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## OF NOTE



### Teeing off

Tee time bookings for Utah golf courses were up 25 percent for the first four months of the year, compared to 2024, according to a report from the Utah Golf Association. Golfers are hitting the greens more often this season. Photo by Tom Haraldsen

## Women urged to lead AI shifts in the tech world Women Tech Council exec says women possess innate skills

**Brice Wallace**  
*Salt Lake Business Journal*

Some people see the potential of artificial intelligence as beneficial, while others find it frightening. The leader of the Women Tech Council sees it as an opportunity for women.

Cyndi Tetro, co-founder and president of WTC, recently told an audience in Midvale that women possess characteristics positioning them for success in an AI world. Among barriers that have held back women in technology has been their skillset, she said.

“But what’s happening in the world of AI is, soft skills are becoming more important,” Tetro said at WTC’s recent Innovation Summit at the Zions Bancorporation Technology Center. “If that’s true, then there’s an advantage for women because we are better at those skills naturally. And we’re going to take advantage of those and use those in an ever-changing world and use AI to help upskill and reskill and introduce skills to people entering the workforce.”

“We have an ability to create parity



*Cyndi Tetro, co-founder and leader of the Women Tech Council, discusses artificial intelligence at the tech council’s recent Innovation Summit in Midvale. (Photo by Kisner Studios/courtesy of Women Tech Council)*

across the skills that are necessary to order to work in technology and then create a unique advantage because of the skills that women bring to the table.”

Tetro said AI represents “one of the coolest opportunities that we have” in fixing the “broken rung” as women climb

the corporate ladder to the C-suite and growing the percentage of women in technology jobs.

“Maybe, just maybe, AI becomes the

**see WTC page 2**

## Utah college student aid totaled \$1.6 billion in 2022-23

Utah is red. BYU is blue. When it comes to federal student aid, green is prominent, too.

Students at postsecondary educational institutions throughout the state received 353,935 federal student aid awards totaling \$1.6 billion in the 2022-23 school year, according to a study by the Kem C. Gardner Policy Institute at the UofU. The study is the institute’s 12th in a series on state and federal economic ties.

The \$1.6 billion figure includes nearly \$1.1 billion in 122,687 federal student loans, \$527 million in Pell Grant awards totaling 208,167, and \$19 million in campus-based federal aid programs, in-



*The University of Utah is among the state’s colleges and universities that received \$1.6 billion in student aid from federal programs and Pell Grants. Photo by Tom Haraldsen*

cluding Federal Supplemental Educational Opportunity Grants and the Federal Work-Study Program.

“Federal aid supports college access for thousands of Utah students, helping them gain skills and degrees that

boost earnings and strengthen Utah’s economy,” said Andrea Brandley, senior education analyst at the institute. “That investment creates a multiplier effect that benefits individuals, families and communities statewide.”

Over one-fourth (26.1 percent) of more than 96,000 undergraduates at Utah institutions in the 2022-23 academic year received Pell Grants that averaged nearly \$5,000 per student. About 86,000 undergraduate students, or 24.1 percent, took out federal loans with an average of \$6,000. More than 300,000 Utahns currently hold student loan debt total-

**see AID page 6**

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**WTC**  
from page 1

answer to creating parity in leadership and economic opportunity for women in technology, because we have still held in the sub-30-percent women in technology for decades,” she said. “We haven’t been able to change that ... and this might be the moment in time where we get to change that and take advantage.”

Tetro’s remarks to kick off the annual event, with the theme “The Age of AI,” featured several statistics related to AI, based on recent WTC surveys. Among them are that the fear of falling behind in the adoption of AI is the top concern among tech women about their careers.

The surveys also revealed that 70 percent of employees believe that AI will change about 30 percent of their jobs in two years. “I believe this will change,” Tetro said. “I think this number doubles, and I think the time frame it takes to change your job is less than a year.”

While 92 percent of companies plan to increase AI investments over the next three years and 85 million jobs globally are expected to shift due to AI, Tetro said that women are 10 percent to 40 percent less likely to use AI tools than men; 60 percent of women aren’t yet using AI in their jobs; and only 29 percent of women feel skilled in AI, compared to 71 percent of men.

Forty-two percent of women say they need more training to use AI confidently, and women tech leaders are 3 percent

more likely than men to adopt AI, she said.

“One of the things that is true is that we are in an entirely new time in the technology ecosystem, because AI is reshaping how we work, how we show up, how we innovate and how we lead,” Tetro said. “And it’s an unprecedented time that we have really never seen before.”

She said the world contains a lot of uncertainty, some of it caused by AI. “All of us are trying to figure out where it’s going,” she said.

A recent survey by AI platform company Snowfire indicates where part of it is going. Utah managers asked about AI careers expected to boom locally said the top three positions are AI-driven software engineers for tech startups, health care AI solutions architects, and renewable energy systems optimization specialists.

The Snowfire survey indicates that nationally 15 percent of companies’ annual spending is earmarked for AI-related infrastructure. However, just 15 percent of C-suite teams are described as having a “deep understanding and regular use” of AI, while 22 percent fall into the “very low” category.

“If you look even 12 months ago to where we’re at today, the speed of business has accelerated more than we’ve ever seen,” Tetro said. “We truly are in a revolution that’s happening right now, right before our eyes. So that means we have an obligation to think about what it means for how we lead, how we innovate and where we’re going to take everything in the future.”

## Many local companies among those on 'Shatter List'

Several companies were recognized at the recent Women Tech Council Innovation Summit for making WTC’s “Shatter List,” a showcase of technology companies that are creating and enacting practices and cultures that remove the proverbial glass ceiling.

The list was compiled by scoring companies on four factors: executive engagement (active involvement from the CEO, executive team leadership), company leadership initiatives (currently having women in technical leadership positions, women in all levels of the company, and women on the executive team), community investment (active participation with the community to create more opportunities and engagement), and formal internal programs (defined programs to support women internally).

The 2025 Shatter List companies are, in alphabetical order:

Adobe, Ancestry, ARUP Laboratories, AvidXchange, AwardCo, BambooHR, Bill, Canopy, Chatbooks, CHG Healthcare, Cox Automotive, DDI, Dell Technologies, Domo, DynaGrace Enterprises, eBay, Entrata, Gabb Wireless, Goldman Sachs, Health Catalyst, HealthEquity,

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Those changes are happening quicker in tech companies “because they work at a different speed of business,” she said. “The challenge is, tech just sped up more than 100 percent, and that means dramatic things are happening across the entire ecosystem.”

“The speed of it is one of the challenges I think we all face. It’s the reason we have to change the way we think and the way we learn in order to embrace what’s happening around us, because it is not only inevitable but it is happening at light speed around us.”

## Salt Lake City is America’s most AI-ready city, says national index

The 2025 AI Readiness Index confirms what many in Utah already see happening: Salt Lake City is leading the country in AI readiness. And Utah ranks No.1 among the U.S. states, too, according to the index, released by DesignRush, a Miami-based Internet marketing service.

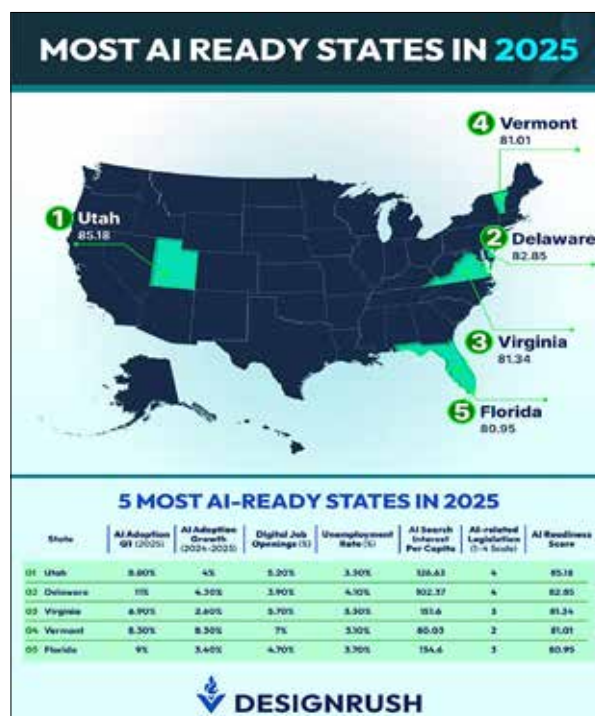
DesignRush evaluated every state using six key indicators. Utah earned the top spot based on its high ranking in three key areas:

- AI adoption by business and industry reached 8.8 percent in early 2025, representing a 4 percent increase since 2023.
- AI-related Internet searches per capita: Utah reported 126.63 searches, showing that interest in digital tools is high across the state.
- Legislative preparedness: The state received a perfect score of four out of four, which means the policy environment is aligned with AI innovation.

DesignRush report authors said Salt Lake City plays a central role in all of these areas.

“From new startups to public institutions, the region is moving with speed and purpose toward AI adoption,” the study said.

Out of 161,064 businesses in Utah, more than 18,700 say they have used AI or intelligent tools in the past two weeks. That’s one in nine and tops in the U.S. — and a majority of these businesses operate in and around Salt Lake City. This includes retail stores, logistics companies, financial firms and medical providers. What they share is a practical, daily use of digital to solve real problems, the study said.



DesignRush also found AI use isn’t limited to large corporations. Small and mid-sized businesses are adopting automation and smart systems at scale.

According to the Bureau of Labor Statistics, Salt Lake City added more than 19,000 jobs over the past 12 months and the concentration of these jobs is in the industries most

affected by digital transformation. The industries leading the digital-tool-driven job growth include health and education, construction, information services, manufacturing and finance.

However, some jobs are quietly disappearing and the DesignRush study linked those jobs to industries where digital tools may take over positions. These include professional and business services, leisure and hospitality, and other services like beauty salons and repair shops.

“The sectors affected tend to rely on roles ripe for automation: office assistants, call center workers, receptionists and more,” the study said. “As AI tools become more affordable and accessible, companies are quietly scaling back human labor in favor of smart solutions.”

Study authors concluded that this shows Salt Lake City “is not just weathering change but actively adapting to it. The local economy is expanding while integrating digital transformation.”

Utah’s volume of AI-related online searches ranked among the highest in the nation.

“This tells a bigger story: People aren’t just curious; they’re actively engaging,” the study said. “They want to understand how these technologies affect their work, their cities and their future.”

The research writers concluded, “Salt Lake City is setting a new national standard. It now represents one of the clearest models for how a city can adapt to technology while creating opportunity. This makes the city a national example in a way that is practical, balanced and scalable.”

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# Smith Entertainment Group signs Fanatics to operate Jazz and Mammoth retail

Smith Entertainment Group (SEG), the Salt Lake City-based operation that owns the Utah Jazz of the National Basketball Association and the Utah Mammoth of the National Hockey League, has signed a long-term partnership establishing Fanatics Commerce as the official retail partner for both of the big-league franchises.

Fanatics is a global sports merchandising company headquartered in Jacksonville, Florida, with 36 office locations along with retail outlets worldwide. It maintains partnerships with leagues, teams, colleges and sports organizations around the world. The firm employs more than 22,000 people.

Through the deal, Fanatics will manage the end-to-end retail operations for SEG, including newly designed e-commerce platforms and the full suite of in-venue retail operations at Delta Center, the Salt Lake City home of SEG's two sports franchises.

"Fanatics is a global leader in sports apparel design, manufacturing and merchandising, and we are thrilled to leverage their expertise to offer fans a completely reimagined, tech-forward shopping experience across all retail touchpoints," said Chris Barney, president of revenue and commercial strategy for SEG. "As we continue to invest in the fan experience at Delta Center and beyond, our retail strategy plays a key role in pushing boundaries and redefining how fans connect with our teams for years to come."

Beginning June 1, Fanatics assumed operations of all retail locations throughout Delta Center, including the Team Store, presented by American Express, on

the main concourse, as well as the storefront on Level 5. To prepare for the transition, the Team Store inside Delta Center closed for a week earlier this month.

SEG said that as early as August, fans who visit the Team Store will have access to an expanded selection of Utah Jazz and Utah Mammoth merchandise, including premium headwear, collectibles and memorabilia and lifestyle accessories with brands such as Fanatics, Nike, New Era, Mitchell & Ness, '47 and WinCraft. Replica and authentic jerseys for both the Utah Jazz and Utah Mammoth will be available for purchase starting in the 2025-26 season. In addition, Fanatics is developing Utah-inspired collections and exclusive collaborations that celebrate the state.

"Utah is rapidly emerging as one of America's most passionate sports markets, and Fanatics is honored to officially join forces with Smith Entertainment Group," said Ed O'Brien, Fanatics' senior vice president of business development. "We're committed to providing an unparalleled retail experience, delivering exceptional products for Jazz and Mammoth fans of all ages — whether in the arena, online or anywhere they choose to shop."

This summer, [www.JazzTeamStore.com](http://www.JazzTeamStore.com) will launch as the team's new online shopping destination powered by Fanatics' proprietary Cloud Commerce Platform. The Mammoth online store, [www.Shop.NHL.com/Utah-Mammoth](http://www.Shop.NHL.com/Utah-Mammoth), will operate through the league-wide NHL Shop network operated by Fanatics.

As part of Delta Center's multi-year reconstruction, Fanatics will gradually





A Utah Mammoth fan selects a team T-shirt at the Jazz Team Store at Delta Center. Smith Entertainment Group has partnered with sports gear powerhouse Fanatics to handle all retail for the Mammoth and the Utah Jazz. Photo courtesy Fanatics.

introduce a number of innovative retail technologies inside the Team Store, including radio-frequency identification (RFID), offering fans faster and more efficient automated processes for checking out. In addition, SEG and Fanatics will work together to build a new, state-of-the-art flagship store, redesigned to reflect a modern, immersive environment that showcases Utah's cultural identity and sports legacy, an SEG release said.

Fanatics is a longstanding partner of the NHL, serving as the league's official outfitter of on-ice uniforms and exclusive e-commerce operator and the e-commerce operator for all NHL teams through the NHL Shop platform. Fanatics

also serves as the NBA's official e-commerce partner. The Mammoth becomes the fourth NHL club for which Fanatics operates in-venue retail, while the Jazz join as Fanatics' 12th NBA partner, eight of which are omnichannel.

Smith Entertainment Group is a sports, entertainment, real estate and technology investment group focused primarily on the state of Utah. In addition to the Jazz and Mammoth, SEG's portfolio includes Delta Center, SEG Media, The Shops at South Town, Salt Lake City Stars (NBA G League), Utah Jazz Gaming (NBA 2K League) and other Utah-centric business ventures.

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## SLC's U.S. Critical Materials and Idaho National Laboratory to partner on rare earth/critical minerals processing plant

Salt Lake City-based U.S. Critical Materials Corp. and Idaho National Laboratory (INL) have entered into a cooperative research and development agreement (CRADA) to establish a pilot-scale processing plant capable of producing rare earths domestically.

"U.S. Critical Materials Corp. and Idaho National Laboratory are taking decisive action to secure America's access to critical minerals and rare earth elements (REEs) — resources essential to the nation's defense, energy independence and technological leadership," said a U.S. Critical Materials press release. "This initiative aligns with Pres. Donald J. Trump's March 20, 2025, executive order declaring a national emergency over America's reliance on foreign adversaries for these strategic materials."

According to the release, for decades, the United States has been dangerously dependent on China for rare earth supply chains. China controls the mining, processing and refining of these essential elements, posing a direct threat to U.S. national security. Rare earths are integral to advanced military systems, including fighter jets, missile guidance systems, radar and electronic warfare capabilities.

According to the CRADA, the joint-venture facility will process high-grade ore from U.S. Critical Materials' Sheep Creek deposit in Montana, which holds

critical minerals and rare earths, including neodymium, praseodymium, niobium, strontium, samarium, scandium and heavy rare earths such as gadolinium, terbium, dysprosium and yttrium. Sheep Creek also contains high-grade gallium, which will be one of the first minerals to be processed because of its importance for national security applications.

INL, located near Idaho Falls, is globally recognized for its expertise in advanced separation science and engineering for the nuclear energy industry and serves as the U.S. Department of Energy's primary separation sciences research and development test lab. U.S. Critical Materials said INL scientists will contribute technical expertise to ensure the pilot plant integrates cutting-edge, environmentally responsible refining processes that can be scaled to full production.

The pilot plant project will have the capacity to process one to two tons of ore per day, based on plant scale project flow sheets. The main object of the project is to demonstrate innovative mineral processing and separation technologies with a goal of establishing intellectual property and full-scale domestic production capabilities for critical materials.

"There is no more pressing national security issue than securing America's supply of rare earths and critical minerals," said Jim Hedrick, president of U.S. Criti-



A vein of carbonite, the substrate that contains many rare earth minerals, is shown in this photo at the Sheep Creek deposit in Montana owned by Salt Lake City's U.S. Critical Materials. Ore from this mine will be processed at a pilot-scale plant to be developed by U.S. Critical Materials and Idaho National Laboratory. Photo courtesy U.S. Critical Materials Corp.

cal Materials and former U.S. Geological Survey rare earths commodity specialist. "These materials are the backbone of our military, energy and technological dominance. This pilot plant will accelerate the development of next-generation separation and refining methods to ensure America no

longer relies on foreign adversaries for resources essential to national defense."

U.S. Critical Materials Corp. is a privately held rare earth exploration and process development company with substantial mineral holdings in Montana and Idaho.

## RPlus Energies secures \$500M in tax equity financing for Green River Energy Center

**John Rogers**

*Salt Lake Business Journal*

Salt Lake City-based rPlus Energies has closed on more than \$500 million in tax equity financing to support the ongoing construction of its Green River Energy Center, a solar-plus-storage project in Emery County.

The financing was furnished by RBC Community Investments, an investing arm of Royal Bank of Canada, and a syndicate of energy investors, including FJ Management, operators of the Flying J fuel and convenience store chain based in Ogden.

The loans will use the federal Investment Tax Credit financing system, a type of project financing where investors provide capital to a project, often in the renewable energy sector, in exchange for a share of the project's tax credits and other tax benefits. Essentially, it's a way to "monetize" tax credits by selling them to investors who can use them to reduce their tax liability.

RPlus Energies develops, owns and operates large-scale renewable energy generation and electric storage projects in the United States.

The Green River Energy Center includes 400 megawatts of solar generation and 400 megawatts/1,600



With anticipated completion next year, rPlus Energies' Green River Energy Center in Emery County is one of the largest generation-plus-storage solar energy projects in the nation. Photo courtesy rPlus Energies.

megawatt-hours of battery storage. The project has a long-term power purchase agreement in place with PacifiCorp. It is among the largest solar-plus-storage projects currently under construction in the United States and is expected to generate more than \$55 million in direct economic benefits for Emery County over the next 20 years. It has created hundreds of construction jobs.

"Green River Energy Center is an investment in the long-term resilience of a region that has powered the American West for generations," said Luigi Resta, president and CEO of rPlus Energies. "This project honors Emery County's legacy as an energy-producing region while helping to secure its future. By utilizing federal tools, such as the investment tax credit, we ensure that rural communities continue to lead our country's energy production and dominance."

"We are proud to partner with rPlus and provide tax equity financing for this landmark clean energy project. The economic and energy benefits that the Green River Energy Center will bring to the region were key factors in the transaction for RBC and our co-investors, including locally based FJ Management," said Jonathan Cheng, managing director and head of RBC's renewable energy tax equity investments and syndications.

Last year, Green River Energy Center announced over \$1 billion in construction debt financing. Stakeholders in the project have also announced \$375,000 in contributions to two scholarship programs, the Local First Scholarship and the Energy First Scholarship, in partnership with Utah State University.

The Green River Energy Center project is expected to be complete in 2026.

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## Savory Fund acquires So. Utah's Bonrue Bakery

Bonrue Bakery, a Southern Utah European-style bakery chain with locations in St. George, Hurricane and Springdale, has been acquired by Lehi-based private equity firm Savory Fund. Bonrue Bakery deals in artisanal pastries, lunch offerings and house-roasted coffee. Co-founders Chris Connors and Li Hsun Sun will remain at the helm to preserve and build on the brand's distinctive identity, Savory Fund said in a release.

Savory Fund is known for its involvement and growth of brands like Swig, Mo' Bettahs and Houston TX Hot Chicken.

Formerly known as Farmstead, Bonrue

Bakery changed its name earlier this year due to trademark complications.

"Bonrue has proven, regardless of name, that it's not just another boutique bakery — it's a scalable, standout concept built on operational excellence and unremitting hospitality," read the Savory Fund statement.

"Bonrue is a rare and remarkable blend of craft and efficiency," said Andrew K. Smith, co-founder and managing director of Savory Fund. "The talent behind this brand is nothing short of extraordinary — chefs trained in some of the world's most prestigious kitchens, now bringing that

level of precision and artistry to a local bakery in Southern Utah.

"But what truly sets Bonrue apart is how they deliver that quality with speed, heart and hospitality," Smith continued. "Having operated numerous bakeries ourselves, we know firsthand how challenging this is. Bonrue isn't just a great bakery; it's a brand with the potential to redefine what a modern bakery experience can be. We're thrilled to join founders Chris and Li on this exciting next chapter."

Connors and Sun have assembled a team of experienced culinary experts, including Head Pastry Chef Marie Yonge,

who trained under Alain Ducasse, Gordon Ramsay and Michael Mina; and Head Baker Benjamin Garcia, a 14-year veteran of Thomas Keller's Bouchon Bistro.

"We've got more pastry firepower combined than most major metros, but what makes Bonrue truly special is how we bring that level of craft into an experience that's fast and friendly," Connors said. "Our guests come for the croissants, but they stay for the energy. We didn't start this bakery with growth in mind, but the demand — and even pleas — from our guests to keep growing has been incredible."

### AID from page 1

ing \$10.9 billion.

Still, Utah carries less student loan debt than most states, ranking third-lowest in student loan debt per adult resident (\$4,241) in 2024 and fifth-lowest in the share of adults with student loan debt (12.5 percent). The national share was 15.9 percent.

The Gardner Institute review shows that federal student aid participation varies across Utah colleges. Among public degree-granting institutions, Pell Grant rates range from 16 percent to 26 percent, and loan rates from 6 percent to 22 percent. Technical colleges report low Pell use and no student loan participation.

Private colleges enroll the largest share of aid recipients, with about a third of undergrad students receiving Pell Grants and nearly half of students taking out student loans. The exception is BYU, where only 12 percent of students borrow. Average aid amounts also vary, with Pell Grants ranging from \$3,800 to \$8,400 and loans from \$3,600 to \$8,200. The average undergrad Pell Grant amount in 2022-23 was highest at Snow College, at \$8,367. Utah Valley University led in loan average, at \$7,550.

The study also looked at the completion rate for the Free Application for

Federal Student Aid, or FAFSA, a free form to apply for grants, scholarships, work-study programs and loans for college or career school. The FAFSA must be completed and submitted to the U.S. Department of Education to determine an individual's eligibility for federal student financial aid.

Among 2024 high school seniors in Utah, 37.3 percent completed the FAFSA form, lagging behind the national rate of 54.4 percent. Completion rates in Utah varied from 31.2 percent in the Tooele School District to 66.7 percent in the Rich School District.

"While lower FAFSA completion rates may indicate less need for aid, they also suggest that some eligible Utah students may miss out on grants and other federal assistance," the institute report says.

The report says student education aid circulates through the state economy as students use grant and loan dollars for tuition, housing, food, transportation and other expenses. "This spending supports jobs, generates tax revenue, and creates a ripple effect that benefits local businesses and communities, particularly in college towns," it says. "One study showed an increase in Pell Grants by an amount equal to 1 percent of a city's income raises local income by 2.4 percent over the next two years."

The study is available at <https://gardner.utah.edu/>.

## SBA launching an onshore portal

Kelly Loeffler, administrator of the U.S. Small Business Administration (SBA), has announced the launch of the Make Onshoring Great Again Portal, a free tool designed to help small businesses identify U.S. manufacturers and producers.

With a database of more than 1 million American suppliers, the searchable portal will empower job creators to source domestic suppliers to support their operations, which will in turn support American jobs, reconnect the supply chain with U.S.-based production, and end the nation's concentrated dependence on foreign suppliers and adversaries like the Chinese Communist Party.

"The SBA is proud to support President Donald J. Trump's mission to restore America's economic resurgence by empowering small businesses with the resources to supercharge the return of 'Made in America,'" Loeffler said in a release. "The Make Onshoring Great Again Portal will give job creators a direct line to more than 1 million domestic suppliers — replacing foreign dependence with access to American-made solutions. It's a decisive step toward rebuilding our nation's strength through stronger supply chains, better

products, and a renewed commitment to American industry, small business and workers."

The SBA is working with several private-sector co-sponsors to provide public access to three free databases representing more than 1 million U.S. based manufacturers, producers and suppliers. Not only will the portal enable small businesses to support American industry and workers, it will also benefit job creators by helping them source domestic supply chains that will deliver shortened lead times, improved quality control, and reduced exposure to overseas disruptions.

The Made in America Onshoring Portal builds on the SBA's ongoing commitment to revitalizing American industry, the release said. Earlier this year, the agency launched the Made in America Manufacturing Initiative, which is aimed at expanding access to capital for U.S. manufacturers, promoting a skilled workforce, and cutting \$100 billion in red tape. The agency has also endorsed recent bipartisan, bicameral legislation to double the SBA loan cap for small manufacturers in the effort to supercharge the return of American manufacturing dominance.

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# NEWS ROUNDUP

## Utah consumer sentiment increases slightly in May

Utah's consumer sentiment showed a small rise in May — small enough to fall within the survey's margin of error, according to a release from the Kem C. Gardner Policy Institute at the University of Utah.

The index rose 1.4 percent last month, up to 81.1 from 80.0 in April. The minor hike followed three consecutive down months.

Meanwhile, a similar survey conducted by the University of Michigan found no change in sentiment during May among Americans as a whole, after four months of decline.

"The May increase ends three consecutive months of decline for the Utah Consumer Sentiment Index," said Phil Dean, chief economist at the Gardner Institute. "U.S. consumer sentiment remained unchanged, as previously mentioned, ending four consecutive months of decline at the

national level. This news highlights the sensitivity of consumers to U.S. trade policy, which experienced a temporary pause on tariffs of certain goods imported from China on May 12."

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

The full results of the monthly Utah Consumer Sentiment survey can be accessed through the Gardner Institute website at [gardner.utah.edu](http://gardner.utah.edu).

ulatory approvals necessary to merge the firm's Thrivent Federal Credit Union with Thrivent Bank. These requirements have been met and the department authorized the bank to open.

Thrivent Bank is a subsidiary of Thrivent Financial for Lutherans, a financial services firm organized as a not-for-profit fraternal benefit society with principal operations in Minneapolis and Appleton, Wisconsin.

The local Thrivent Bank will offer a full range of consumer and commercial banking products and services, including deposits and loans.

There are now 16 industrial banks operating in Utah. As of March 31, Utah industrial banks had total assets of \$220 billion. Thrivent Bank is the first new industrial bank to open in Utah since 2021.

## Welcome to the 'eggshell economy': America's workforce in survival mode

Amid ongoing economic volatility and cultural sensitivity, a new report from Draper-based BambooHR reveals a paradox in the American workplace: While 84 percent of full-time employees say they're satisfied with their jobs, many are operating in survival mode.

Dubbed the "eggshell economy," this fragile environment has prompted workers to become more cautious, calculated and inwardly focused — choosing stability over ambition and visibility over vulnerability.

Despite complex workplace tensions, 84 percent of employed Americans say they're satisfied with their job — or are they just grateful to have one at all?

"Today's employees are navigating a minefield of career and economic uncertainties," said Tara Martell, chief customer officer at BambooHR. "High satisfaction rates are encouraging on the surface, but they also suggest a workforce walking on

eggshells: grateful to be employed, but reluctant to rock the boat. Meaningful effort to support employee well-being will go far, both in resilience and retention."

Founded in 2008 by Ben Peterson and Ryan Sanders, BambooHR is a platform for human resources, payroll and benefits administration for businesses. It is used in over 34,000 companies across 190 countries and 50 industries.

### Insights from the Eggshell Economy

BambooHR surveyed over 1,500 full-time, salaried professionals to understand how workers respond to an uncertain climate. The results paint a picture of cautious contentment:

### Emotional and Financial Anchors

- 84 percent report job satisfaction, with work-life balance as the top reason for staying put.

## Thrivent Bank opens as Utah's 16th industrial bank


The Utah Department of Financial Institutions has authorized Thrivent Bank to open for business as a state-chartered industrial bank. The new bank began operations on June 1.

On Feb. 19, 2021, Thrivent Financial Holdings Inc. of Minneapolis, Minnesota, applied to the department to estab-

lish Thrivent Bank as a Utah-chartered, FDIC-insured industrial bank. The commissioner of Financial Institutions granted conditional approval of the application in an approval order dated June 14, 2024.



The bank was given conditions for opening that included activation of federal deposit insurance and securing all reg-

see ROUNDUP page 8




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## ROUNDUP

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• Financial security is a key differentiator: 95 percent of employees with savings express job satisfaction, compared to just 73 percent without savings.

### Workplace Strategy and Visibility

• 54 percent of employees did not apply to any jobs in 2024, defying expectations of a post-resignation shuffle.

• 73 percent actively work to make their contributions visible, while 53 percent create “work barriers” to protect against job displacement.

### Social Dynamics and Self-Censorship

• 52 percent of employees are more cau-

tious about workplace discussions, citing heightened political sensitivity.

• 51 percent admit to self-censoring more than ever, a sentiment especially strong among VP/C-suite executives, 52 percent of whom have become more guarded on social media.

“These findings reveal how deeply economic and cultural shifts are reshaping workplace behavior,” said Tara Martell, chief customer officer at BambooHR. “The modern employee isn’t just working, they’re managing perception, guarding their roles and adapting to an environment where missteps feel more consequential.”

The full eggshell economy report is available through the BambooHR website at [www.bamboohr.com](http://www.bamboohr.com).

## Utah Community Credit Union and TransWest Credit Union finalize merger

Provo-based Utah Community Credit Union (UCCU) and TransWest Credit Union of Salt Lake City have announced that their merger has been completed.

The combined credit union will now operate under the UCCU name and branding. The organization now serves over 285,000 members with assets exceeding \$3.5 billion, according to the announcement.

“This merger is all about bringing together two healthy credit unions that share a commitment to local decision-making and community involvement,” said Justin Olson, UCCU president and CEO. “By uniting as one, we’re able to provide even greater value to our members, expand our resources, and strengthen our ability to

serve our communities for generations to come.”

Steven Pratt, former TransWest Credit Union president and CEO added, “Joining with UCCU ensures that our members continue to receive the very best financial products and services, while staying true to our shared values and community spirit. This is a great day for TransWest members, and I am confident that together we will create an even stronger credit union.”

All TransWest members are now UCCU members, with access to expanded products and services that support their financial goals, Olson said. UCCU now operates 25 full-service branch locations, including four former TransWest branches in Salt Lake County.

## EPA announces \$2M in funding to clean up land in downtown SLC

The U.S. Environmental Protection Agency (EPA) has announced that the University of Utah has been selected to receive \$2 million in Brownfields Grants to assess, clean up and revitalize a parcel of land in Salt Lake City.

The land, sitting between Utah Transit Authority’s Central Station on 600 West and the Rio Grande Depot at 450 West, is a two-block subject of previous environmental site assessments conducted by the University of Utah. Crews identified harmful contamination on the property such as arsenic and volatile organic compounds. The university plans on remediating the soil and groundwater contamination for future commercial reuse in alignment with Salt Lake City’s Community Revitalization Agency’s Rio Grande Plan.

“The Brownfields program is about turning opportunity into action, and the University of Utah has done exactly that,” said EPA Region 8 Administrator Cyrus Western. “This funding is a smart use of resources that reflects our commitment to both economic growth and environmental responsibility.”

The grants are part of \$267 million in Brownfields Grants nationally announced by EPA Administrator Lee Zeldin. The Brownfields Grants program began in 1995 and has provided nearly \$2.9 billion in grants to assess and clean up contaminated properties and return blighted properties to productive reuse.

EPA said it will fund the grants once all legal and administrative requirements are satisfied by the UofU.

## Steel Peak acquires first Utah property

Steel Peak, a commercial real estate investment firm focused on industrial outdoor storage (IOS) properties, has acquired an industrial outdoor storage property located at 1876 W. Fortune Road in Salt Lake City. The price was \$7,575,000.

This marks the company’s first IOS acquisition in the Salt Lake City market. The company, founded in January 2024, has now acquired seven properties in Utah, California and Washington.

Steel Peak plans to improve the functionality of this site and stabilize it by leasing it to a long-term tenant who needs

yard and warehouse space.

“We view Salt Lake City as a strategic location for industrial outdoor storage users in the Mountain West region,” said Blake Rodgers, Steel Peak principal, in a company release. “The lack of supply, increasing demand for industrial outdoor storage, and strategic connectivity to major transportation corridors all reinforce our confidence in this market.”

Steel Peak Co-Founder Pasha Johnson continued by saying, “We are seeing de-

see **ROUNDUP** page 9

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**ROUNDUP**  
from page 8

mand from construction-related uses and service providers in Salt Lake City looking for this type of IOS product, and we believe this location is well-positioned to serve that need.”

Steel Peak will continue to seek IOS investment opportunities throughout the western U.S. with capitalized values ranging from \$5 million to \$50 million. The firm invests directly and in partnership with institutional and high-net-worth investors.

The Salt Lake City site at 1876 W. Fortune Road is located in the Northwest Industrial Submarket of Salt Lake City, just minutes from I-215, a crucial transport link that provides connectivity to the main industrial corridor of the market along with major interstate highways (I-15, I-80 and I-70).

The property consists of two warehouse buildings totaling 31,460 square feet on 5.37 acres. The zoning allows for various industrial uses, including outdoor storage, commercial parking, contractor yards, heavy equipment, tire distribution/retail, truck freight terminals, auto and truck repair, industrial services and sales, and railroad repair/rail freight terminals.

**Catalis acquires Revolution Dental Lab in Sandy**

Catalis Dental Lab Partners of Savannah, Georgia, has acquired Sandy’s Revolution Dental Lab.

Financial details of the transaction were not disclosed.

Catalis said the Utah lab will be re-branded as Pan-Am Dental Lab West, becoming its third Pan-Am location, in addition to Savannah and Houston. With the western location, Catalis will increase its production capacity and enhance local support for both large dental service organizations and private practices across the region.

Catalis Dental Lab Partners is a national network of leading dental laboratories that deliver digitally enabled dental restorative services. The organization connects local labs with centralized digital workflows, clinical expertise and a shared commitment to innovation, consistency and ex-

ceptional service, the company

“We’re thrilled to welcome the Revolution team into the Pan-Am brand and to further strengthen Pan-Am Dental Lab’s digital capabilities,” said Judson Boothe, CEO of Catalis. “These expansions are part of our long-term strategy to build a forward-thinking, nationally connected lab network that empowers dental professionals at every level.”

“With nine locations and growing, Catalis is rapidly becoming one of the most differentiated organizations in the dental lab industry,” said Blake Cummings, partner at Caymus Equity, the majority equity partner of Catalis. “We are proud to support Judson and the Catalis team in delivering outstanding solutions and expanding access to state-of-the-art lab services nationwide.”



**New gaming site in Taylorsville**

Activate, an active gaming facility featuring a blend of physical activity and video gaming, is opening its first Utah location in the Crossroads of Taylorsville shopping center. Activate, which currently operates more than 45 sites in the United States, Canada, U.K. and Dubai, said it expects to hire approximately 12-20 people when it opens later this year. Activate consists of 15 game rooms in which players are tasked to conquer different games and multiple levels, from Level 1 being easy and Level 10 being extreme. The games can last a total of one to three minutes, but the total experience lasts 75 minutes. The high-energy and immersive challenges incorporate cutting-edge technology that is designed to push people to their mental and physical limits, according to Tanya Williams, Activate’s director of marketing and communications. The game rooms include Mega Grid, which is a digital form of “floor is lava”; Control, where players are tasked to run, jump and solve fun puzzles to win the challenge; an obstacle course called Lasers; and Hide, which involves a futuristic version of hide and seek. Photo courtesy of Activate.

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# CALENDAR

Information about upcoming events may be sent to [brice.w@thecityjournals.com](mailto:brice.w@thecityjournals.com).

## June 17, 11:30 a.m.-1 p.m.

**Leadership Luncheon**, a Cache Valley Chamber of Commerce event. Location is Logan Golf & Country Club, 710 N. 1500 E., Logan. Cost is \$20 for members and \$23 for nonmembers pre-registered; \$25 for members and \$28 for nonmembers not pre-registered. Details are at [cachechamber.com](http://cachechamber.com).

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

**Business Boot Camp**, a South Valley Chamber of Commerce event. Instructor Trina Celeste Limpert, CEO, RiseNext Corp., will present "Unlocking AI for Every Role: Build Your Own GPT." Participants are asked to bring a laptop with Internet access, and paid ChatGPT account (Plus or Enterprise). Location is Salt Mine Productive Workspace, 7984 S. 1300 E., Sandy. Cost is \$35 for members, \$55 for nonmembers. Details are at [southvalleychamber.com](http://southvalleychamber.com).

## June 18, 11:30 a.m.-1 p.m.

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

## June 18, 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>.

## June 18, 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>.

## June 19, noon

**Mental Health Town Hall**, presented by Silicon Slopes and Promise2Live and focusing on men's mental health. Location is Silicon Slopes, 2600 Executive Parkway, Suite 140, Lehi. Details are at <https://app.siliconslopes.com/events>.

## June 19, 6:30-8:30 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>.

## June 20, 8:30-10 a.m.

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

## June 20, noon

**"Friday Conversation,"** a Silicon Slopes event. Speaker is Chrsi Hammer, CEO and co-founder of Sunshine Buns. Location is 2600 Executive Parkway, Suite 140, Lehi. Free. Details are at <https://app.siliconslopes.com/events>.

## June 20, 4 p.m.

**"Innovation Meets Investment,"** a Silicon Slopes event focused on how professional financial guidance can empower a business. Location is Renaissance Financial, 9815 Monroe St., Sandy. Details are at <https://app.siliconslopes.com/events>.

## June 23, 6:30 a.m.-3 p.m.

**June Golf Tournament**, a Davis Chamber of Commerce event. Registration begins at 6:30 a.m. Lunch takes place when golf is finished. Location is Valley View Golf Course, 2501 E. Gentile St., Layton. Details are at [davischamberofcommerce.com](http://davischamberofcommerce.com).

## June 23, 8 a.m.-noon

**2025 WBN Golf Clinic**, a Utah Valley Chamber of Commerce Women's Business Network event featuring hands-on golf instruction for first-time and beginner golfers from coach Sue Nyhus. Check-in begins at 8 a.m. Breakfast is at 8:30 a.m., with golf instruction starting at 9 a.m. Location is Fox Hollow Golf Club, 1400 N. 200 E., American Fork. Cost is \$35 (golf clubs are not required but attendees are encouraged to bring them if they have them). Details are at [thechamber.org](http://thechamber.org).

## June 24, 11:15 a.m.-1 p.m.

**"Connect & Cultivate: A Summer Social,"** a South Valley Chamber of Commerce event. Location is Market Street Grill, 2985 E. Cottonwood Parkway, Cottonwood Heights. Cost is \$23 for members, \$35 for nonmembers. Details are at [southvalleychamber.com](http://southvalleychamber.com).

## June 24, 11:30 a.m.-1 p.m.

**Professional Development Luncheon**, a ChamberWest event. Speaker Cynda

Walter, founder and president of People Empowered Inc., will discuss "Unlocking Emotional Intelligence: Tools for Better Leadership, Communication and Connection." Location is Salt Lake Community College, 2460 S. 5600 W., West Valley City. Cost is \$25 for chamber members registered by June 19, \$35 for nonmembers and for members registered after June 19. Details are at [chamberwest.com](http://chamberwest.com).

## June 24, 11:30 a.m.-1 p.m.

**Women in Business**, an Ogden-Weber Chamber of Commerce event. Location is Jeremiah's, 1307 W. 12th St., Marriott-Slaterville. Cost is \$25 for members and first-time guests, \$35 for nonmembers. Details are at [ogdenweberchamber.com](http://ogdenweberchamber.com).

## June 25, 11:30 a.m.-1 p.m.

**"Chamber Connections,"** a Davis Chamber of Commerce event. Location is Davis Chamber of Commerce, 450 S. Simmons Way, Suite 220, Kaysville. Free (food available for purchase). Open to the public. No RSVP needed. Details are at [davischamberofcommerce.com](http://davischamberofcommerce.com).

## June 25, 3-4 p.m.

**"Solve the Business Puzzle,"** a Women's Business Center of Utah event. Speaker Camille Wilcox will discuss "Digital Marketing: Short-Form Video Tips & Techniques." Free. Details to be announced at [wbcutah.org](http://wbcutah.org).

## June 25, 5-6:30 p.m.

**"Connect After Hours,"** a South Valley Chamber of Commerce event. Location is Kona Grill, 13253 S. Teal Ridge Way, J190, Mountain View Village Shopping Center, Riverton. Cost is \$15 for members, \$25 for nonmembers. Details are at [southvalleychamber.com](http://southvalleychamber.com).

## June 25, 6-7:30 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>.

## June 26, 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).

## June 26, 5-6 p.m.

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

## June 26, 6-7 p.m.

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

## June 27, noon

**"Friday Conversation,"** a Silicon Slopes event. Speaker is Adam Edmunds, CEO of Entrata. Location is 2600 Executive Parkway, Suite 140, Lehi. Free. Details are at <https://app.siliconslopes.com/events>.

## July 2, 11:30 a.m.-1 p.m.

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

## July 3, 9-10:30 a.m.

**"Sweets & Strategies,"** a Women's Business Center of Utah networking event. Location is Roots Coffee, 774 S. 300 W., Salt Lake City. Free. Details are at [wbcutah.org](http://wbcutah.org).

## July 9, 11:30 a.m.-1 p.m.

**"Chamber Connections,"** a Davis Chamber of Commerce event. Location is Davis Chamber of Commerce, 450 S. Simmons Way, Suite 220, Kaysville. Free (food available for purchase). Open to the public. No RSVP needed. Details are at [davischamberofcommerce.com](http://davischamberofcommerce.com).

## July 9, 11:30 a.m.-1 p.m.

**2025 Women in Business "Thrive" Series**, a Cache Valley Chamber of Commerce event that is part of a 12-month program. Speaker Lavanya Mahate, founder of Saffron Valley Restaurants and Rise Culinary Institute, will discuss "Entrepreneurial Mindset: Discover Opportunities for Business and Career Growth." Location is Logan Country Club, 710 N. 1500 E., Logan. Cost is \$25 for members and \$28 for

see CALENDAR page 11

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# CALENDAR

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nonmembers for individual events; \$375 for series (running through December) for members and \$400 for nonmembers. Details are at cachechamber.com.

## July 9, 5-7 p.m.

**“Business After Hours,”** an Ogden-Weber Chamber of Commerce event. Location is Pioneer Days Rodeo Grounds, 668 17th St., Ogden. Free for members and first-time guests, \$10 for nonmembers. Details are at ogdenweberchamber.com.

## July 11, noon

**“Friday Conversation,”** a Silicon Slopes event. Speaker is Natalie Cope, vice president of development strategy at Thanksgiving Point. Location is 2600 Executive Parkway, Suite 140, Lehi. Free. Details are at <https://app.siliconslopes.com/events>.

## July 14

**Slopes Cup '25,** a Silicon Slopes event. Check-in is at 8 a.m., followed by golf at 9 a.m. (scramble format), and lunch and raffle at 2 p.m. Location is Alpine Country Club, 5000 W. Alpine Country Club Lane, Highland. Cost is \$1,500 per foursome. Details are at <https://www.siliconslopes.com/slopes-cup>.

## July 15, 11:30 a.m.-1 p.m.

**Leadership Luncheon,** a Cache Valley Chamber of Commerce event.

Location is Logan Golf & Country Club, 710 N. 1500 E., Logan. Cost is \$20 for members and \$23 for nonmembers pre-registered; \$25 for members and \$28 for nonmembers not pre-registered. Details are at cachechamber.com.

## July 16, 11:30 a.m.-1 p.m.

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

## July 17, 10-11:30 a.m.

**“Business 101: Essential Steps for New Entrepreneurs,”** a Women’s Business Center of Utah event that takes place online. Free. Details are at wbcutah.com.

## July 17, noon

**Mental Health Town Hall,** presented by Silicon Slopes and Promise2Live and focusing on stress management, sleep and mental wellness. Location is Silicon Slopes, 2600 Executive Parkway, Suite 140, Lehi. Details are at <https://app.siliconslopes.com/events>.

## July 18, 8:30-10 a.m.

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

## July 22, 11:30 a.m.-1 p.m.

**Women in Business Luncheon,** an

Ogden-Weber Chamber of Commerce event. Location to be determined. Cost is \$25 for WIB members and first-time guests, \$35 for nonmembers. Registration deadline is July 15 at noon. Details are at ogdenweberchamber.com.

## July 23, 11:30 a.m.-1 p.m.

**“Chamber Connections,”** a Davis Chamber of Commerce event. Location is Davis Chamber of Commerce, 450 S. Simmons Way, Suite 220, Kaysville. Free (food available for purchase). Open to the public. No RSVP needed. Details are at davischamberofcommerce.com.

## July 23, 5:30 p.m.

**Info Session** for the Executive Certificate of Global Business Management course at Salt Lake Community College. Event also takes place Aug. 27. Information session takes place online. Free. The 10-week course begins Sept. 17, with an application deadline of Sept. 9. Course takes place at SLCC’s Miller Campus in Sandy. Course cost is \$1,145, with scholarships and discounts available. Details are available by contacting Venita Ross at 801-957-5336 or [venita.ross@slcc.edu](mailto:venita.ross@slcc.edu).

## July 28, 6:30 a.m.-3 p.m.

**July Golf Tournament,** a Davis Chamber of Commerce event. Registration begins at 6:30 a.m. Lunch takes place when golf is finished. Location is Valley View Golf Course, 2501 E. Gentile St., Layton. Details are at davischamberofcommerce.com.

## July 29, 11 a.m.-1 p.m.

**Business Women’s Forum 2025.**

Presenter Katy Blommer, vice president, enterprise affiliate and American Express National Bank governance, American Express, will discuss “Own Your Life, Own Your Career: The Unexpected Path to Your Career Success.” Location is Ken Garff University Club, Rice-Eccles Stadium, 451 S. 1400 E., Salt Lake City. Cost is \$35 for members, \$50 for nonmembers before July 22; cost rises by \$15 thereafter. Details are at slchamber.com.

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

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

## Aug. 8, noon

**“Friday Conversation,”** a Silicon Slopes event. Speaker is Amy Osmond Cook, co-founder and chief marketing officer at Fullcast. Location is 2600 Executive Parkway, Suite 140, Lehi. Free. Details are at <https://app.siliconslopes.com/events>.

## Aug. 13, 8 a.m.-1:30 p.m.

**2025 WBN Golf Scramble,** a Utah Valley Chamber of Commerce Women’s Business Network event that is a nine-hole, scramble-format event. Registration and breakfast begin at 8 a.m., followed by 9 a.m. shotgun start and lunch, awards and networking noon-1:30 p.m. Location is Fox Hollow Golf Club, 1400 N. 200 E., American Fork. Cost is \$400 per foursome. Details are at thechamber.org.



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## People on the Move

Company news information may be sent to [brice.w@thecityjournals.com](mailto:brice.w@thecityjournals.com).

### BANKING

• **Mountain America Credit Union**, based in Sandy, has appointed **Rob Brough** as senior vice president and chief marketing officer. Brough succeeds **Sharon Cook**, who recently retired after more than 15 years at the credit union. Brough has nearly 30 years of experience in marketing, communications and community involvement, most recently serving as executive vice president of corporate marketing and communications at Zions Bank, where he led marketing, branding, digital strategy and community outreach across a 10-state region. Mountain America has more than 100 branches across a multi-state region, and more than 50,000 ATMs.



Rob Brough

### DIRECT SALES

• **Nu Skin Enterprises**, a Provo-

based beauty and wellness products company, has appointed **James Winett** to its board of directors. He was elected by shareholders at the annual shareholder meeting for the company. Winett is a managing member of **SIZE Advisory Group**, a business advisory firm he co-founded in 2020. At **SIZE**, he provides consulting services to companies ranging from early-stage startups to large enterprises. Prior to **SIZE**, Winett was a consultant at other firms that he founded, including **DPAA Group Inc.**, where he served as a managing member from 2014 to 2023. Winett began his career at **Price Waterhouse LLP**, where he served in both the audit and assurance group and the corporate recovery and business turnaround services group.



James Winett

### LAW

• **Spencer Fane LLP** has hired **Brent R. Baker** as a partner in the Litigation and Dispute Resolution practice group and hired **Alex Baker** as an associ-

ate in that practice group at the firm's Salt Lake City office. Brent Baker is a former senior special counsel to the U.S. Securities and Exchange Commission. He represents a variety of clients, including global companies, board committees, executives and registered entities before the SEC, U.S. Department of Justice, the Public Company Accounting Oversight Board, the Financial Industry Regulatory Authority, and other federal and state securities and commerce agencies. He recently served as chair and commissioner of the Utah State Securities Commission, among other community and industry involvements. Alex Baker has experience managing SEC investigations and securities-related litigation. He concentrates his practice on complex commercial litigation and white-collar criminal and regulatory matters, and he has represented clients in the digital asset space, including cryptocurrency, as well as litigating disputes on behalf of social media influencers and other online personalities. Both Brent and Alex Baker earned bachelor's

degrees at the University of Utah.

### TECHNOLOGY

• **Pluralsight**, a Draper-based technology workforce development company, has named **Mathew Ellis** as chief financial officer. He will oversee all aspects of Pluralsight's financial, accounting and strategy functions. Mathew has over 15 years of financial experience, most recently serving as CFO for **Accel Entertainment**, overseeing areas like financial reporting, treasury, accounting practices and investor relations. He also acted as **Accel Entertainment's** senior vice president, responsible for financial planning and analysis as well as mergers and acquisitions strategy, and vice president of operational strategy. He also served as vice president of financial planning and analysis for **Transworlds Systems Inc.** and spent over two years with **Deloitte** as an audit senior.



Mathew Ellis

## Corporate Financial Reports

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

### HealthEquity

**HealthEquity Inc.**, based in Draper, reported net income of \$53.9 million, or 61 cents per share, for the first quarter ended April 30. That compares with \$28.8 million, or 33 cents per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$330.8 million, up from \$287.6 million in the year-earlier quarter.

HealthEquity is a custodian of health savings accounts. Its HSAs totaled 9.9 million on April 30.

"The HealthEquity team started fiscal 2026 with a strong first quarter that included record quarterly revenue, record adjusted EBITDA, and increased guidance for the year," Scott Cutler, president and CEO, said in announcing the results. "We enhanced our member-first secure mobile experience to strengthen the secu-

rity of our members' \$31 billion of HSA assets, increase member resources, and reduce costs. We also applaud and support the efforts of our nation's leaders to improve and empower health care consumers by expanding the benefits of HSAs, as well as extending eligibility to more American families."

### Sportsman's Warehouse

**Sportsman's Warehouse Holdings Inc.**, based in West Jordan, reported a net loss of \$21.3 million, or 56 cents per share, for the first quarter ended May 3. That compares with a loss of \$18.1 million, or 48 cents per share, for the same quarter a year earlier.

Sales in the most recent quarter totaled \$249.1 million, up from \$244.2 million in the year-earlier quarter.

The company is an outdoor specialty retailer.

"In the first quarter we delivered our first positive same-store sales comp in

nearly four years, an indication that our transformation strategy continues to gain traction," Paul Stone, president and CEO, said in announcing the results.

"Our focus on improving inventory precision, leaning into local expertise, executing our new digital-first marketing strategy, and establishing Sportsman's as the authority in personal protection is driving meaningful progress across the business. By being in stock in core items, while at the same time being locally and seasonally relevant and priced right with our merchandise, we can win back the trust and loyalty of our customers. While macroeconomic headwinds persist, we have confidence in our plan and the team's ability to execute, positioning Sportsman's for continued growth and financial improvement."

### Domo

**Domo Inc.**, based in American Fork, reported a net loss of \$18.1 million, or 45

cents per share, for the fiscal first quarter ended April 30. That compares with a loss of \$26 million, or 69 cents per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$80.1 million, essentially flat with the year-earlier quarter.

Domo offers a data platform.

"Our Q1 momentum is proof positive that our strategy is fueling powerful, innovative solutions for our customers," Josh James, founder and CEO, said in announcing the results. "We're not just keeping pace in the fast-moving world of data and AI, we're leading the charge. These standout results show our reconfigured model is working, and I'm more confident than ever in our trajectory and the bright future ahead. We believe we've turned the corner, and we should be able to deliver profitable, sustainable growth going forward."

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# INDUSTRY BRIEFS

Company news information may be sent to [brice.w@thecityjournals.com](mailto:brice.w@thecityjournals.com).

## ASSOCIATIONS

• **NACM Business Credit Services**, Salt Lake City, has named **April Tanner** of Kimball Equipment Co. as the chairperson of its board of directors. Other new board officers are **Tina Hatfield**, Mountainland Supply, vice chairperson; and **Leila Wolfe**, Fender Musical Instruments, treasurer. Newly elected board members are **Heather Hansen**, Intermountain Farmers Association; and **Daralyn Smith**, Wavetronix LLC. NACM Business Credit Services is an affiliate of the National Association of Credit Management and is an advocate for business credit and financial management professionals. NACM is a primary learning, knowledge, networking and information resource for commercial creditors nationwide.

## BANKING

• **Granite Credit Union** has opened a new branch at 9383 S. 700 E., Sandy. The branch manager is **Charlotte Toone**. The branch services include savings and checking accounts; insurance; investments; automobile loans; ITIN loans; and real estate, commercial and business lending. Founded in 1935, Granite Credit Union serves over 37,000 members and has nearly \$900 million in assets.

• **TAB Bank**, based in Ogden, has provided a \$2 million revolving asset-based line of credit for a Canadian medical supply chain financing and logistics company that the bank did not identify. The company opened a \$2 million cer-

tificate of deposit at TAB Bank to serve as collateral on the loan. The move allows the company to earn a return on its deposit while simultaneously building its commercial borrowing profile. The company offers supply chain financing and logistics support tailored specifically for North American medical service providers purchasing from local and global manufacturers. It provides a data-driven approach to procurement, inventory and end-to-end supply chain management of medical commodities, such as surgical supplies and medical devices for health care providers.

## CONTESTS

• Nominations are being accepted through Sept. 12 for the **2026 Founders Day Distinguished Alumni Awards**, presented annually by the **University of Utah** Office of Alumni Relations to alumni for their outstanding professional achievements, public service and/or commitment to the UofU. The Honorary Alumnus/a Award is presented to a person who either did not attend the UofU or who went to the university for a brief time (a year or less) and who has contributed significantly to the advancement of the university through personal involvement, including donations, volunteer work and/or other forms of support. The Gold Alumni Award will be presented to an outstanding alumnus/a who graduated in the past decade. The annual distinguished alumni awards, along with honorary degrees, are the highest honors awarded by the University of Utah. Details and a link to the nomination form are at <https://ulink.utah.edu/s/1077/23/1col.aspx?sid=1077&gid=1&pgid=556>. Only

complete nominations will be reviewed and must include both the online form and a nomination recommendation letter. The award presentations will take place during the Founders Day celebration at the Cleone Peterson Eccles Alumni House in February 2026.

## ECONOMIC INDICATORS

• The **average Utahn** is willing to let **artificial intelligence** manage \$15,556 of their money when it comes to investing, according to a study by loan provider **Advance America** and based on a survey. The national average is \$20,441. The highest figure is in California, at \$46,788. The lowest is in Wyoming, at \$3,571. Details are at <https://www.advanceamerica.net/money-saving-tips/money-management/americans-warming-up-to-ai>.

• Three Utah locations are on a list of **“Top Spots for a ‘Micro-Retirement,’”** compiled by outplacement and career development firm **Careerminds** and based on a survey. It defined micro-retirement as stepping back from work for a few months or more. Utah cities are **Moab**, No. 30 nationally; **No. 68 Park City** and **No. 132 Springdale**. The top location overall is Hilo, Hawaii. Details are at <https://careerminds.com/report/survey-micro-retirement>.

• **Utah** is ranked No. 1 on a list of **“Best States for Aging in Place,”** compiled by **Seniorly**. Nearly three-fourths of Americans turning 65 years old this year say they want to stay in their homes rather than move to a senior living facility. Seniorly analyzed data from the CDC, CMS, Census Bureau, HUD and others to compile its list, with factors including the availability

of home health aides, emergency room wait times, weather and driving safety, housing costs, meal delivery services, smart home adoption and more. Utah has the highest rate of smart home adoption (37 percent of people interact with household equipment via the Internet), 10.1 inches of precipitation per year (No. 3), and just 35.7 percent of seniors live alone, putting them at lower risk of social isolation (No. 3). The bottom-ranked state is Florida. Details are at <https://www.seniorly.com/resource-center/seniorly-news/best-and-worst-states-for-aging-in-place>.

• **Salt Lake City**, at No. 13 nationally, and **No. 29 West Valley City** are on a list of **“America’s Most Hitchhiker-Friendly Cities,”** compiled by vehicle-buying service **CashforCars.com** and based on a survey of drivers. The top location overall is Cheyenne, Wyoming. Details are at <https://www.cashforcars.com/blog/tips/towns-most-likely-to-pickup-hitchhikers/>.

## EDUCATION/TRAINING

• **Salt Lake Community College’s** 10-week **Executive Certificate of Global Business Management** course begins Sept. 17, with an application deadline of Sept. 9. An information session takes place Aug. 27 online. The course takes place at SLCC’s Miller Campus in Sandy and costs \$1,145, with scholarships and discounts available. Details are available by contacting Venita Ross at 801-957-5336 or [venita.ross@slcc.edu](mailto:venita.ross@slcc.edu).

see BRIEFS page 14



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## BRIEFS

from page 13

• **Yevgeny Pevzner** of West Valley City is among 10 middle school teachers from 10 states selected to participate in the **National STEM Scholar Program**, a professional development program providing advanced STEM (science, technology, engineering, and math) training, national network building and project support for middle school science teachers nationwide. Pevzner is a teacher at Kearns Junior High School. The 2025 National STEM Scholar class was hosted at The Gatton Academy in late May on the campus of Western Kentucky University in Bowling Green, Kentucky. Created in partnership between the National Stem Cell Foundation and The Gatton Academy of Mathematics and Science at WKU, the program selects 10 teachers each year from a national pool of applicants based solely on the description of a “big idea” Challenge Project the applicant would implement in their classroom if funds were available. The scholars gathered for a week of advanced STEM training and to finalize their projects with input from their STEM Scholar class colleagues.

• **Tanner LLC**, a Salt Lake City-based accounting and advisory firm, has launched **Tanner Vanguard**, an internal leadership academy designed to empower every person at the firm with the skills, mindset and confidence to lead. The academy delivers structured learning that blends technical excellence with skills of emotional intelligence, communication and people leadership. Participants will engage in practical learning modules, peer discussion, coaching, and real-world application.

### ENERGY

• **Airbuild**, a clean energy startup focused on carbon capture, water remediation and biochar, has announced plans to develop its first microalgae facility on property leased from Green River City. The \$9.5 million project is expected to result in 15 new jobs over the next three years. The announcement came as the result of collaboration among **Green River**, the **Economic Development Corporation of Utah**, **Utah State University Eastern**, **Better City**, the **Utah Inland Port Authority** and the **University of Utah** PEAK water sustainability engine. Through partnerships with local governments and canal companies, Airbuild implements systems that extract excess nutrients from waterways to improve water quality and downstream ecosystems. Airbuild transforms harvested algae and local organic waste into biochar, which is then used as fertilizer and sold for carbon credit initiatives.

### ENVIRONMENT

• The **U.S. Environmental Protection Agency** has announced that the **University of Utah** has been selected to receive \$2 million in **Brownfields Grants** to assess, clean up and revitalize local lands. Previous environmental site assessments conducted by the UofU at the SLC Station Center have identified harmful contamination on the property, such as arsenic and volatile organic compounds. The university plans to remediate the soil and groundwater contamination for future commercial

reuse in alignment with Salt Lake City’s Community Revitalization Agency’s Rio Grande Plan. The federal grants are part of \$267 million in Brownfields Grants nationally. The program began in 1995 and has provided nearly \$2.9 billion to assess and clean up contaminated properties and return blighted properties to productive reuse. To date, Brownfields investments have leveraged more than \$42 billion in cleanup and redevelopment.

### INVESTMENTS

• **Trucordia**, a Lindon-based insurance brokerage, will receive a \$1.3 billion strategic investment from global investment firm **Carlyle’s** Global Credit platform. Trucordia offers commercial and personal lines, life, and employee benefits insurance solutions. The transaction will reduce Trucordia’s leverage and simplify its governance structure by repurchasing units from existing minority investors. The transaction, which values Trucordia at \$5.7 billion, provides the company with long-term financial flexibility to pursue a variety of strategic outcomes, it said. The investment was led by Carlyle’s Credit Opportunities team within the firm’s Global Credit platform. **J.P. Morgan** acted as sole advisor and placement agent to Trucordia in connection with the transaction. **Orrick, Herrington & Sutcliffe LLP** served as Trucordia’s legal counsel. **Latham & Watkins LLP** served as legal counsel to Carlyle.

• **Banner Capital Management LLC**, a Salt Lake City-based private equity firm, has closed a portfolio recapitalization into **Banner Capital Fund I** and the launch of **Banner Capital Fund II**. Fund I is a multi-asset continuation fund with over \$400 million in capital commitments, formed to acquire interests in eight of Banner’s pre-fund portfolio companies. Funds managed by **Hamilton Lane** acted as lead investor and many of Banner’s pre-fund investors retained a meaningful interest in the portfolio companies via participation in the new vehicle. Following the close of Fund I, which has unfunded capital reserved solely for follow-on investments, Banner launched Fund II, a lower middle market buyout fund with a \$200 million target. Banner held a preliminary closing on Fund II to facilitate the recently announced Western Pavement Services transaction. The **Larry H. & Gail Miller Family Foundation**, along with certain other legacy LPs, participated in the closing. A traditional first closing is anticipated in the fourth quarter. Banner was advised by **Harris Williams** as financial advisor and **Kirkland & Ellis LLP** as legal counsel on the transaction. Hamilton Lane was advised by **Debevoise & Plimpton LLP**.

• **Hypercraft**, a Provo-based hybrid and electric powertrain supplier, has completed a \$26 million Series A raise, with a post-money valuation of \$106 million. The financing was led by **Stalwart Ventures**. A strategic investment was made by **Strategic Development Fund**, an Abu Dhabi-based investment company wholly owned by EDGE Group PJSC. Hypercraft said the funds will be used to support its re-imagining of mobility technology defined by software and AI, and to create an open ecosystem for which third-party developers can create apps. Since 2023, Hypercraft has provided support for the development of more than 20 vehicle platforms in the performance, marine and defense industries.

• **R1**, a Murray-based company focused on managing and automating health care revenue management, has

announced an investment from **Khosla Ventures**. The amount was not disclosed. R1 serves 94 of the top 100 U.S. health systems and its numbers include over 180 million annual payer transactions, 1.2 billion annual workflow actions, and 20,000 proprietary automation algorithms.

### PARTNERSHIPS

• Bluffdale-based **Listen Technologies** and U.K.-based **Ampetronic**, which operate as one company with two brands, became a **Hearing Loss Association of America (HLAA)** Hear For Life partner and sponsored the 40th annual HLAA convention June 11-14 in Indianapolis. Ampetronic/Listen Technologies also provided assistive listening systems at the convention. With installation partner **Thunder Hearing & Sound**, they provided hearing loop and Auracast broadcast audio-based assistive listening systems. Ampetronic/Listen Technologies also sponsored the Walk4Hearing initiative, aimed at empowering people with hearing loss.

• **Derivita**, a Salt Lake City-based company offering a mathematics education platform, has announced a partnership with **Texas Instruments** that aims to transform math classrooms into dynamic, thinking environments driven by real-time insight and high-quality student engagement. The partnership allows teachers to engage students in real-time collaboration using TI’s TI-Nspire CX II graphing calculator that is now integrated with Derivita’s SpotCheck feature. Together, they enable anonymous participation, peer-to-peer collaboration and instant insights.

### PHILANTHROPY

• **Supplemental Health Care**, a Salt Lake City-based behavioral health, education and health care workforce solutions provider, has unveiled its **2025 Impact Report**, detailing the organization’s dedication to enhancing its impact across the nation. Among those impacts are supporting employee volunteerism and community involvement, as well as championing initiatives that promote education, mentorship programs and growth opportunities; investing in the future of school-based care with expanded support for registered behavioral technicians (RBTs), school psychologists, psychological examiners and paraprofessionals as well as upskilling programs; and continuing investments in communities through philanthropic partnerships with organizations like The Inn Between and Love for Literacy.

### REAL ESTATE

• **Abstract Development** recently hosted a grand opening of **One Burton**, a mixed-use development in the Downtown District of South Salt Lake. Hailed as the first major development in the Downtown District, One Burton is on a 1.24-acre through-block site at Burton Avenue and Main Street. The \$50 million, eight-story building includes 180 rental residences across 24 floorplans. **Architectural Nexus** and **Jacobsen Construction** were involved in the project. Among amenities are a private building art gallery leading to a courtyard, rooftop dining and entertainment lounge, outdoor lounge areas, a game room, co-working spaces, a fitness center; a pet spa and dog park, and secure bike storage.

• **Centerspace**, based in North Dakota, has acquired **Sugarmont**, a 341-home community in the Sugar House sub-market of Salt Lake City, for \$149 million. It is Centerspace’s first community

in Salt Lake City. Sugarmont was built in 2021. Centerspace owns 72 apartment communities, consisting of 13,353 homes, in Utah and six other states.

### RECOGNITIONS

• **Ivory Innovations**, a nonprofit academic center at the University of Utah David Eccles School of Business, has announced the recipients of the seventh annual **2025 Ivory Prize for Housing Affordability**. Ivory Innovations works to source, support and scale the most compelling housing innovations through the Ivory Prize, which recognizes and funds novel solutions to the housing crisis in three areas. In addition to national recognition and ongoing support from Ivory Innovations, each winner receives \$100,000. The award recipient for **Construction and Design** is **Reframe Systems**, which builds robotic micro-factories that produce high-quality, factory-built housing faster, cheaper and more sustainably. The recipient in the **Finance** category is **Grounded Solutions Network**. Its Homes for the Future Fund leverages private capital and private-sector efficiencies to expand shared-equity housing stock in major markets nationwide. The multi-phased model begins by acquiring existing single-family homes and operating them as rental housing, utilizing property appreciation and rental income to eventually sell the homes at below-market prices to land trusts and other local shared-equity housing nonprofits. Once transferred into a local shared-equity organization, the homes are sold to homeowners at prices well below fair market value. The recipient in the **Policy and Regulatory Reform** category is the state of **Florida** and **Florida Housing Coalition** for the Live Local Act, passed in 2023 and implemented in collaboration with the coalition. It tackles the housing crisis through zoning reform, tax incentives and targeted investment. The law supersedes restrictive local zoning to allow by-right multifamily development on commercially zoned land, provides tax exemptions to incentivize affordable and workforce housing, and allocates more than \$700 million in housing funding. This year, the Ivory Innovations team evaluated over 280 nominations from across the U.S., a record number of nominees. The recipients and top 10 finalists will gather in October in Salt Lake City for the 2025 Ivory Prize Summit.

• **Pluralsight**, a Draper-based technology workforce development company, has been recognized as a “leader” in the second-quarter technology skills development platform report by **Forrester**. The independent analyst report evaluated eight providers in the technology skills development space across strategy, capabilities and customer feedback. “Leader” is the highest category for vendors. Pluralsight also received the highest strategy score among all vendors evaluated and the highest score possible in the vision, innovation, partner ecosystem and adoption criteria.

• **Moises**, an AI-powered music platform founded in Salt Lake City in 2019, has been named an **Apple Design Award** finalist in the Innovation category. The honor comes six months after Apple named Moises the 2024 iPad App of the Year. Moises simplifies the task of practicing and producing music with its AI platform that separates vocals and instruments from any song. The platform processes 2.5 million minutes of audio every day and is available in 33 languages. Its community includes 60 million musicians across 190 countries.

# Work Daze

## Your resume: Polish it or pulverize it?

You never forget your first resume. The excitement. The anticipation. The lies.

Sure, you were a front-line, business-development representative with bottom-line P&L responsibility, specializing in supply-chain management based on customer-satisfaction metrics. In other words, you were a carhop at Rude Rudy's Burger Babylon.

You never forget your last resume, either. I refer to the resume you have hidden on your laptop, ready to be released to the waiting world the next time your manager gives you the fish-eye.

You've polished that secret resume to a jewel-like shine, but when it comes to getting you hired, you still have doubts it will do the job. You're not wrong to worry. According to the 2025 Resume Statistics report from Enhancv, "more than 75 percent of resumes are rejected by applicant tracking systems before they even reach a human being."

If you want to play it safe, Enhancv has suggestions for you, which they sent to me, which I now pass on to you, slightly mangled by me. Follow their advice if you're smart. Follow my advice if you dare.

### No. 1: PDF is King (mostly).

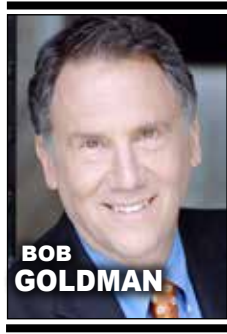
Eighty-five percent of recruiters prefer receiving your resume as a PDF file. It's a format that reduces formatting issues possible with Word files. It's also easily emailed to other recruiters, so more complete strangers can laugh at your puny qualifications.

My advice is to write your resume out in longhand. This way, you can add emotionality by drawing hearts around your key attributes, like your love of kittens and fuzzy-wuzzy caterpillars. Use at least three different color inks, sprinkle with glitter and dose with YSL Libre Intense Eau de Parfum.

Match that, PDF!

### No. 2: The Skills Section is Underestimated.

According to the survey, 58 percent of recruiters "spend most of their time looking at the skills section." If your resume is composed of tired, typical abilities, like analytical thinking and active listening, spruce it up with more interesting skills. Since it will take real magic for you to be hired,



BOB GOLDMAN

lean into it. Promise to use your abilities of divination, alchemy and spell-casting to boost the bottom line. (If hired, you will need henbane, mandrake and lots of newts, but all that can go on the

expense account.)

### No. 3: The Two-Page Advantage.

Hiring managers prefer two-page resumes, the survey results say, "especially for mid-level and managerial positions." If this is accurate, say I, wouldn't a three-page resume be better? How about a four-pager? Or a fiver? Or a 10?

Granted, it may not be easy to fill all those pages with the little you've accomplished, but it's perfectly fine to blend your career history with someone you admire, like Christopher Columbus, who used his analytical skills and leadership abilities to discover America. You could also use me, who didn't. (Frankly, I would go with Chris. He'd be delighted to help you, I'm sure.)

### No. 4: Qualify Everything.

The "power of numbers" makes your resume more convincing. If you can't come up with statistics that relate to your business successes, there are personal accomplishments you can quantify. Statistics you can include are "100 percent of my team members don't like me" and "My manager says I spend less than 25 percent of my time actually working."

### No. 5: Proofreading Pays Off.

"Seventy-seven percent of hiring managers immediately reject resumes with typos or bad grammar." I'm sure this is true, but ask yourself: Do you want to work for a fussy budget? If the remaining 23 percent of hiring managers are perfectly happy with "Me speak real goodly," those are the people you want to hire you real goodly.

### No. 6: Personalization is Important.

Sixty-three percent of recruiters prefer resumes that are "personalized to the specific job. If you'd rather spend your time playing "Assassin's Creed," a generic approach

could work. "I have no idea what I could bring to a job at your company," you write in your cover letter, "because I have no idea what your company does."

I'm afraid this degree of honesty would not appeal to 99.99 percent of recruiters, but writing it won't take a lot of your "Assassin's Creed" time, and it's worth a try. You only need one job, right?

### No. 7: Unprofessional Emails are a Deal-Breaker.

"A surprising 76 percent of resumes are ignored due to unprofessional email addresses." Seems pretty picky, but any of the

following are sure to impress. For a position in health care, "mybigtoehurts.com." For sales, "shallwehaveanothermegroni.com." For an entry-level position, "imnotascreepyasilook.com" and for a top management job, "imboredletsfiresomeone.com."

And for any job in any company, anytime, "ruderudysentme.com."

That always works.

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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## PUBLIC NOTICES

### ANNOUNCEMENT OF APPOINTMENT AND NOTICE TO CREDITORS

Probate No.  
253700284

IN THE  
Second Judicial District Court  
DAVIS COUNTY  
STATE OF UTAH

In the matter of the Estate of  
THE ESTATE OF PAUL RAYMOND ALLRED

Krista Allred  
Whose address is 40 East 300 South, Kaysville, Utah 84037 has been appointed Personal Representative of the above-entitled estate. Creditors of the estate are hereby notified to:  
(1) deliver or mail their written claims to the Personal Representative at the address above;  
(2) deliver or mail their written claims to the Personal Representatives attorney of record, Taylor Stone at 991 Shepard Ln Suite 210, Farmington, UT 84025  
(3) file their written claims with the Clerk of the District Court at Farmington District Court, 800 W State St, Farmington, UT 84025 in Davis County, or otherwise present their claims as required by Utah law within three months (90 days) after the date of the first publication of this notice or be forever barred.

Dated this May 27, 2025  
/s/ Krista Allred  
/s/ Taylor Stone  
991 Shepard Ln Suite 210, Farmington, UT 84025  
Publishing: 5/30/2025, 6/6/2025, 6/13/2025

### PUBLIC NOTICE

In the District Court of Utah 2nd Judicial District Davis County  
Court Address 800 West State Street, Farmington, UT 84025  
In the Matter of the Adoption of  
Kellan Casey Hann and Khloe Cynthia Hann (adoptee's name)  
Notice of Adoption and Notice of Rights (for publication)  
Case Number 252700047

Judge Direda  
"The State of Utah To: Jonathan Gregory Hann  
You are being notified of the Petition to Adopt Kellan Casey Hann and Khloe Cynthia Hann. You have the right to file a motion to intervene with this court. If your motion to intervene is granted, you have the right to oppose this adoption.

If you do not file a motion to intervene within that time, you waive any right to further notice in this adoption, forfeit all rights in relation to the adoptee, and are barred from bringing or maintaining any action to assert any interest in the adoptee.

You may obtain a copy of the Petition to Adopt and other court records in this case only if your motion to intervene is granted.

You also have the right to consent to this adoption.

5/28/25  
Joshua Erin Morales  
914 S 1213 E, Fruit Heights, UT 84037  
(801) 698-2158  
Publishing: 6/9/2025, 6/16/2025, 6/23/2025, 6/30/2025

### PUBLIC NOTICE

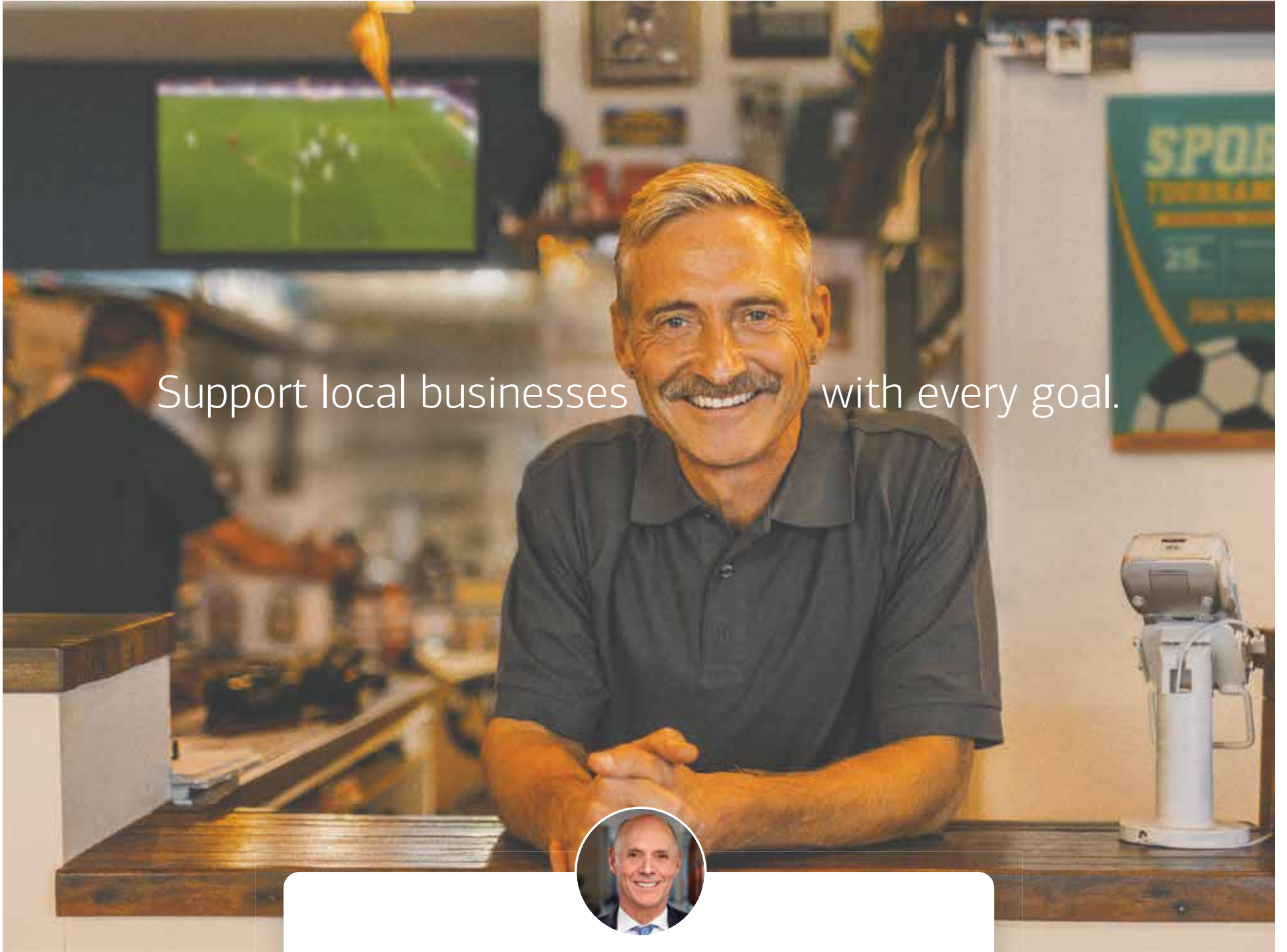
An Emergency Hazardous Waste Permit No. UT-012-2025 (Permit) was issued to Hill Air Force Base (HAFB) in Davis County, Utah. The Permit authorizes HAFB to detonate one punctured 20 mm round at the HAFB proficiency range. The Permit was effective May 22, 2025, and expired May 23, 2025. For further information, or to request a copy of the permit, please contact Gabrielle Marinick of the Division of Waste Management and Radiation Control at 385-499-0172. In compliance with the Americans with Disabilities Act, individuals with special needs (including auxiliary communicative aids and services) should contact LeAnn Johnson, Office of Human Resources at 385- 226-4881, Telecommunications Relay Service 711, or by email at leanjohnson@utah.gov.  
Publishing: 6/16/2025

### Principal Big Data Developer

Principal Big Data Developer sought by Beyond, Inc. in Midvale UT to program, debug, & test applications & frameworks to be used & shared on the Big Data stack, in a development environment. This position is eligible for remote work in the following states: AZ, CA, CT, GA, FL, ID, KS, MA, MI, MN, NH, NJ, NY, NC, OH, PA, RI, SD, TX, UT, WA, WI, WY. \$159,900-\$180,000 per year. Apply online at [https://overstock.wd5.myworkdayjobs.com/BedBathandBeyond\\_Careers](https://overstock.wd5.myworkdayjobs.com/BedBathandBeyond_Careers)

### Director, Enterprise Business Intelligence

Director, Enterprise Business Intelligence sought by Beyond, Inc in Midvale Utah. To be responsible for thought leadership, domain knowledge, & collaboration with Enterprise Business Intelligence leadership to help guide the strategic direction of EBI Reporting in the organization. This position is eligible for remote work in the following states: AZ, CA, CT, FL, GA, ID, KS, ME, MA, MI, MN, NH, NJ, NY, NC, OH, PA, RI, SD, TX, UT, WA, WI, WY. Salary: \$192,650-\$212,000 per year. Submit resume online at: [https://overstock.wd5.myworkdayjobs.com/BedBathandBeyond\\_Careers](https://overstock.wd5.myworkdayjobs.com/BedBathandBeyond_Careers)



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