Madsen will discuss results of a white paper that analyzed a WalletHub report titled "2021's Best & Worst States for Women's Equality." Location is Hilton Garden Inn Salt Lake City Downtown, 250 W. 600 S., Salt Lake City. Cost is \$30 for members, \$40 for nonmembers. Details are at slchamber.com.

March 15, 11:25 a.m.-1 p.m.

Leadership Luncheon, a Cache Valley Chamber of Commerce event. Location is The Riverwoods Conference Center, 615 Riverwoods Parkway, Logan. Cost is \$16 for members and \$17 for nonmembers preregistered, \$20 for members and \$22 for nonmembers not preregistered. Details are at cachechamber.com.

March 15, 11:30 a.m.

"Navigating Differences in the Workplace," a ChamberWest Professional Development Series event. Speaker Chris Redgrave, generational differences expert and professional speaker, will discuss generations, cultural characteristics and trends currently affecting the workplace. Location is TownePlace Marriott West Valley City, 5373 W. High Market Drive, West Valley City. Cost is \$25 for members by March 9, \$35 thereafter and for nonmembers. Details are at

chamberwest.com or (801) 977-8755.

March 15, noon-1 p.m.

Local First Collab, a Utah Black Chamber of Commerce event. Location is The Shop, 350 E. 400 S., Salt Lake City. Details are at utahblackchamber.com.

March 15, 5-6 p.m.

Corporate Tour, a Utah Black Chamber of Commerce event. Location is Zions Bank, 1 S. Main St., Salt Lake City. Details are at utahblackchamber.com.

March 16, 7:15-9 a.m.

2022 Partners in Education Appreciation Breakfast, hosted by the Ogden-Weber Chamber of Commerce and its Partners in Education sponsors. Location is Ogden Eccles Convention Center, 2415 Washington Blvd., Ogden. Free. Registration deadline is March 4. Details are at ogdenweberchamber.com.

March 16, 8 a.m.-4 p.m.

"Business Writing," part of the Salt Lake Community College Frontline Leader Workshop Series. Participants will consider critical writing skills to achieve clarity, organization, readability and accuracy in business messaging. Location is SLCC's Westpointe Campus, 1060 N. Flyer Way, Salt Lake City. Cost is \$250. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

March 16, 10 a.m.-noon

"WBCUtah Mastermind," a Women's Business Center of Utah event. Host is Jeanie Cisco-Meth. Event takes place online (available statewide). Free. Details are at wbcutah.org.

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

Business Alliance Luncheon. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Registration is required. Details

are at davischamberofcommerce.com.

March 16, noon-1 p.m.

"Fire Up Your Funding Traditional & Lender Panel," a Small Business Development Center (SBDC) event. Location is the Orem/Provo SBDC Center at Utah Valley University. Details are at <https://clients.utahsbdc.org/events.aspx>.

March 16, 5-6 p.m.

"Manage Risk, Protect Your Business," a Small Business Development Center (SBDC) event that takes place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

March 16, 5:30-6:30 p.m.

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

March 16, 6:30-7:30 p.m.

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

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

Chamber Luncheon, a Davis Chamber of Commerce event. Details to be announced at davischamberofcommerce.com.

March 18, 8 a.m.-12:30 p.m.

Box Elder Business Summit, a Box Elder Chamber of Commerce event with the theme "Leadership in Today's Business World." Keynote speakers include Wendy Williams, vice president of propulsion systems for Northrop Grumman Space Systems, and Cody Vaibell, entrepreneur and investor. Panel discussions will focus on topics including workforce and diversity and inclusion. Location is USU Brigham City Regional Campus, 989 S. Main St., Brigham City. Cost is \$40. Details are at boxelderchamber.com.

March 22, 9 a.m.-noon

"Generating Revenue/Marketing," part of the nine-week "First Step to Next Step" program presented by the Women's Business Center of Utah. Event takes place online via Zoom. Free. Details are at wbcutah.org.

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

Women In Business Luncheon, a South Valley Chamber event. Speaker is Jodi Orgill Brown, an anti-fragility expert, nonprofit consultant, keynote speaker, corporate trainer and bestselling author. Location is Hilton Garden Inn, 277 W. Sego Lily Drive, Sandy. Cost is \$10 for members, \$15 for nonmembers. Details are at southvalleychamber.com.

March 22, 2-5 p.m.

Utah Valley Job Fair, a Utah Valley Chamber event. Location is Utah Valley Convention Center, 220 W. Center St., Exhibit Hall A, Provo. Details are at thechamber.org.

March 22, 6-9 p.m.

Birds and the Bees Spring Event, a Utah Black Chamber of Commerce event. Location is Tracy Aviary and Johnson River Nature Center, 589 E. 1300 S., Salt Lake City. Cost is \$40. Details are at <http://business.utahblackchamber.com/events/calendar>.

March 23-April 13, 8:30 a.m.-4:30 p.m.

PMP Certification Exam Prep, a Salt Lake Community College Employee Development Workshop taking place on Wednesdays. This intermediate course prepares participants to successfully pass the PMP exam by reviewing the concepts and principles of project management. Students will study project management methods in accordance with PMI requirements and a syllabus to study for the 2021 200-question PMI PMP examination. Location is SLCC's Miller Campus, 9750 S. 300 W., Sandy.

Cost is \$1,195. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

March 23, noon-1 p.m.

"Solve the Business Puzzle: Social Media Basics for Business," a Women's Business Center of Utah event. Presenter is Skye Clayton, Seedling to Stars. Event takes place online via Zoom. Free. Details to be announced at wbcutah.org.

March 23, 4-8 p.m.

16th Annual Wasatch Front Materials Expo, a Utah SAMPE Chapter event that is a tradeshow for the advanced materials community. Location is Salt Lake Community College's Miller Campus, Karen G. Miller Conference Center, 9750 S. 300 W., Sandy. Registration can be completed at Eventbrite.com.

March 24-May 19, 6-9 p.m.

"ASCM APICS-CPIM Part 1," a Salt Lake Community College Employee Development Workshop, taking place on Thursdays. "APICS Certified in Planning and Inventory Management" (CPIM) provides a comprehensive body of knowledge, best practices and standards to allow candidates to better respond to supply disruptions, respond to demand variations and manage supply chain risk. Location is SLCC's Miller Campus, 9750 S. 300 W., Sandy. Cost is \$1,800 for APICS members, \$2,000 for nonmembers. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

March 24, 8:30-11 a.m.

ConnectShare B2B Networking Event designed for business leaders and decision-makers. Location is the Miller Conference Center, 9750 S. 300 W., Sandy. Details are at www.connectshare.com or by contacting Randy Hunt

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MEGA SITES

from page 1

or product around the country,” Elvon Farrell, community strategist for EDCUtah, said at a webinar titled “Shovel-Ready is the New Incentive,” presented by ULI (Urban Land Institute) Utah.

“Luckily, we’re not quite as back on our heels, because we’ve had this program in the pipeline and it’s been ramping up. ... This helps Utah maintain that competitive edge that has made our economy what it is.”

The Utah Mega Sites program, administered by EDCUtah on behalf of the state, came about following a 2016 discussion about boosting the number of large-project wins in the state. A Mega Site goes through a certification process to ensure that it offers at least 400 acres, an 80 percent contiguous buildable area, relatively flat topography, existing infrastructure at or near the site, completed engineering and other studies, and other elements that make it appealing for a large project.

Utah currently has 11 Mega Sites with a combined 28,000-plus acres. A similar program,

dubbed the Certified Site program, also is in place for projects needing anywhere from 50 to 400 acres. Both are under EDCUtah’s Site Ready program and are designed to shorten development timelines and reduce client risk.

“This is why we’re doing it, is to minimize the risk, the timeline, the cost that really makes this an incentive to a company or a site selector as they’re looking at these sites,” Farrell said. “All of these things are in order to focus on answering the questions from companies and site selectors.”

EDCUtah also works to ensure the project matches the community and not just the site, he said. “In rural Utah, you’re not going to be able to land a thousand jobs, but you might be able to land a large data center that has fewer well-paid jobs but still has the large footprint need,” Farrell said.

“Landing or winning these projects, for instance, the Facebook data center at Eagle Mountain, that wasn’t a mega site, but the impact that it has had on the community, the amount of capital investment, the amount of growth that is taking place there, is unprecedented, and we need to

look for more of these sites that can have that impact on the community.”

The program came about after Utah lost some large industrial projects to other states. They included a 2,000-job Volkswagen project that ended up in Tennessee, a 650-job project for SeverStal in Mississippi, 500-job projects for Toray Industries in South Carolina and for Mitsubishi in Georgia, and a 220-job project for Teijin in South Carolina.

“We get concerned when we see projects like this that are large and impactful that are not even considering Utah and don’t even come across our desks,” Farrell said.

“We knew we weren’t even getting the first phone call,” said Stephanie Frohman, senior vice president of strategy and partnerships at EDCUtah. “We were seeing projects land in other states that we’d never even heard of because Utah had been eliminated from consideration before they even put out an RFI (request for

information) because they didn’t think we had anything in that range.”

But that has changed. In fiscal 2021, the number of projects considering Mega Sites quadrupled, and the first half of fiscal 2022 saw a tripling of the number.

“So, we’re seeing a ramp-up of interest in these, and adding more sites increases interest not only in the communities that have those sites but Utah as a whole and making it a more-feasible state to land a project,” Farrell said.

“We’re excited to get more product ready because at the moment we’re getting requests of all kinds in manufacturing, and there’s not a lot available nationwide,” Frohman said.

Before COVID hit, EDCUtah’s pipeline featured about 30 percent to 40 percent manufacturing projects, but that has grown to 50 percent to 60 percent.

“We don’t see that slowing down anytime soon,” Frohman said. “That’s a function of com-

panies trying to de-risk their supply chain after all the disruption of the past couple of years.”

Not only are more projects focused on manufacturing but they’re also larger.

“We are seeing projects in a scale that would make our eyes pop if they came in once or twice a year,” she said. “Now maybe [it’s] once or twice a month. A lot of big-footprint projects are looking at multiple states in the U.S. right now.”

For example, several companies are making huge investments in projects to produce electric vehicles, she said. Incentive programs and sites ready for development can position a state ahead of competitors to land such projects.

“There’s a lot happening in this space,” Frohman said, “and it just really shows that having ready product and speed-to-market is increasingly critical if we want to take down these big deals.”

Details about the program are at www.sitereadyutah.org.

UPDATES

from page 1

is Staybridge Suites, 3038 S. Decker Lake Drive, West Valley City. Cost is \$35. Details are at (801) 977-8755 or chamberwest.com.

“**Navigating Differences in the Workplace,**” a ChamberWest Professional Development Series event, originally scheduled for Jan. 25, has been postponed until March 15, 11:30 a.m. Location is TownePlace Marriott West Valley City, 5373 W. High Market Drive, West Valley City. Cost is \$25 for members by March 9, \$35 thereafter and for nonmembers. Details are at chamberwest.com or (801) 977-8755.

Zions Bancorporation’s 2022 Biennial Investor Conference for institutional investors and analysts, originally scheduled for March 3, has been postponed until a date to be determined.

2022 Awards Gala, a ChamberWest event, originally scheduled for March 8, has been postponed until March 29, 5-8:30 p.m. Location is the Maverik Center in West Valley City. Details to be announced at chamberwest.com.

“**Evening In Harlem,**” a Utah Black Chamber of

Commerce event, originally scheduled for Feb. 4, has been postponed until April 1, 6-11 p.m. Location is The Leonardo, 209 E. 500 S., Salt Lake City. Cost is \$50. Details are at utah-blackchamber.com.

2022 Athena Leadership Award Ceremony & Luncheon, an Ogden-Weber Chamber of Commerce event, originally scheduled for Jan. 25, has been postponed until April 26, 11:30 a.m.-1 p.m. Location is Timbermine, 1701 Park Blvd., Ogden. Award recipient is Raquel Da Silva, executive director of Family Promise of Ogden. Cost is \$30. Details are at ogdenweberchamber.com.

Utah Manufacturers Association Annual Awards Banquet at the Little America Hotel in Salt Lake City, originally scheduled for Jan. 29, 6-9 p.m., has been postponed until a date in November to be determined.

MISCELLANEOUS

Business Alliance Lunches originally scheduled for March 2 and March 16 had been canceled but have since been reinstated. They take place 11:30 a.m.-1 p.m. at Boondocks Fun Center, 525 Deseret Drive, Kaysville. Lunches are also scheduled for April 6, April 20, May 4 and May 18. Details are at davischamberofcommerce.com.



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CALENDAR

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of the ConnectShare Advisory Board at randy@clearpath-strat.com.

March 24, noon-1 p.m.

Women in Business Meeting, a Box Elder Chamber of Commerce event. Contact the chamber for meeting location. Cost is \$10. Details are at boxelderchamber.com.

March 24, 5-6 p.m.

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

March 24, 5:30-7 p.m.

"In the Know: Cryptocurrency Series," a South Valley Chamber event. Location is Salt Lake Community College, Free Enterprise Building, 9750 S. 300 W., Sandy. Details are at southvalleychamber.com.

March 24, 6-7 p.m.

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

March 24, 6-8 p.m.

"Entrepreneur 101," a Small Business Development

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

March 24, 6-8:30 p.m.

"Birds & Brews: Light Out Event," a Utah Black Chamber of Commerce event. Location is Tracy Aviary and Johnson River Nature Center, 589 E. 1300 S., Salt Lake City. Cost to be determined. Details are at <http://business.utahblackchamber.com/events/calendar>.

March 29, 8:30-11 a.m.

"Management," part of the 10-week Key Bank Business Accelerator program presented by the South Valley Chamber and Suazo Business Center. Location is Salt Mine Productive Workspace, 7984 S. 1300 E., Sandy. Cost for the 10-week program is \$500 (must be a chamber member to apply). Details are at southvalleychamber.com.

March 29, 9 a.m.-noon

"Keeping Customers Happy," part of the nine-week "First Step to Next Step" program presented by the Women's Business Center of Utah. Event takes place online via Zoom. Free. Details are at wbcutah.org.

March 29, 5-8:30 p.m.

2022 Awards Gala, a ChamberWest event. Event includes honoring Hall of Fame Award recipient Mayor Kristie

Overson of Taylorsville and three finalists in five award categories. Theme is "The Wizard of Oz: There's No Place Like ChamberWest." Reception begins at 5 p.m., with dinner and program starting at 6:30 p.m. Location is the Maverik Center, 3200 S. Decker Lake Drive, West Valley City. Details to be announced at chamberwest.com.

March 30, noon-1 p.m.

"Walkable Wednesday: Sugarmont Apartments," a ULI (Urban Land Institute) Utah event. Speaker is Stan Hanks, executive vice president, Cottonwood Residential. Location is Sugarmont Apartments, 2191 S. McClelland St., Salt Lake City. Free for ULI members, \$15 for nonmembers. Details are at <https://utah.uli.org/events-2/>.

March 31, 5-7 p.m.

"Business After Hours," a Salt Lake Chamber event. Location is Flanker Kitchen & Sporting Club, 6 N. Rio Grande St., Suite 35, Salt Lake City. Free for members and \$30 for nonmembers before March 29, \$20 for members and \$40 for nonmembers after March 29. Details are at slchamber.com.

April 1, 8:30 a.m.-5 p.m.

Tech Law Symposium, an ACC Mountain West Chapter event for in-house attorneys and their legal teams. Themes to be

see CALENDAR next page

CLASSIFIED

CAREERS

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BRIEFS

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Utah area. The franchise is now under new ownership by senior care advisor **Nick Gittins**, an Ogden resident. Gittins, a certified dementia care specialist, helps find safe care solutions for the elderly, whether it be home care, independent living, assisted living, or memory care. Assisted Living Locators has 140 franchisees in 36 states and the District of Columbia.

TECHNOLOGY

• **Nearmap Ltd.**, a global provider of aerial imagery whose U.S. headquarters are in South Jordan, has announced **Penny Diamantakiou** as its new chief financial officer. She has more than 20 years of experience as a business executive with a passion for digital, media and technology businesses. She previously was the CFO of 5B, a clean technol-

ogy company and held leadership roles at companies including Optus, Yahoo7, WooliesX (part of the Woolworths Group) and the Association for Data-Driven Marketing & Advertising (ADMA).

• **Experlogix**, a Salt Lake City-based provider of cloud-based CPQ (configure, price, quote) and document generation and automation software, has hired **Beth Thornton** as chief revenue officer. Thornton



Beth Thornton

is a global sales and marketing executive with over 25 years of leadership experience. Before joining Experlogix, Thornton was CRO of Inspire Software since 2019, where she led their sales and marketing organization. Prior to that, she held the position of executive vice president of global sales at O.C. Tanner.

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CALENDAR

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covered are "The Basics of Tech Law," "Hot Topics in Tech 2022," "Cybersecurity & CISA," "Tech Contracts" and "Communication (How to Talk to Engineers and Teams)." In-person location is Grand America, 555 S. Main St., Salt Lake City. In-person cost is \$75 for ACC members, \$100 for nonmembers. Webinar cost is \$75 for ACC members in Idaho, Wyoming and Montana, \$100 for nonmembers in those states. Registration can be completed at Eventbrite.com.

April 1, 6-11 p.m.

"Evening In Harlem," a Utah Black Chamber of Commerce event. Location is The Leonardo, 209 E. 500 S., Salt Lake City. Cost is \$50. Details are at utahblackchamber.com.

April 5, 9 a.m.-noon

"Knowing Your Numbers," part of the nine-week "First Step to Next Step" program presented by the Women's Business Center of Utah. Event takes place online via Zoom. Free. Details are at wbcutah.org.

April 5, 6:30-8 p.m.

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

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

Business Alliance Luncheon. Location is Boondocks

Fun Center, 525 Deseret Drive, Kaysville. Registration is required. Details are at davischamberofcommerce.com.

April 7, 8-9 a.m.

"Coffee Chat with the CEO," a Park City Chamber/Bureau event. CEO Jennifer Wesselhoff will be available for friendly, informal conversation about how the chamber can most effectively serve businesses and the community. Location is Kimball Junction Visitor Information Center, 1794 Olympic Parkway Blvd., Park City. Free. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

April 7, 9-10 a.m.

Morning Speaker Series, an Ogden-Weber Chamber of Commerce event. Event takes place online via Zoom. Free for chamber members and first-time guests. Details are at ogdenweberchamber.com.

April 7, 6-8 p.m.

"Entrepreneur 101," a Small Business Development Center (SBDC) event. Location is the Orem/Provo SBDC Center at Utah Valley University. Details are at <https://clients.utahsbdc.org/events.aspx>.

April 8, 5-7 p.m.

"First Friday," a Utah Black Chamber of Commerce networking event. Location is 2200 S. Main St., Suite 200, South Salt Lake. Cost is \$10 for members, \$20 for nonmembers. Details are at utahblackchamber.com.

April 12, 8:30-11 a.m.

"Customers & Competitors," part of the 10-week Key Bank Business Accelerator program presented by the South Valley Chamber and Suazo Business Center. Location is Salt Mine Productive Workspace, 7984 S. 1300 E., Sandy. Cost for the 10-week program is \$500 (must be a chamber member to

apply). Details are at southvalleychamber.com.

April 12, 9 a.m.-noon

"Managing Your Cash Flow," part of the nine-week "First Step to Next Step" program presented by the Women's Business Center of Utah. Event takes place online via Zoom. Free. Details are at wbcutah.org.

April 12, 11:55 a.m.-12:55 p.m.

Monthly Women in Business Luncheon, a Cache Valley Chamber of Commerce event. Check website for location. Cost is \$14 for WIB members, \$16 for nonmembers. Details are at cachechamber.com.

STUDY

from page 1

Salt Lake County and 29 percent in Utah County.

Benefiting the state is that its working-age population "remains fairly stable throughout this time," with employment growth projected in 28 of the 29 counties, according to Mallory Bateman, director of demographic research at the Gardner Institute. In some states, the working-age population is shrinking, compared to their older population.

"I think part of why we maintain that stellar working-age population is because we have an economy that continues to grow and diversify throughout the projection horizon," she said during an online media roundtable to discuss the report.

The number of jobs will outrun population growth in Salt Lake and Summit counties, while Millard County is expected to see a job decrease, in part because of power plant closures. While Utah County will experience the most population growth by 2060, Salt Lake County will see the most job

growth. Salt Lake County currently accounts for 47 percent of jobs in Utah.

The study indicates that Salt Lake County will add about 484,000 people to reach 1.7 million by 2060 and add 545,600 jobs during that time. Utah County will add 674,000 residents to reach 1.3 million and add 346,571 jobs. Washington County will add 282,417 people and about 110,000 jobs, while Davis County will grow by 216,736 people and 114,031 jobs.

Industry growth will vary throughout different parts of the state. Growth in professional, scientific and technical services jobs will be concentrated in Salt Lake County and the Wasatch Front in general.

"When we're talking about these very urbanized counties ... a lot of that projected job growth is going to be focused on two to six counties across the state," said Max Backlund, senior research associate.

Backlund said Utah has historically been a goods producer and manufacturer, but the shift will be toward urbanized professional and technical services. Manufacturing employment

will be "not quite as high as it's been in the past," he said. "That's been a traditional industry in Utah that we've had a lot of important growth there, so that will be changing as we look forward to the future."

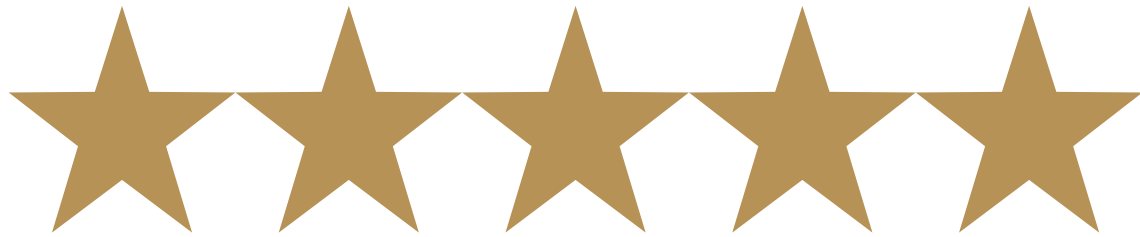
The addition of 1.3 million jobs by 2060 "is a very positive change here," he said, noting that construction will lead all industries in job increases. "As a very fast-growing state, that makes a lot of sense," Backlund said. "We're seeing a lot of construction and growth currently and we expect that to continue."

Researchers cautioned that the projections for both population and job growth could change because of power plant closures, another Olympic Games, and development taking place at Point of the Mountain.

The Gardner Institute updates the projections every four years and provides the information so that communities and organizations throughout the state can use it to make informed decisions about their future needs. The report is available at <https://gardner.utah.edu/wp-content/uploads/LongTermProj-Jan2022.pdf?x71849>.



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