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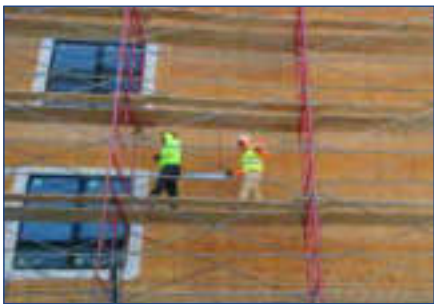
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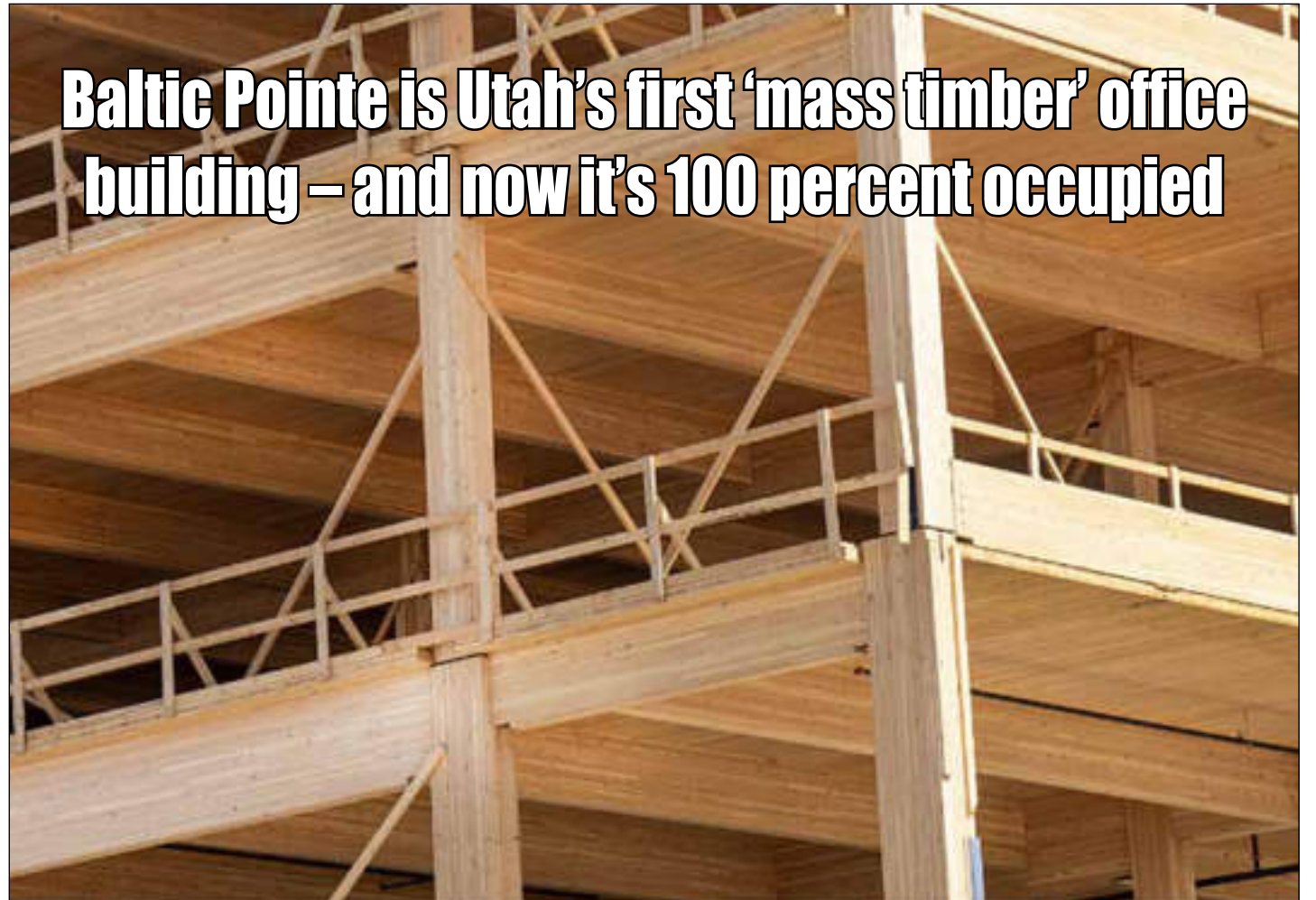
SALT LAKE BUSINESS JOURNAL Focus



Construction

F Section

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Baltic Pointe is Utah's first 'mass timber' office building – and now it's 100 percent occupied

Where one would expect to see steel and concrete, a closeup shot of the construction phase of the Gardner Group's Baltic Pointe office building in Draper shows the structure being built primarily with laminated wooden beams. The project recently reached full occupancy. (Photo courtesy Kalesnikoff Mass Timber)

John Rogers

Salt Lake Business Journal

Trumpeted as a building method that answers the climate change conundrum, "mass timber" construction has found its way to Utah.

Commercial real estate firm JLL, leasing agent for owner the Gardner Group,

announced last month that the Baltic Pointe office building, just off I-15 in Draper, is now fully leased. Baltic Pointe is the state's first mass timber building.

The new popularity of wood construction is driven by its sustainability. According to wood building proponents, steel and concrete — the main ingredients in most office structures — are carbon-intensive to produce. Both

require the burning of large amounts of fossil fuels, the purported bad guys in climate change.

Wood, on the other hand, has a mostly positive impact on the environment as it is harvested, milled and laminated into structural beams that are tough

see BALTIC POINTE page 6

Utah County's first inland port project area approved

Brice Wallace

Salt Lake Business Journal

A pair of western Utah County towns with a total of fewer than 600 residents in 2020 believe they are positioned for some significant economic growth.

Cedar Fort, with 427 residents in 2020, and Fairfield, with 160, are expected to benefit from the creation of an inland port project area. The Utah Inland Port Authority board, at a recent meeting, approved the Pony Express Project Area, which the towns' mayors believe will drive investment and help them manage growth while allowing the area

to retain its rural character.

The Pony Express area, totaling more than 1,700 acres, becomes the 14th project area in Utah and the first in Utah County. Despite the small populations now, the towns in the Cedar Valley are expecting "explosive" population growth over the next two to three decades.

"We're facing a substantial amount of growth," Cedar Fort Mayor Wyatt Cook said. "We have everything coming from Eagle Mountain and all that, and it's coming to us. Our little town is going to change significantly, but I think it will be really good to have this project area,

to help create jobs and get a lot of those businesses here. ... And I think the residents are very on-board to see this happen and see something like this come to the community and help [create] some great growth."

Cook said the project "gives Cedar Fort the chance to shape our own future" as it lays the groundwork for meaningful growth and focuses on "building resilience without losing our roots."

Cook noted that Cedar Fort is transitioning from farming to development,

see CEDAR FORT page 6



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Prominent Utahns join Miller Sports in RSL ownership group

The Larry and Gail Miller family, through its Miller Sports & Entertainment (MSE) operating company, has announced the addition of a group prominent Utahns as new investors in RSL Football Holdings, which owns and manages Real Salt Lake of Major League Soccer (MLS), the Utah Royals FC of the National Women's Soccer League (NWSL), the Real Monarchs of MLS NEXT Pro, and the RSL Academy.

The new owners of the organization include Matt Hawkins, CEO of health care management platform Waystar in Lehi; Nick Greer, founder and CEO of Lehi's Built Brands, maker and marketer of Built protein bars; Jeremy Andrus, CEO of Traeger Grills and his wife, Kristin Andrus; and Don, Matt and Erica Berman. Don Berman is the chairman and founder of South Jordan-based Merrick Bank, a subsidiary of CardWorks Inc.

"This strategic expansion of RSL Football Holdings' ownership group emphasizes a commitment to elevating soccer in Utah, while deepening investments in youth sports and local community initiatives," the Miller family said in a release. "The new investors bring diverse experience across business, philanthropy and community engagement."

"Our family believes in the power of sports to unite, uplift and inspire," said Steve Miller, chairman and governor for RSL and the Utah Royals FC, and chairman of the Larry H. Miller Co. board of directors. "Bringing in local partners who share our love for Utah will help ensure our clubs continue to thrive, both on and off the field."

"We are excited to welcome these proven business and community leaders to the Miller Sports & Entertainment family," said Steve Starks, CEO of the Larry H. Miller Co. "They have a proven track record of leading world-class organizations and are committed to building championship teams."

"This is about more than sports," said Greer. "RSL, the Utah Royals FC and our affiliated teams showcase the possibility for young athletes to dream big, work hard and become resilient. It is the



A group of prominent Utahns has joined the Miller family by investing in RSL Football Holdings, the entity that owns the Real Salt Lake soccer club of Major League Soccer. RSL plays its home games at America First Field in Sandy. (Photo courtesy Real Salt Lake)

ethos of our great state, and I couldn't be more proud to join the Club."

"I'm thrilled to join this incredible group of leaders," said Hawkins. "I believe in building organizations that create positive, lasting impact, and RSL is exactly that — a platform to support athletes, young players, fans and Utah families."

"Jeremy and I care deeply about Utah, and we see this as an opportunity to give back through something we love and where our family spends a lot of our time together: sports," said Kristin Andrus. "RSL and the Utah Royals have the power to bring people together and lift up every corner of our community."

"Sports are a catalyst for connection and confidence," added Jeremy Andrus. "We're honored to be part of an organization that brings energy and passion to fans and families across Utah."

"Being part of the Club is more than an investment; it's a commitment to

our future," said Matt Berman. "This is about building something generational for Utah, where soccer is not just a game, but a shared source of inspiration and joy."

Together, the expanded ownership group will focus on fostering excellence on the soccer pitch, while investing in facilities, programs and community outreach, the Miller statement said.

The Miller family and Miller Sports & Entertainment acquired RSL Football Holdings in April from majority owner David Blitzer and the Smith Entertainment Group (SME), majority owners of the Utah Jazz and Utah Mammoth. The Millers said at the time that Blitzer would remain the second-largest owner. SME left soccer involvement in Utah with the April sale.

Real Salt Lake began its 21st Major League Soccer season in February. Beginning with the 2024 season, Real Salt Lake ownership brought the Na-

tional Women's Soccer League back to Utah, returning the Utah Royals FC to the state.

All the teams under the RSL Football Holdings umbrella call the Zions Bank Training Center in Herriman their daily training home. The 42-acre campus includes five world-class grass fields, two indoor turf fields, a residential dormitory and the 5,000-seat Zions Bank Stadium. Last year, the Utah Royals FC opened an 11,000-square-foot expansion to the training site to give the Utah Royals FC their own facility.

In addition to its soccer holdings, Miller Sports & Entertainment owns and operates Utah's Megaplex theaters; the Salt Lake Bees minor league baseball team; The Ballpark at America First Square; and Big League Utah, an organization trying to bring a Major League Baseball team to Salt Lake City. The Millers sold the Utah Jazz to Ryan and Ashley Smith in 2020.

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Women in construction: Trends, opportunities, and impact

Contributed by the Salt Lake Chapter of the National Association of Women in Construction (NAWIC)

The construction industry continues to evolve at a rapid pace and one of the most encouraging trends we're seeing in 2025 is the growing visibility, influence, and participation of women. While construction has traditionally been male-dominated, women are increasingly entering and thriving in all areas of the industry – from the field to the boardroom.

"At the Salt Lake Chapter of the National Association of Women in Construction (NAWIC), we're committed to providing meaningful opportunities for women to grow, lead, and thrive in construction," said Tonya Timothy, Salt Lake NAWIC chapter president (Pentalon Construction). "We are proud to support and amplify the voices of women in construction. Whether they're breaking barriers in the field, driving innovation in the office, or mentoring the next generation, women are shaping the future of this industry, and that future looks bright."

"At NAWIC, we're not just supporting women already in the industry, we're inspiring the next generation to see themselves here, too," said Becky Robinson, Salt Lake NAWIC chapter vice-president (Big-D Construction).

Key Trends for 2025:

1. Focus on Workforce Development

Amid ongoing labor shortages and a retiring workforce, companies are prioritizing efforts to build a more resilient future. A number of women are taking advantage of initiatives like intentional recruitment and development through apprenticeships, mentorship programs, and leadership pipelines.

2. Increasing Female Representation in Leadership

More women are stepping into supervisory and executive roles as companies are recognizing the value of different perspectives in decision-making. As the workforce evolves, women often bring fresh perspectives, collaborative leadership styles, and adaptive problem-solving approaches that align with today's changing workplace dynamics. Companies are discovering that empowering women leaders isn't just the right thing to do – it's a smart business move.

3. Technology as an Equalizer

The rapid adoption of construction technology (such as drones, robotics, and advanced project management soft-

ware) has helped level the playing field. These innovations not only enhance safety and efficiency but also make the industry more attractive to tech-savvy professionals. For younger generations, who may have previously overlooked construction as a career path, the integration of cutting-edge tools and digital platforms presents an exciting opportunity to enter a field where they can make a real impact. This shift is drawing in more women and diverse talent who see construction as both innovative and rewarding.

4. Support Networks and Affinity Groups

Organizations like NAWIC play a critical role in helping women connect, learn, and lead. These support systems are growing in number and influence, creating safe and empowering spaces for women to grow personally and professionally.

How Women Get Involved

There are many pathways into the construction industry such as attending trade schools, engineering or construction management programs, internships, or training on-the-job. More women are entering the trades directly than before, while others transition from adjacent fields like architecture, business, or real estate. Outreach efforts at the high school and college levels are especially effective in encouraging young women to explore construction careers.

"Surround yourself with allies; people, organizations and employers that will teach you, support you, and trust you, and put in the hard work! Once you have the knowledge and experience, pay it forward. That's how the cycle of this industry will continue to thrive" Timothy said.

Women have more opportunities than ever to build meaningful, long-term, careers. Increasingly, women are being supported by sponsors, mentors and allies in the workplace. Co-workers and leaders who advocate for the growth of women in construction and involve them on jobsites where women may have not traditionally been present help to open doors to new experiences. These sponsorships help women gain visibility and hands-on experience. This is indicative of the cultural shift toward greater inclusion in the construction field overall.

"In my career, I have found that sometimes it takes a bit longer for the men to gain trust or warm up to women in the in-

dustry. But once they do, they become your best advocates," she said.

Timothy often cites her career growth due to the men in her life advocating and supporting her as she grew from office support to Project Manager.

Personal Benefits for Women in Construction

High Earning Potential: Skilled trade and project operations roles often offer competitive salaries without requiring a traditional four-year degree.

Career Growth: With the industry's wide variety of roles, employees can forge unique career paths, from craft labor to corporate leadership.

Tangible Impact: There's a strong sense of pride in helping to build something lasting and impactful. Construction offers the rare opportunity to see your work take shape in the real world.

Supportive Community: Groups like NAWIC provide mentorship, camaraderie, and access to professional development, making the journey even more fulfilling.

How the Industry Benefits from Female Participation

When more women join the industry, companies gain:

Stronger Teams: Studies show diverse teams bring broader perspectives, creativity, and collaboration, ultimately improving outcomes.

Increased Retention: Inclusive cultures tend to have higher employee satisfaction and retention rates.

Expanded Talent Pool: With the skilled labor shortage continuing, tapping into the underrepresented female workforce is not just a social good, it's a business necessity.

"At the Salt Lake NAWIC Chapter, we are proud to support and amplify the voices of women in construction. Whether they're breaking barriers in the field, driving innovation in the office, or mentoring the next generation, women are shaping the future of this industry, and that future looks bright," she said.

NAWIC in the Salt Lake Community: Building the Future

NAWIC, established in 1953, is committed to making a lasting impact, not just within the industry, but across the local community. Through educational outreach, health and safety advocacy, and hands-on involvement, it aims to inspire the next generation, support one another, and give back in meaningful ways.

"One of our signature outreach efforts is the Block Kids program, a building block-based competition that introduces elementary students, typically from Title I schools, to the world of construction in a fun and imaginative way," Timothy said. "It's an early, engaging opportunity to spark curiosity and show kids that the industry welcomes creative problem-solvers of all backgrounds."

"We also partner with local high schools to host CAD Design competitions, providing students with the chance to showcase their technical and design skills while learning about real-world applications in construction and architecture. These events help bridge the gap between classroom learning and career possibilities for those who may not have previously considered construction as a path."

Get Involved

Timothy said, "At the NAWIC Salt Lake Chapter, we're committed to providing meaningful opportunities for women to grow, lead, and thrive in construction. We've been fortunate to tour some of the region's most high-profile projects including the Salt Lake City International Airport, wastewater treatment plants, data centers, and more – giving our members firsthand exposure to the incredible scope of our industry in the community."

"If you're a woman working in or curious about a career in construction, we'd love to welcome you to NAWIC. Whether you're in the field, in the office, or just exploring what this industry has to offer, NAWIC provides an incredible network of support, resources, and opportunities. Our members come from a wide range of roles and backgrounds, but we all share a passion for building each other up and the future of construction," Timothy said.

"Being part of NAWIC means having a community that champions your growth," Robinson said. "No matter where you are in your career journey, there's a place for you here. If you're looking for a way to support women in construction, we're always seeking new ways to educate, inspire, and engage our members. Whether it's sponsoring a lunch and learn, hosting a membership meeting, or contributing to a major event like Women in Construction (WIC) Week in March, your partnership helps us continue our mission."

Visit www.nawicsaltlake.org to learn more about how you can support the NAWIC Salt Lake Chapter and help us continue building a stronger future for everyone.

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SLC named one of five 'hub' offices in major USDA reorganization

John Rogers

Salt Lake Business Journal

U.S. Secretary of Agriculture Brooke L. Rollins has announced a major reorganization of the Department of Agriculture and Salt Lake City stands to benefit from the overhaul.

As the department reduces its Washington, D.C., presence by more than half and closes dozens of regional offices around the country, the Utah capital has been named as one of five "hubs" that will combine to house the majority of USDA operations.

The changes come as part of Pres. Donald Trump's scrutiny of government operations and streamlining of costs. Government business news website govexec.com reports that the USDA's workforce grew by 8 percent over the past four years and employees' salaries increased by 14.5 percent. The growth included the hiring of thousands of new employees.

Rollins said the revamping was intended to refocus USDA's "core operations to better align with its founding mission of supporting American farming, ranching and forestry."

"American agriculture feeds, clothes and fuels this nation and the world, and it is long past time the department better serve the great and patriotic farmers, ranchers and producers we are mandated to support," said Rollins in the reorganization announcement. "Pres. Trump was elected to make real change in Washington, and we are doing just that by moving our key services outside the beltway and into great American cities

across the country."

"We will do so through a transparent and common-sense process that preserves USDA's critical health and public safety services the American public relies on," she continued. "We will do right by the great American people who we serve and with respect to the thousands of hard-working USDA employees who so nobly serve their country."

In addition to Salt Lake City, the other cities named to host USDA hubs are Raleigh, North Carolina; Kansas City, Missouri; Indianapolis, Indiana; and Fort Collins, Colorado.

As part of the plan, USDA will relocate more than half of its Washington, D.C., workforce to regional hubs. The department will also allow over 15,000 employees leave the agency later this year, after they accepted deferred resignation and early retirement offers. Despite the cuts, USDA has maintained that its critical functions "will continue uninterrupted," according to the department's announcement.

USDA will vacate and return to the General Services Administration several of the facilities it occupies in the nation's capital. Included are the USDA South Building, Braddock Place and the Beltsville Agricultural Research Center. Usage in the USDA Whitten Building, Yates Building, the National Agricultural Library and the George Washington Carver Center will also be reviewed. These buildings have a backlog of costly deferred maintenance and currently are occupied below the minimum set by law. For example, the South Building has approximately \$1.3 billion in maintenance projects on hold and has an average daily



Many of the U.S. Department of Agriculture facilities in Washington, D.C. will be shuttered under a new plan that will move department workers to regional hub cities, including Salt Lake City. Adobe Stock photo.

occupancy of less than 1,900 individuals for a building that can house over 6,000 employees, according to a report from govexec.com.

Although the timeline to accomplish the reorganization is still being formulated, the department has a phased plan for relocating employees to the regional hubs, chosen for a variety of reasons, including cost of living indices. Washington, D.C. has a cost of living among the highest in the nation. Officers from USDA senior leadership have begun notifying regional offices about their relocation to one of the regional hubs.

Which regional offices will be relocated to Salt Lake City — including the number of employees involved — has not been announced.

The USDA's announcement was met

with enthusiasm among Utah's political leadership. Most officials cited increased access to federal official for the state's farmers and ranchers as a major plus brought about by the move.

"The USDA's decision to refocus on its core mission, supporting farmers, families and rural communities, is long overdue," U.S. Sen. John Curtis posted on X. "Utahns are the best at advocating for and advancing American agriculture."

But everyone isn't happy with the changes. U.S. Sen. Amy Klobuchar (D-Minnesota), ranking member of the Senate Committee on Agriculture, Nutrition and Forestry, called the decision a "half-baked proposal," warning it could affect the USDA's "ability to provide critical services for Americans."



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Finalists announced for Women Tech Awards

The Women Tech Council has announced the finalists for the 2025 Women Tech Awards. The group features “exceptional women who are visionaries; trailblazers; and all-around inspirations in tech, science, engineering and math.”

The council said the finalists are leading innovation, launching transformative technologies, growing companies, and creating lasting impact across every level of the tech industry. From executive leadership to emerging pioneers, they represent the strength, talent, and future of the technology ecosystem, the council said.

The 2025 finalists are:

- Amy McDonnell, neuroscientist, University of Utah.
- Brittney Vierra, former director of data science, Recursion Pharmaceuticals.
- Brooke Baker, head of data engineering and data science, LVT.
- Charushila Samant, vice president, Goldman Sachs.
- Dolly Chitta, CEO, TekHolding.
- Emma Moss, AI for K-12 program director, Utah State Board of Education, and digital teaching and learning specialist, Canyons School District.
- Evita Weagel, CEO and co-founder, Eris Biotech.
- Heidi Barnett, president of talent acquisition, iSolved.

- Janlynn Robertson, senior vice president/senior business relationship and project portfolio manager, Zions Bancorporation.
- Kanika Gera, senior product manager, Adobe.
- Kathryn Armstrong, chief science officer, USANA Health Sciences.
- Kori Ann Edwards, chief strategy Officer, 47G.
- Lauren Mason Carris, senior product and learning strategist, Codingscape.
- Lynn Reichert, community and innovation manager, Utah STEM Action Center.
- Lynne Yocom, fiber optics director, Utah Department of Transportation.
- Mary-Lou Smulders, chief marketing officer, Dedrone by Axon.
- Melanie Jordan, executive vice president and director of enterprise retail insights and strategic initiatives, Zions Bancorporation.
- Michaela Hatch, senior scientist, Recursion Pharmaceuticals.
- Mou Nandi, CEO and co-founder, Monere.
- Natalie Clark, vice president, Goldman Sachs.
- Shawna DelHiero, chief information officer, SoundHound AI.

The finalists will be recognized at an Oct. 3 luncheon at the Grand America Hotel, 555 S. Main St., Salt Lake City.

Feds own 64.4% of Utah's land, second-highest in the nation

The federal government owns almost two-thirds of Utah, according to a new study from the Kem C. Gardner Policy Institute at the University of Utah. That's second only to Nevada in the percentage of federal ownership.

The report found that 64.4 percent of Utah lands are in federal control, while just over one-fifth (21.1 percent) of land in Utah is privately owned, with the rest owned by the state (10 percent) or governed by Native American tribal nations (4.5 percent).

“Utah’s land ownership patterns are inextricably linked to federal public lands policy,” said Eric Albers, senior natural resources analyst at the Gardner Institute and lead author of the report. “This report offers historical context on federal land policy and provides an inventory of state and county-level ownership, illustrating how past policies shape the current ownership landscape.”

The report includes the following key findings:

Federal land ownership. Utah is one of five states with greater than 50 percent federal land ownership and is second to Nevada, which contains 80.1 percent

federal land. In Utah, 18 of 29 counties have more than 50 percent federal land ownership.

Private land ownership. Private ownership varies significantly by county, ranging from 3.7 percent in Wayne County to 93.2 percent in Morgan County.

State land ownership. Davis County is the only county with a majority of land owned by the state. The state owns 64.3 percent of Davis County, driven by Great Salt Lake's sovereign lands.

Department of Defense. The U.S. Department of Defense manages over one-third of Tooele County. The combination of the Dugway Proving Ground, Utah Test and Training Range and Tooele Army Depot results in 33.8 percent Department of Defense ownership.

Tribal governed lands. Tribal government lands exist throughout the state and comprise over 10 percent of the land in San Juan, Duchesne and Uintah counties. San Juan County has the highest percentage, with one-quarter of the total land area governed by tribal entities.

The full report can be accessed through the Gardner Institute website at gardner.utah.edu.

Utah's jobless rate remains steady in June

With very little room to drop further, Utah's unemployment rate stayed unchanged in June at 3.2 percent.

Economists generally consider a rate below 4 percent as “virtual” or “effective” full employment — a condition when anyone willing and able to work at prevailing wage rates can find a job. The current jobless rate in the state means about 59,450 people are not in the workforce, according to data released by the Utah Department of Workforce Services.

Meanwhile, the national unemployment rate dropped slightly, from 4.2 percent to 4.1 percent, according to the U.S. Bureau of Labor Statistics.

DWS also reported that Utah's non-farm payroll employment for June was up an estimated 2.3 percent across the past 12 months, with the state's economy adding a cumulative 39,700 jobs since June 2024. The number of employed Utahns stands at 1,779,300.

“Continued job gains and a low unemployment rate show our economy

is on solid footing,” said Ben Crabb, chief economist with the Department of Workforce Services. “The broad expansion across industries reflects the resilience of the state's economy even as metrics of labor market tightness such as the number of openings per unemployed worker trend downward.”

In the private sector, employment saw a year-over-year expansion of 2 percent — a 29,900-job increase. Eight of the 10 major private-sector industry groups posted net year-over-year job gains. The overall gains are led by education and health services (up 15,800 jobs), construction (up 6,200 jobs) and professional and business services (up 4,700 jobs). Trade, transportation and utilities (down 4,100 jobs) and other services (down 1,200 jobs) experienced year-over-year job losses.

Additional information and analysis on Utah's employment situation, including county-by-county statistics are available at the DWS website, jobs.utah.gov.

Orem's Greenix Pest Control buys Milwaukee company

Orem-based Greenix Pest Control, recently recognized by PCT Magazine as the 13th-largest pest control provider in the United States, has acquired Rove Pest Control's Milwaukee operations.

“Rove, known for its customer-first philosophy and expertise in residential pest control, adds strength to Greenix's growing footprint and underscores its commitment to providing safe, effective and eco-conscious services across the Midwest,” Greenix said in its announcement of the transaction.

With the integration of Rove, Greenix expands its service area to 19 states, now serving over 250,000 households nationwide.

“We're excited to welcome Rove to the Greenix family,” said Bob Nilsen, chairman and CEO of Greenix. “Their passion for protecting homes and delivering exceptional service perfectly reflects our values. This partnership en-

ables us to strengthen our presence in the Milwaukee area while continuing to uphold the highest standards in sustainable pest control.”

“We are incredibly excited to share that Rove Pest Control has officially joined forces with Greenix Pest Control for our Milwaukee operations,” said Rob Greer, Rove's chief operations officer. “This partnership reflects a shared commitment to excellence and customer well-being. We are confident in Greenix's ability to not only uphold the high standards we've established in the Milwaukee community, but to elevate them further with their innovative and sustainable approaches.”

Founded in 2011, Greenix offerings include general pest control, rodent removal, mosquito and tick management and specialty services like bed bugs. The company employs over 1,000 people nationwide.

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BALTIC POINT

from page 1

enough to support buildings up to 25 stories. The crossbeams in Baltic Pointe are up to 32 inches thick and are produced in processes that generate much less carbon dioxide than equivalent steel and concrete components, the developers said.

Mass timber buildings are a little more expensive than traditional steel and concrete structures, but according to industry reports, more than 1,600 of the wood edifices are completed, under construction or planned in the United States. A large number of those are in the Pacific Northwest, where there is plenty of lumber for the process. One of the largest mass timber structures will be in Bentonville, Arkansas, where Walmart is replacing its current headquarters with a 2.4 million-square-foot mass timber

campus with the materials coming from the Arkansas lumber industry.

Signed tenants who will fill Baltic Pointe include venture capital firm Pelion Venture Partners, a financial partner with the Gardner Group in the development of the project. Redo, a consumer retail operations tech group has signed on, as has Vector, a defense and space manufacturing company that manufactures drones. Financial services firm PorchSoftware and restaurant group Savory Fund round out the five lessees.

Method Studios was the architect for the project and Okland Construction was the general contractor. Kalesnikoff Mass Timber of British Columbia, Canada, supplied the mass timber components. David Nixon, JLL senior managing director, handles marketing and leasing at Baltic Pointe on behalf of the Gardner Group.

"This milestone at Baltic Pointe sets a new benchmark for sustainable office

space in Utah, and is indicative of the market's appetite for innovation, not just in the work done here, but also in the spaces the work is done in," said Nixon.

"Baltic Pointe provides a one-of-a-kind environment for our employees and an unbeatable location in Silicon Slopes," said Blake Modersitzki, managing partner at Pelion Venture Partners. "Quality office space like this allows us to continue attracting top-tier talent while staying in close proximity to our esteemed clientele. We admired Gardner's commitment to delivering a first-of-its-kind offering and were proud to serve as the kickoff tenant on-site."

With all the leases signed, Baltic Pointe is expected to be fully occupied by fall 2025.

"We're proud to lead the charge in sustainable office building practices in Utah," said Mark Murdock, partner at the Gardner Group. "In addition to ensuring Baltic Pointe is the premier all-

electric, energy-conscious office destination, we intentionally designed its functionality for the modern employee. This unique balance of aesthetics and sustainability has proved just as important for the companies that will soon call it home."

Features at Baltic Pointe include exposed-wood interiors; mountain views; easy access to I-15; and a range of amenities that include gym space with locker rooms, pickleball and basketball courts, as well as an outdoor lounge. EV charging stations, a covered parking structure and several community spaces are also available on-site.

"We're thrilled with the strong list of tenants that have landed at Baltic Pointe," Nixon added. "These businesses' choice to secure long-term leases at the office building is further evidence of the value this sustainable building model provides in today's modern work environment."

CEDAR FORT

from page 1

and he wants to "keep it a small, tight-knit community" but also change going forward.

Fairfield Mayor Hollie McKinney said that despite the expected growth, the town desires to retain its rural charm and not be overtaken by developers. She described Fairfield as "a really unique little town" and "a magical place."

The town's goals include having space so residents "don't lie on top of each other," and developing infrastructure and high-quality jobs. Like Cook, she wants growth that fits the town's vision and serves its residents.

"I believe that our roads are a mess,

and half of the problem is that we don't have the jobs out west to make it feasible for people to live here," she said. "It's not helping the housing crisis. It's not helping anything. Our roads are just getting worse."

Working with the inland port and others, McKinney said Fairfield sees an opportunity to improve its roads, attract businesses and retain people who currently leave town for jobs, she said.

"We do have a lot of businesses that want to come to Fairfield, and my problem was, I could not get the infrastructure to these businesses without totally breaking us," McKinney said.

UIPA board documents indicate the two towns have historically faced limited economic development because of their remote locations, small popu-

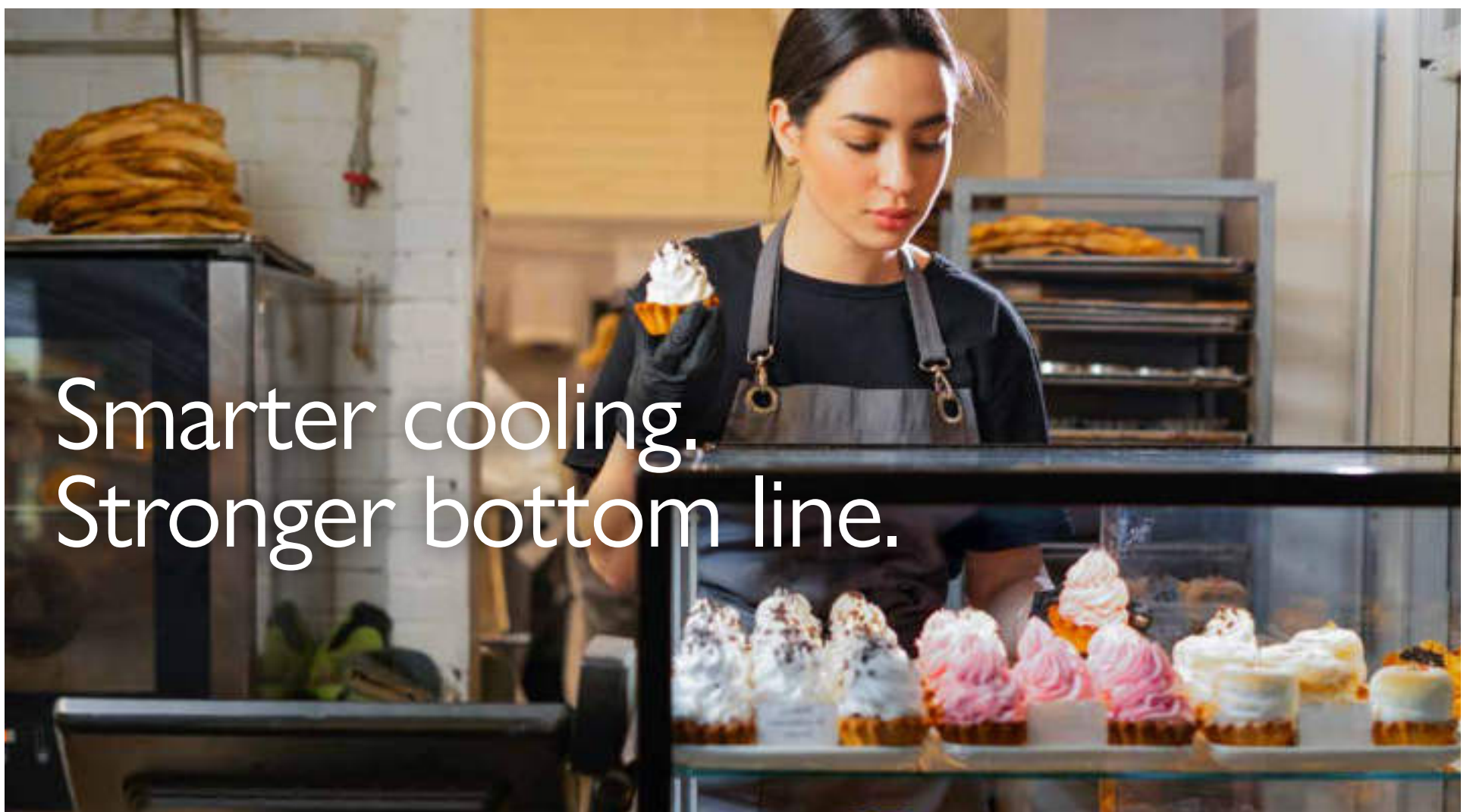
lations and agricultural foundations. Fairfield once experienced an economic boost during the 1850s due to Camp Floyd's military presence, but saw a sharp decline after the camp closed. Cedar Fort, similarly rooted in agriculture, has seen slow growth due to declining farming and limited infrastructure.

But the creation of the project area aims to support infrastructure investment, high-wage job creation and targeted business recruitment. UIPA will work with the towns, the Governor's Office of Economic Opportunity and other state partners to attract industries aligned with local values, including light manufacturing, agriculture technology, and renewable energy.

A UIPA document indicates that western Utah County is benefiting from

proximity to the Silicon Slopes tech hub and to manufacturing. "Demand for consumer goods, construction materials and tech-related freight is rising due to residential and commercial development," it says. Utah County has "significantly more" available land for future development than Salt Lake County and as western Utah County develops, additional infrastructure will be needed to serve the growing residential and workforce populations.

"This project honors the legacy of rural Utah while building the foundation for a more connected, competitive future," said Ben Hart, UIPA's executive director. "By investing in infrastructure and strategic development, we're creating new opportunities while preserving what makes these communities special."



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50-acre industrial park in Salt Lake City's Northwest Quadrant selling pods

JLL, in partnership with developer OCC Industrial and JV Partner XCEL Development, has announced Northpoint Innovation Park, a 50-acre land parcel located just north of the Salt Lake City International Airport.

The recently annexed site has been rezoned for industrial use and is now available for sale or build-to-suit development, with parcels ranging from one to 10 acres.

JLL Vice Chairman Wick Udy, Managing Director Culum Mills and Senior Associate Rhett Rasmussen are marketing Northpoint Innovation Park for sale.

"In a land-constrained market like Salt Lake City, we're proud to bring these uniquely located lots to market," said Megan O'Brien, CEO of OCC Industrial. "Northpoint Innovation Park represents the future of the Northwest Quadrant. While the average industrial building in Salt Lake City's Northwest Quadrant is over 20 years old, Northpoint Innovation Park will set a new benchmark for quality, accessibility, and efficiency. With direct access to the airport's freight terminal and proximity to top-tier labor pools, this is where modern industrial growth will thrive. We're excited to lead the transformation of this key Salt Lake submarket."

Located at 3200 N. 2200 W., the site

offers access to Interstate 215 and I-15 and is just nine minutes from Salt Lake City International Airport, 13 minutes from downtown Salt Lake, and 30 minutes from the Silicon Slopes. A new bypass road under development will provide direct access to the airport's freight terminal, further enhancing the site's appeal for logistics and distribution users.

"With 10 lots available to purchase at various sizes, this site is flexible to accommodate a wide range of industrial uses," said JLL's Mills in a release. "Opportunities like this — with top-tier accessibility, visibility and scalability — are rare. This site is poised to attract key players in Utah's thriving economy."

The property benefits from access to deep labor pools across Salt Lake and Davis counties, making it ideal for businesses seeking a competitive workforce. Located in the Northwest Quadrant — home to 70 percent of Salt Lake County's industrial inventory and the highest concentration of corporate users in Utah — the site is part of the one of the state's most dynamic logistics and industrial hubs.

Horizontal improvements at Northpoint Innovation Park are soon to be underway and expected to be complete in spring 2026.

Alsco acquires Toronto-based linen supply company

Alsco Uniforms, a 135-year-old in uniform and linen laundry services company headquartered in Salt Lake City, has announced the acquisition of Topper Linen, a textile rental service company based in Toronto.

"This acquisition marks an exciting step forward in our continued growth," said Bob Steiner, CEO of Alsco Uniforms. "We're proud to welcome the employees and customers of Topper Linen to Alsco Uniforms. As a 135-year-old, family-owned company with deep Canadian roots, we understand the value of long-standing relationships and appreciate the trust Topper has built in the Toronto community. We look forward to building on that legacy and delivering reliable, consistent and exceptional service."

"We are confident our customers will be excited that Alsco Uniforms brings the same values of service and partnership that Topper always upheld," said Tim Topornicki, president of Topper, who has spent 46 years with the Canadian firm.

As part of this transition, Topper's Toronto facility and fleet of delivery trucks

will be rebranded as Alsco Uniforms over the coming months. The acquisition brings two laundry facilities in Toronto, serving industrial, health care, hospitality and food and beverage businesses throughout the region.

Alsco Uniforms will continue to operate both Toronto facilities independently. Current Topper Linen employees will remain in place, ensuring service continuity and local expertise.

"Keeping the talented Topper employees was a vital factor in this acquisition," said Steiner.

"This acquisition of Topper Linen gives us a strong base to better serve customers in the Toronto area," said Jim Kearns, chief operating officer at Alsco Uniforms. "Along with strategic acquisitions, we plan on investing more in expanding our sales and service teams across North America to support our growth initiatives."

Alsco Uniforms now has over 80 mixed-processing facilities in North America, providing hygienically clean uniforms, linens, floor mats, mops, and first aid and restroom supplies.

Utah Manufacturers Association names Johnny Ferry president & CEO

A former Utah Manufacturers Association (UMA) board chair has been named the organization's president and CEO.

Johnny Ferry, most recently vice president of business development at Ogden-based food manufacturer Honeyville Inc., replaces interim president Megan Ware. Ware remains vice president of member affairs, guiding UMA's community and industry initiatives.

"A dedicated industry leader with over 25 years of homegrown manufacturing experience in Utah, Johnny brings a wealth of knowledge, leadership and

passion for the industry," UMA said in a release appointing Ferry.

"As I stand on the threshold of a new adventure, my thoughts go to defining and connecting with the needs of the UMA membership," Ferry said concerning his new role. "As an owner of a manufacturing business, I can say 'I've been there.' I can legit ask the questions: 'How has UMA benefited my manufacturing business? What can UMA do to make a difference?'"

"To me, UMA should be a resource and conduit to support the everyday needs of our members," Ferry contin-

ued. "The value of UMA is unified representation, industry growth through programs and events, and protecting the business environment to support our members. If I can be part of an organization that believes in these values, sign me up."

Founded in 1905, UMA's stated goal is fostering a thriving manufacturing community in Utah. Through advocacy, education and member support, UMA "champions industry growth, innovation and a positive business environment for Utah's manufacturers," according to its website mission statement.



Johnny Ferry, president & CEO of UMA

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Merit Medical tabs Aronson as new president and CEO

South Jordan-based Merit Medical Systems Inc. has named Martha Aronson as its new president and CEO, effective Oct. 3. She will replace Fred P. Lampropoulos, who will remain chairman of the board.

Lampropoulos has been president and CEO of Merit Medical since its founding in 1987.

Merit Medical is a developer, manufacturer and marketer of proprietary disposable medical devices used in interventional, diagnostic and therapeutic procedures, particularly in cardiology, radiology, oncology, critical care and endoscopy.

"I am pleased to welcome Martha to Merit," said Lampropoulos. "I believe the company has never been in a stronger position. Martha is uniquely quali-

fied to lead Merit into the future and drive its continued success. Her keen intellect and proven track record of empowering global teams through collaborative excellence, consistent with 'The Merit Way,' makes her the ideal leader for Merit's next stage of growth. With Martha's experience and capability, I look forward to supporting her vision while she charts Merit's course forward."

Aronson has extensive experience in global health care. Her business management experience includes overseeing global health care businesses ranging in size from \$500 million to \$1 billion. She was the executive vice president and president of global health care for Ecolab Inc. of St. Paul, Minnesota, and previously served as the senior vice

president and North America president for Hill-Rom Holdings Inc. in Chicago. Prior to that, she spent nearly 20 years at Medtronic in various general management and leadership roles. She has served on the boards of several national and international technology companies.

Aronson holds a bachelor of arts degree in economics from Wellesley College and an MBA from Harvard Business School.

"I am excited to join Merit and truly honored to take on this role," said Aronson. "Fred has built and grown an extraordinary company over the past four decades, starting with one single idea and building it into the incredibly successful global company that it is today. Working with the talented team at Merit, I look forward to building upon his re-

markable legacy and leading the company into a future of continued excellence and innovation."

"On behalf of Merit's board of directors, we extend our deepest appreciation to Fred Lampropoulos for his 38 years of leadership and dedication to Merit," said Dr. F. Ann Millner, lead independent director on Merit's board. "Fred is a visionary leader committed to medical innovation, employee well-being and community involvement. Equally admirable is Fred's philanthropic work, reflecting his deep dedication to the well-being of others. As Merit's founder, he has advanced patient care and significantly improved health outcomes worldwide. Fred's genuine leadership reaches beyond the workplace and has touched communities around the globe."

New Bluffdale McDonald's is open for business

Tom Haraldsen

Salt Lake Business Journal

McDonald's has opened its first restaurant in Bluffdale, and Mayor Natalie Hall said, "We're so thrilled that McDonald's has come to our city — it fulfills an American dream."

During ribboncutting ceremonies July 7, the mayor said everyone has a connection in some way to McDonald's during their childhood or adulthood. "Whether it be the jingles at McDonald's or the food, we feel that connection. We love that they've come here to be part of our community."

Store owner Rob Sparrer expressed his excitement at the newest of his family's McDonald's restaurants, which is located at 13906 S. Redwood Road, just south of Bangerter Highway.

"It's a great location; we've got a great team," he said. "It's always fun to see a new restaurant come to life and take on its own personality. We have a super-great manager and a team working here." He said the store will initially employ 90 people.

Hall said the new McDonald's location is the result of hard work and patience.

"It's been years and years, looking towards developing this area," she said. "We had to buy surplus property from UDOT. In order to have a prime corner, we needed to do a little juggling to see how we could make it work."

"Economically, every business supports and contributes to our economy," she added. "But even more than the economy, it really is about services in your community so you don't have to leave and go elsewhere. My family — they're big fans of McDonald's breakfast. And my husband loves the Diet Coke."

This is the 32nd McDonald's restaurant owned by the Sparrer family. His father, Charles Sparrer, opened his first franchise on 3500 South in West Valley City in 1975. The family will be holding a 50th anniversary celebration at that



Store owner Rob Sparrer joined Mayor Natalie Hall and local dignitaries to cut the ribbon at the new McDonald's restaurant in Bluffdale. (Tom Haraldsen/Salt Lake Business Journal)

location in September. That store was rebuilt a few years ago and the family still has original bricks from the first restaurant "from where it all started."

Sparrer said the corporate offices handle the real estate side of the business and became convinced that the Bluffdale location was the right place for the new restaurant.

"We always say our part of the store is from the wallpaper in," he said. "We knew this was an area that is boom-

ing and a great place to be. So McDonald's puts the deal together and then I get the opportunity to buy the franchise and open it and run it."

The Sparrer family owns most of the McDonald's on the west side of the Salt Lake Valley, as well as several locations in northern Utah County and out to Tooele. Along with sister Chris, their stores go up into the northeast corner of the valley as well.

Seven locals named Entrepreneur of the Year in annual EY honors

Seven Wasatch Front business leaders have been named to Ernst & Young's (EY US) Entrepreneur of the Year 2025 Mountain West Award list. EY US said these Utah businesspeople are being honored as "visionary leaders of high-growth companies driving innovation, growth and prosperity for future generations."

EY US's Mountain West program recognizes entrepreneurs from Alaska, Colorado, Idaho, Montana, Oregon, Utah, Washington and Wyoming. This year marks 40 years of the honors.

Regional winners were selected by an independent panel of past winners, CEOs and business leaders. Judges evaluated candidates on long-term value creation, entrepreneurial spirit, purpose-driven commitment and significant

growth and impact.

Those honored from Utah are Grant Quasha, CEO of Eco Material Technologies Inc. in South Jordan; Karalynne Call, founder of Just Ingredients Inc. in Orem; David Layton, president and CEO of Layton Construction Co. in Sandy; Ryan Porter, founder, president and CEO of LiveView Technologies Inc. in American Fork; Tommy Higham and Will Higham, co-founders of Lehi's Lola Blankets; and John Lippert, founder and chief technology officer of Scientia Vascular Inc. in West Valley City.

"Entrepreneur of the Year honors many different types of business leaders for their ingenuity, courage and entrepreneurial spirit," said an EY US release accompanying the announcement. "The program celebrates original founders

who bootstrapped their business from inception or who raised outside capital to grow their company, transformational CEOs who infused innovation into an existing organization to catapult its trajectory and multigenerational family business leaders who reimagined a legacy business model to strengthen it for the future."

"The Entrepreneur of the Year 2025 Mountain West Award winners are trailblazers who redefine excellence and set new benchmarks in their industries," said Shawn Goff, partner and Entrepreneur of the Year Mountain West program co-director. "They set the standard for scaling businesses while prioritizing their employees, customers and communities."

As Mountain West award winners, re-

gional winners are now eligible for consideration for the Entrepreneur of the Year 2025 National Awards. The national winners, including the Entrepreneur of the Year National Overall Award winner, will be announced in November at the Strategic Growth Forum in Palm Springs, California. That winner will move on to compete for the EY World Entrepreneur of the Year Award in June 2026.

Founded in 1986 and produced by Ernst & Young LLP, the Entrepreneur of the Year Awards include presenting sponsors PNC Bank, Cresa LLC, Marsh USA and SAP. In the Mountain West region, sponsors also include Perkins Coie, Strong & Hanni law firm, Truss, Big Picture, Pierpont Communications and Silicon Slopes.

FROM THE COACH

Developing the capacity to handle adversity — and do hard things

I would like to introduce you to an extraordinary leader, a man who endured what former CEO of Medtronic and author Bill George has called “crucible experiences” throughout his life.

Among those trials, at age 9, his mother unexpectedly passed away. His father, who was emotionally distant from his grieving son, remarried one year later. Fortunately, his stepmother was kind and supportive through his teenage years, but beyond this kind woman, the little boy was very much on his own.

More trauma was to come into this young man’s life with the death of his first romantic love. Her death was a severe emotional blow that plunged him into an almost paralyzing depression. Friends and neighbors worried that he might commit suicide.

He somehow emerged from this, however, to start an entrepreneurial venture with a business partner, who proved to be more interested in drinking than the business. The enterprise failed, leaving the young man deeply in debt. Feeling that he was not cut out for business, he spent several years working at a variety of jobs to pay off the business debts. While doing so, he began the study of law, eventually becoming an attorney. He decided to run for political office — and lost over and over again, eight times over 26 years.

In spite of a life of setbacks, adversity, depression and self-doubt, this man was ultimately elected president of the Unit-



Todd Lincoln, were devastated by Willie’s death. Mary’s grief bordered on mental collapse, burdening the president with her erratic behavior. And then, of course, he had the Civil War to deal with.

So, the questions I must raise are: “How did this man gain the capacity to deal with a life of incredible adversity and emerge as the person desperately needed to lead our nation out of its most dire circumstances?” and “How might we learn from his example?”

Lincoln’s path through his crucible experiences to developing his extraordinary capacity for leading includes:

- **Cognitive Development:** Throughout his life, Lincoln was a voracious reader of the Bible, Stoic philosophy and Shakespeare. He learned to frame suffering as redemptive and instructional, not merely tragic.
- **Emotional Agility:** He learned to feel deeply — but to channel his emotions into empathy, storytelling and moral clarity. His melancholy didn’t make

him weak; it gave him profound compassion. It created deep inner strength and self-reliance.

We know that his crucible experiences did not stop when he became president. His beloved son, Willie, died of typhoid fever in 1862. Both Lincoln and his wife, Mary

him weak; it gave him profound compassion. It created deep inner strength and self-reliance.

- **Acceptance of Responsibility:** Lincoln didn’t declare bankruptcy or run from his debt. He worked honestly to repay every cent. This commitment built moral capital. His failed business partnership led him to become more discerning in future alliances.
- **Resilience Through Purpose:** Lincoln’s deep belief in the Union and human dignity gave him the resolve to continue when civil war tore the nation apart. Despite the burdens he faced personally, he focused on others, on ending slavery, visiting soldiers and writing personal letters to grieving families.
- **Authenticity:** Lincoln was radically authentic. He didn’t hide his struggles with depression, nor did he pretend to be infallible. His honesty about the nation’s pain and his own fears earned deep trust.
- **Communication that Creates Dialogue and Shared Vision:** Lincoln’s speeches (e.g., Gettysburg Address, Second Inaugural) were emotionally honest, morally driven and unifying. He also welcomed dissenting opinions in his cabinet.
- **Mutual Respect and Trust:** Lincoln’s inclusive leadership and humility earned him long-term trust, even from former critics. His willingness to forgive and elevate others (e.g., appointing political rivals) reflected deep respect.

• **Embrace Setbacks:** Lincoln treated each of his political losses as a catalyst for learning, not as an indicator of weakness. He adapted and learned, improving his debating, messaging and reputation for integrity.

• **Coping Skill Development:** Lincoln turned to spiritual reflection, work and empathy for others.

• **Patience:** Lincoln’s path to leadership involved decades of iterative effort and self-improvement. He had what author Carol S. Dweck has called a “growth mindset.” It characterized his entire life. Despite multiple crucible experiences, he consistently demonstrated patience and resilience.

It is important for us to recognize that Abraham Lincoln was not born with the capacity to deal with adversity and emerge as a strong leader, nor are any of us. But we can learn a great deal from his example.

We will all face crucible challenges in our lives and in our work. And we will see those challenges impacting the lives of others with whom we work and associate. By applying the lessons Lincoln learned, we can gain the capacity to deal with adversity and do hard things — and also help others to do so.

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

Utah home listings surge, signaling shift to buyer’s market

The number of active home-for-sale listings in Utah jumped 33 percent in the past year and a full 66 percent since June 30, 2023, according to the Salt Lake Board of Realtors, as reported on UtahRealEstate.com.

The number of homes for sale in the state was 13,444 as of June 30, up from 10,138 at this time last year and up from 6,192 in June 2023. Listings are also up 117 percent from 6,192 homes on the market as of June 30, 2020, during the COVID-19 pandemic.

“The reason active listings are rising is primarily due to higher mortgage interest rates, which have reduced affordability for many buyers,” said Claire Larson, president of the Salt Lake Board of Realtors. “An increase of over 5,000 listings from just two years ago means buyers

now have more options and greater negotiating power on price and terms.”

Additional contributors to the growing inventory include increased new home construction and a selloff of investment properties by landlords facing cooling home appreciation and rising carrying costs, Larson said.

“Many homes are simply staying on the market longer due to more cautious buyers and affordability challenges,” Larson added. “Days-on-market has increased, leading to an accumulation of listings.”

Based on the home sales pace over the past six months, Utah currently has approximately a six-month supply of housing inventory — meaning that if no new homes were listed, all existing homes would sell within six months.

In real estate terms, a balanced mar-

ket occurs when supply and demand are roughly equal — typically defined as five to six months of inventory. A buyer’s market — where inventory exceeds demand — is considered to exist when supply exceeds six months. Conversely, a seller’s market, driven by high demand and limited supply, occurs when inventory drops below five months.

“The Utah housing market is moving away from a seller-dominated environment,” said Dejan Eskic, chief economist at the Salt Lake Board of Realtors. “The substantial rise in active listings reflects a combination of increased seller activity and slowing buyer demand. While we’re not yet in a full-fledged buyer’s market across the board, the balance of power is clearly beginning to shift — especially in mid-to-high-end

segments and less in-demand areas.”

Price reductions are becoming more common, particularly among higher-priced homes and those located in less desirable areas — a reflection of seller expectations still adjusting to current market conditions, according to UtahRealEstate.com.

Founded in 1994, UtahRealEstate.com is the leading provider of real estate technology in Utah and one of the largest multiple listing services in the United States. The company provides one of the top-ranked real estate websites in the country, serving more than 8 million consumers each year. It also provides multiple listing services to approximately 20,000 real estate professionals, accounting for nearly 97 percent of all Realtors in Utah.

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Industry Briefs

Company news information may be sent to brice.w@thecityjournals.com.

ASSOCIATIONS

• Several organizations have been approved for annual **Sustainable Tourism Grants** from the **Park City Chamber of Commerce & Visitors Bureau**. The awards of up to \$30,000 are designed to advance the Park City & Summit County Sustainable Tourism Plan. Awardees are **Alf Engen Ski Museum**, **Park City Historical Society**, **Raising Voices Film & Conversation Series**, **Winter X Country Ski Access** (Osguthorpe Farm), **Recycle Utah** (events recycling program), **Summit Community Gardens** (EATS), **National Ability Center** (voluntourism program), **Summit Arts Market**, **East and South Summit Pop-up Film Screenings**, **Western Uinta Hut System**, **Park City Historic Mine Hiking Trail**, **North Summit** newsletter, **CREATE PC Local Artist Collective** and **Park City Opera**.

ECONOMIC INDICATORS

• Two Utah companies are on a list of “**Most Promising Businesses**,” compiled by financial media company **MarketBeat** and based on a survey. They are **Five Star Franchising**, Springville (ranked No. 58 overall), and **CoFi**, Lindon (No. 116). Respondents were asked who would get the money if they had \$10,000 to invest in just one small business. The top-ranked company overall is **Big Money Retirement Solutions** of Greenville, South Carolina. Details are at <https://www.marketbeat.com/originals/the-top-116-small-businesses-americans-want-to-fund-with-10k-2025-survey/>.

• **Salt Lake City**, at No. 30, is the top-ranked Utah city on a list of “**Top Cities for Installing Home Security Systems**,” compiled by **Home Gnome**. It used nine metrics to produce the rankings. Several other Utah cities are listed, with No. 480 Provo being the lowest-ranked. The top location overall is Las Vegas. Details are at <https://homegnome.com/blog/studies/top-cities-home-security-systems/>.

• **Three Utah main streets** are on a list of “**best for wellness walks**,” compiled by senior living concierge **Assisted Living Magazine** and based on a survey. They are **Main Street** in Park City (No. 17 nationally), No. 26 **Historic 25th Street** in Ogden, and No. 67 **North Main Street** in Cedar City. The top-ranked location overall is **Main Street** in Lake Placid, New York. Details are at <https://assistedlivingmagazine.com/top-100-best-main-streets-in-the-u-s-to-walk-2025-survey/>.

• **Three Utah cities** are on a list of “**Best Towns to Raise Free-Range Kids**,” compiled by **We Buy Houses In Denver** and based on a survey of the most wholesome places to raise a family. They are **Farmington** (No. 50 nationally), No. 51 **Cedar City** and No. 100 **Heber City**. The top location nationally is Asheville, North Carolina. Details are at <https://webuyhousesindenver.org/top-u-s-towns-for-raising-free-range-kids-2025-survey/>.

• **West Valley City**, at No. 341 nationally, is the highest-ranked Utah location

on a list of “**Best Cities for Rain Gardens**,” compiled by **Lawn Love**. It used four metrics: average monthly precipitation, supply access, public interest and groundwater pollution risk. The lowest-ranked Utah city is No. 406 **West Jordan**. The top-ranked location overall is Miami. Fourteen of the top 25 cities are in Florida. Details are at <https://lawnlove.com/blog/best-cities-rain-gardens/>.

• **Utah’s fertility rate** fell 35.8 percent between 2005 and 2023, the largest drop in the U.S. during that time. In 2005, there were 92.8 births per 1,000 women in Utah, but the figure was 59.6 in 2023. Despite the sharp decline, Utah still has the eighth-highest fertility rate in the U.S. and was ranked No. 4 among states where births exceeded deaths. The fertility rate nationally fell 18.4 percent during that time, from 66.7 births per 1,000 women ages 15 to 44 in 2005, to 54.4 in 2023. Details are at <https://www.valuepenguin.com/fertility-rates-study>.

INTERNATIONAL

• **World Trade Center Utah** is seeking companies to participate in a business trip to Toronto and Sudbury, Canada, to help Utah companies deepen relationships and gain strategic insight into Canada’s mining landscape. The trip is in partnership with the **Utah Mining Association**, the **Ontario Mining Association** and the **City of Greater Sudbury** and takes place Aug. 24-28. Details are available at <https://www.wtcutah.com/tradeevents/canada-august-business-trip-2025> or by emailing Jared Anderson at janderson@wtcutah.com.

INVESTMENT

• **Ultion Technologies**, a Las Vegas-based maker of advanced lithium iron phosphate battery cell technology and energy storage systems, has closed a Series A funding round led by **Torus**, a South Salt Lake-based energy storage company. The amount was not disclosed. The round also had participation from other investors, including Nevada state-sponsored venture capital program **Battle Born Venture**. Ultion’s Nevada facility produces advanced LFP batteries, and the Series A funding will enable it to scale domestic production capacity more than fivefold.

MANUFACTURING

• **Nusano**, a West Valley City-based physics company focused on producing radioisotopes, has received and successfully tested new equipment for its particle accelerator that will enable it to produce up to 12 different radioisotopes simultaneously. It has installed custom-built klystrons (high-powered microwave vacuum tubes) and fast-pulse modulators that, together with custom-designed fast-switching magnets, allow it to accelerate and steer its heavy ion particle beam. Other commercially available particle acceleration methods for radioisotope production are using low currents which support only limited isotope production, the company said.

PARTNERSHIPS

• **The Picklr**, a Kaysville-based

indoor pickleball franchise, has announced a partnership with **Prime Energy**, naming the beverage brand as the official energy drink of The Picklr. Prime Energy will serve as an in-club exclusive, with the brand to be featured across The Picklr’s nationwide network of clubs through branded courtside signage, exclusive product placement, and integrated digital content.

PHILANTHROPY

• **Bank of Utah**, based in Ogden, is helping 30 nonprofits across Utah by providing more than \$200,000 in grant funding through the **Member Impact Fund**, a program created by the **Federal Home Loan Bank of Des Moines**. This year, more organizations received grants through Bank of Utah than through any other participating financial institution. The funding will bolster initiatives ranging from food banks and youth programs to affordable housing and the arts. Organizations receiving grants stretch from Logan to St. George. The Member Impact Fund provides matching grants from FHLB Des Moines to its member financial institutions, including Bank of Utah, to help nonprofits and public agencies better serve their communities. Recipients were selected based on their need for funding to support capacity-building or working capital.

• **AlSCO Uniforms**, a Salt Lake City-based uniform, linen and facility service provider, is donating \$25,000 to the **Salvation Army** to support flood relief and recovery efforts following the devastating floods in Texas. AlSCO operates nine laundry facilities across the state. The company also is providing 500 personal first aid kits for the Salvation Army to distribute. The Salvation Army has deployed mobile kitchens and rapid response units to provide food, beverages, blankets, clothing and other essentials to people affected by the flood.

REAL ESTATE

• **Tri Pointe Homes Inc.** has opened its first Utah community, **Polaris at Terraine**, at 7202 S. Ramble Road, West Jordan. It is one of four new neighborhoods planned for more than 300 new homes in the Salt Lake City area, including **Holladay Hills** and **Orem**. The **Polaris at Terraine** model home opened to the public Aug. 2. Tri Pointe Homes operates in 12 states and the District of Columbia.

RECOGNITIONS

• **Halia Therapeutics**, based in Lehi, is on a list of “**Six Startups Changing the Way We Age**,” compiled by website **BioSpace**. The six biotech companies “are playing in the largely underappreciated longevity space, developing therapies that may improve the quality of aging.” Biospace spoke to experts and consulted PitchBook to find biotech with strong investor support that are working on compelling pathways and mechanisms or are advancing decisively. Halia targets chronic, low-grade inflammation that underpins many of the physiological hallmarks of aging, such as the loss of stem cells, protein imbalance and the build-up of old, dam-

aged and dysfunctional cells.

• **Nightingale Education Group**, Salt Lake City, has been ranked as the “**Nation’s Top Education Workplace in 2025**” in the category of entities with 500 to 999 employees by Top Workplaces and based on an employee survey by **Energage**. Nightingale Education Group has several operating divisions, including Nightingale College. Nightingale Education Group is ranked No. 1 of 16 mid-size organizations. The Energage survey consisted of 24 questions for employees, including whether the organization offers a work-life balance, fair wages and strong values.

• **Groove Technology Solutions**, a Salt Lake City-based company focused on integrated technology solutions for hospitality, senior living, multifamily, government and commercial properties, has received the **2025 DIRECTV Hospitality Dealer Dedication Award**. The award recognizes outstanding service and innovation in delivering customized entertainment experiences for hotels, motels, senior living, health care and other group living or institutional environments.

• **Goldener Hirsch**, Auberge Resorts Collection, in Park City has been recognized as the No. 1 **Favorite Resort in Utah** in the **Travel+Leisure 2025 World’s Best Awards**, based on a survey of its readers. Other Park City resorts on the list are No. 2 **Stein Eriksen Lodge Deer Valley**; No. 3 **The Lodge at Blue Sky**, Auberge Resorts Collection; and No. 5 the **St. Regis Deer Valley**. The No. 4 resort is **Oland Escalante** in Escalante.

• **Five Utah companies** are on a list of “**America’s Best Midsize Companies of 2025**,” compiled by **Time** and **Statista**. They are No. 157 **Extra Space Storage**, No. 303 **Myriad Genetics**, No. 407 **SkyWest Airlines**, No. 430 **HealthEquity** and No. 470 **R1 RCM**. The companies were ranked by employee satisfaction, revenue growth and sustainability transparency. The list includes both the core and upper mid-market segments, with the upper threshold of \$10 billion in annual revenue.

RETAIL

• **Layton Hills Mall** and **Utah State University Extension** in Davis County have launched the “**Walk the Hills**” program as a community wellness initiative. The program aims to provide a family-friendly, accessible way for residents to stay active and connected throughout the year. Mall doors will open at 9 a.m., with meet-ups scheduled for the third Thursday of every month.

TECHNOLOGY

• **Canary Speech**, Provo, is one of eight startups selected for the 2024-25 “**Mission for the Future**” program of **LG Nova**. Selected from over 1,000 submissions, the eight companies will collaborate with LG through the LG Nova Innovation Program, gaining access to global resources, investment opportunities and the chance to shape the future of digital health. Canary’s technology screens for mood, stress and energy levels using a single 20-second audio clip.

People on the Move

Company news information may be sent to brice.w@thecityjournals.com.

BANKING

• **TAB Bank**, based in Ogden, has appointed **Traci Crabtree** as vice president of business development, expanding the bank's presence in Southern California. Crabtree has more than 20 years of experience in corporate finance and leadership in middle-market direct lending. Crabtree has been with TAB Bank since 2018 and was recently promoted from director of corporate credit, underwriting. Crabtree has experience in asset-based, cash flow and real estate lending, with a focus on the health care industry. She has led numerous system integration projects; developed financial modeling tools across a range of borrower industries; and implemented real-time, paperless borrower reporting solutions to improve efficiency and transparency. Before joining TAB Bank, Crabtree held senior roles at several regional and national financial institutions, including vice president, team leader at Pacific Premier Bank; vice president, senior portfolio manager at Siemens Financial Services; and national audit director at DVI Business Credit. She began her asset-based lending career working for several years at FINOVA Capital.

ENERGY

• **RPlus Energies**, a Salt Lake City-based developer of utility-scale renewable energy projects, has appointed **Jason Espersen** as general counsel. Espersen will transition into the role over the coming months as **John Spilman**, current general counsel, begins his planned succession to retirement. Through this transition period and beyond, Spilman will assume the role of general counsel emeritus for rPlus Energies. Espersen has several years of commercial and legal expertise in energy projects and infrastructure transactions, both domestically and internationally, with specialties in utility-scale power plant development, construction, mergers and acquisitions, as well as with associated renewables supply chain, tariffs and trade compliance. Prior to joining rPlus Energies, Espersen spent 10 years at SunPower Corp. and Maxeon Solar Technologies, a SunPower spinoff. He began his legal career in energy at Vinson & Elkins LLP in Houston.

GOVERNMENT

• Gov. Spencer Cox has appointed **Adam Stewart** to serve as director of federal affairs for the **Utah Governor's Office**, starting Aug. 25. Stewart currently leads a 14-member team for U.S. Sen. Cynthia Lummis, R-Wyo., shaping policy on energy, environment, financial services, housing, arti-

ficial intelligence and transportation. Earlier in his career, Stewart directed the Senate Western Caucus; staffed the Senate Environment and Public Works Committee's Subcommittee on Fisheries, Water and Wildlife; and spent nearly a decade advising former U.S. Rep. Rob Bishop, R-Utah, including a period of service as Bishop's chief of staff. Stewart's education includes degrees in economics and law and constitutional studies from Utah State University.

HEALTH CARE

• **Purgo Scientific**, a South Jordan-based company focused on medical devices that transform infection treatment through localized, sustained drug delivery, has appointed **Tim Nieman** to its board of directors. Nieman has over two decades of expertise in engineering, research and development, manufacturing, quality assurance, regulatory compliance and business development. He is owner and CEO of ZIEN Medical Technologies.

• **The Utah Rare Disease Advisory Council**, administered by **BioUtah**, in conjunction with the **Utah Department of Health and Human Services**, has new leadership. **Gina Szajnik**, current vice chair, moves up to chair, succeeding **Dr. Lorenzo Butto**, who served for four years. Szajnik is an undiagnosed patient who has been an advocate for years and continues to serve as the executive director of the Rare and Undiagnosed Network (RUN), which she founded. The council's new vice chair is **Sylvia Lam**, who leads the United Angels organization and has been instrumental in building the RDAC's outreach strategies. **Dr. Gholson Lyon** will remain as secretary for the remainder of the year. The RDAC is charged to be an advisory board for the Utah Legislature and the Department of Health and Human Services regarding rare disease considerations.

• **Holy Cross Hospital-West Valley** has named **Laura Malaise** as chief nursing officer. Malaise's nursing career spans more than 17 years, most recently including a stint as the CNO of Mountain View Hospital in Payson. Malaise's education includes a master's degree in nursing leadership from Western Governors University. A nonprofit Catholic health care organization, CommonSpirit Health has more than 2,300 clinics, care sites and 137 hospital-based locations, in addition to its home-based services and virtual care offerings.

• **Huntsman Cancer Institute** at the University of Utah has announced the induction of three physician-scientists as members of **The Society of Huntsman Translational Scholars**: **Dr. Lindsay**



Dr. Lindsay Burt



Dr. Douglas Grossman



Dr. Alejandro Sanchez

Burt, Dr. Douglas Grossman and Dr. Alejandro Sanchez. The society supports scientists who focus on translating research discoveries made in the laboratory into innovations that improve outcomes for cancer patients. Scholars receive financial support for their scientific work, have opportunities for mentorship, and collaborate with other society members in advancing scientific discoveries. Burt is a physician-scientist at Huntsman Cancer Institute and a clinical associate professor in the Department of Radiation Oncology at the UofU. She specializes in treating central nervous system, gynecologic, pediatric and breast cancers using advanced techniques. She contributes to clinical trials and national oncology committees. Grossman is a physician-scientist at Huntsman Cancer Institute and co-leads the Melanoma Disease Center. As a professor of dermatology at the UofU, he specializes in early detection and prevention of skin cancers, particularly in high-risk patients, and directs Huntsman Cancer Institute's mole mapping program. Grossman's research explores the molecular mechanisms of melanoma development and metastasis. His work aims to develop novel chemopreventive strategies and non-invasive diagnostic tools to improve outcomes for patients with melanoma. Sanchez is a physician-scientist at Huntsman Cancer Institute and an assistant professor in the Department of Surgery at the UofU. He specializes in the surgical treatment of urologic cancers — including prostate, kidney, bladder, testicular, adrenal and penile — using open, laparoscopic, robotic and endoscopic approaches. He leads the Von Hippel-Lindau and High Risk Renal Cancer Clinic and directs a translational research program focused on kidney cancer. Supported by the National Institutes of Health Early Surgeon-Scientist Program, his research emphasizes clinical trials and the development of molecular biomarkers to enhance cancer treatment.

LAW

• **Maschoff Brennan** has welcomed **Jim Lundberg** back to the firm. Lundberg originally joined the firm as a shareholder in 2013 and built a litigation practice specializing in intellectual property and international and national regulatory law, particularly with the SEC and other regulatory requirements of publicly traded companies. He most recently spent nearly 10 years as vice president and deputy general counsel at Vivint Smart Home and held similar positions at Novell and

Vivint Solar (now SunRun). In addition to his corporate counsel positions, he has worked in private practice at a large national firm and served as law clerk to a federal district judge. Lundberg earned his J.D. at Brigham Young University and a bachelor of arts degree from Utah State University.

WEALTH MANAGEMENT

• **Bernstein Private Wealth Management**, a unit of AllianceBernstein LP, has appointed **Greg Kadet** as managing director/senior vice president for its private wealth offices in Denver and Salt Lake City covering the Rocky Mountain region. He succeeds **Tyler Moloney**, who will return to focusing exclusively on his role as a wealth advisor serving clients. Based in Denver, Kadet will oversee a team that includes wealth advisors dedicated to serving high-net-worth and ultrahigh-net-worth clients. Kadet has over 30 years of wealth management experience, most recently serving as managing director and market head for Greater Florida at UBS. Before that role, he was regional sales manager at UBS, where he also served on the firm's 14-member Leadership Advisory Council to the Americas for the past two years. Prior to transitioning into leadership roles, Kadet served as a financial advisor at Prudential Securities in Phoenix and began his career at UBS in Denver.



Greg Kadet

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Calendar

Information about upcoming events may be sent to brice.w@thecityjournals.com.

Aug. 5, noon-1:30 p.m.

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

Aug. 6

“Wasatch Back University: AI & Automation for Business Growth,” a Park City Chamber/Bureau event that will explain how tools like ChatGPT and other easy-to-use software can help business owners save time, make more money, and reduce stress. Location is 3111 College Way, Heber. Details are at <https://www.parkcitychamber.com/events/>.

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. 7, 9-10:30 a.m.

“Sweets & Strategies,” a Women’s Business Center of Utah event. Location is Roots Coffee, 774 S. 300 W., Salt Lake City. Details are at wbcutah.org.

Aug. 7, noon

“Breaking Barriers: The Strength of Being Authentic and Vulnerable as a Female Leader,” a Silicon Slopes event. Speaker is Shawwna Delhierro. Location is Silicon Slopes, 2600 Executive Parkway, No. 140, Lehi. Details are at <https://app.siliconslopes.com/events>.

Aug. 8-9

Black Wealth Conference, a Utah Black Chamber of Commerce event. Theme is “Gold Mind: The New Code to Black Wealth.” Location is Asher Adams Hotel, 2 S. 400 W., Salt Lake City. Cost is \$175. Details are at utahblackchamber.com.

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

“Grow with AI: Growth Strategies,” a Small Business Development Center event. Location is SBDC at Davis Technical College. Details are at <https://clients.utahsbdc.org/events.aspx>.

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. 12, 11:30 a.m.-1 p.m.

“The Point of Leadership” Speaker Series, a Point of the Mountain Chamber of Commerce event. Speaker McKay Christensen, CEO of Thanksgiving Point, will discuss “Inside the Vision: Cultivating Leadership.” Location is Thanksgiving Point, 3003 Thanksgiving Way, Lehi. Details are at thepointchamber.com.

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.

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

2025 BYU/BioUtah Industry Networking Luncheon, hosted by the BYU College of Life Sciences. Location is Skyroom Event Center, Wilkinson Student Center, BYU, Provo. Free. Details are at bioutah.org.

Aug. 13, 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.

Aug. 13, 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 Trina Limpert, co-founder at Tech-Moms, will discuss “Money Matters: Navigate Your Finances and Future with Confidence.” Location is Logan Country Club, 710 N. 1500 E., Logan. Cost is \$25 for members and \$28 for nonmembers for individual events; \$375 for series (running through December) for members and \$400 for nonmembers. Details are at cachechamber.com.

Aug. 13, 5-7 p.m.

“Business After Hours,” an Ogden-Weber Chamber of Commerce event. Location is Mountain West Architecture, 543 25th St., Ogden. Free for members and first-time guests, \$35 for nonmembers. Details are at ogdenweberchamber.com.

Aug. 13, 6-7:30 p.m.

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

Aug. 14, 11:30 a.m.-1 p.m.

Annual Roundtable Event/Women in Business Luncheon, a Davis Chamber of Commerce event. Location is Texas Roadhouse, 685 S. Ring Road, Layton. Cost is \$25 for members, \$35 for guests (registration is required). Details are at davischamberofcommerce.com.

Aug. 14, 5-7 p.m.

“Business After Hours,” a Salt Lake Chamber event. Location is Snowpine Lodge, 10420 Little Cottonwood Road, Alta. Free for members and \$30 for nonmembers until Aug. 10, \$20 for members and \$40 for nonmembers thereafter. Details are at slchamber.com.

Aug. 14, 6-8 p.m.

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

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

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

Aug. 15, noon

“Friday Conversation,” a Silicon Slopes event. Speaker is from DeMolder Hill Design. Location is 2600 Executive Parkway, Suite 140, Lehi. Free. Details are at <https://app.siliconslopes.com/events>.

Aug. 18, 8 a.m.-2 p.m.

Chamber Cup Golf Tournament 2025, a Salt Lake Chamber inaugural event. Registration and continental breakfast begin at 8 a.m., followed by 9 a.m. shotgun start. Location is Jeremy Ranch Golf and Country Club, 8770 Jeremy Road, Park City. Cost is \$2,000 per foursome, \$550 per individual player. Sponsorships are available. Details are at slchamber.com.

Aug. 19, 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.

Aug. 20, 7:30 a.m.-3 p.m.

Annual Chamber Golf Classic Fundraiser, an Ogden-Weber Chamber of Commerce event. Check-in and breakfast start at 7:30 a.m., followed by 8:30 a.m. shotgun start and 1 p.m. lunch and award presentations. Location is Mount Ogden Golf Course, 1787 Constitution Way, Ogden. Cost is \$250 for individual golfers, \$1,000 per foursome. Sponsorships are available. Details are at ogdenweberchamber.com.

Aug. 20, 11 a.m.-1 p.m.

“Business Boot Camp,” a South Valley Chamber of Commerce event. Location is Salt Mine Productive Workspace, 784 S. 1300 E., Sandy. Cost is \$35 for members, \$55 for nonmembers. Details are at southvalleychamber.com.

Aug. 20, 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. 20, noon-1 p.m.

“Solve the Business Puzzle,” a Women’s Business Center of Utah event with the theme “How to Create a Social Media Strategy: From No Idea to Lead Collection.” Event takes place online. Free. Details are at wbcutah.org.

Aug. 20, 5:30-6:30 p.m.

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

Aug. 20, 6-8 p.m.

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

Aug. 21, 10 a.m.-noon

“Business 101: Essential Steps for New Entrepreneurs,” a Women’s Business Center of Utah beginner-friendly course designed for aspiring entrepreneurs who want to start their journey on the right foot. Event takes place online. Free. Details are at wbcutah.org.

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

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

Aug. 21, 4-5:30 p.m.

“The Future Factory: Powered by AI,” presented by the Women Tech Council and 47G and exploring how AI is reshaping everything from factory floors to global supply chains. Location is 175 W. 200 S., Salt Lake City. Details are at <https://lu.ma/08wn0q5x>.

Aug. 21, 4-6 p.m.

“Everyday Entrepreneur,” presented by several chambers of commerce, in partnership with The Mill Entrepreneurship Center at Salt Lake Community College. The 10-week program takes place Thursdays and teaches entrepreneurs to identify and validate a business opportunity mitigating costly errors, then build a solid go-to-market strategy to successfully launch the business. Location is The Mill at SLCC, Miller Campus, 9690 S. 300 W., Sandy. Cost is \$400 for chamber members, \$600 for nonmembers. Applications are due Aug. 15. Details are at southvalleychamber.com.

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

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

Aug. 22, 11 a.m.-2 p.m.

Utah County Business Resource Fair, presented by the Utah County chambers of commerce and featuring information about funding, training, support programs and tools needed to take businesses to the next level. Location is Rocky Mountain University of Health Professionals, 1800 S. Novell Place, Provo. Details are at the-pointchamber.com.

Aug. 25

“Powers of AI Course,” an eight-week online AI course presented by the Women Tech Council, in partnership with Saras AI Institute. Course is beginner-friendly and designed for working adults. Event takes place online. Cost is \$99. Details are at <https://www.sarasai.org/lp/us/powers-of-ai>.

Aug. 26-27

“Meet the Resources/Access to Capital,” a Small Business Development Center event. Sessions take place Aug. 26, 8:30-11:30 a.m., at Southwest Technical College, 757 W. 800 S., Cedar City; Aug.

27, 8:30-11:30 a.m., at Garfield County Commission chambers, 55 S. Main St., Panguitch; and Aug. 27, 1:30-4:30 p.m., at Beaver City offices, 30 W. 300 N., Beaver. Details are at <https://clients.utahsbdc.org/events.aspx>.

Aug. 26, 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. Registration deadline is Aug. 19 at noon. Details are at ogdenweberchamber.com.

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

Women in Business, a South Valley Chamber of Commerce event. Cost is \$23 for members, \$35 for nonmembers. Details to be announced at southvalleychamber.com.

Aug. 26, 2-7:30 p.m.

"The Foundry Challenge: Contestant Presentations and Awards Dinner," presented by 47G, in collaboration with The

Leonardo and focused on the future of manufacturing. Event is a pitch competition empowering underserved STEM entrepreneurs in advanced manufacturing. A track for attendees includes an 8:30 a.m. keynote presentation and 5:30 p.m. awards and dinner. Location is The Leonardo, 209 E. 500 S., Salt Lake City. Details are at <https://events.47g.org/foundry>.

Aug. 26, 2-5 p.m.

Job Fair, a Utah Valley Chamber of Commerce event. Location is Utah Valley Convention Center, 220 W. Center St., Provo. Free for job-seekers. Details are at thechamber.org.

Aug. 27, 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.

Aug. 27, 5-6:30 p.m.

"Connect After Hours," a South Valley Chamber of Commerce event. Location is The Ballpark at America First Square, 1111 S. Ballpark Drive, South Jordan. Cost is \$15 for members, \$25 for nonmembers. Details are at southvalleychamber.com.

Aug. 27, 5-7 p.m.

"Connect After Hours," a South Valley Chamber of Commerce event. Location is The Ballpark at America First Square, 1111 S. Ballpark Drive, South Jordan. Cost is \$15 for members, \$25 for nonmembers. Details are at southvalleychamber.com.

Aug. 27, 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>.

Aug. 28, 9-11 a.m.

2025 Annual Meeting, a Park City Chamber & Visitors Bureau event featuring breakfast, a look at marketing plans for the upcoming fiscal year, recognition of outgoing board members and officers, and awarding of the Myles Rademan Spirit of Hospitality Award to an outstanding community member. Location is Pendry Park City, 2417 W. High Mountain Road, Park City. Details to be announced.

Aug. 28, 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.

Aug. 28, 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>.

Work Daze

No tax? No snacks!

I agree with you, 100 percent. Anybody who has a job today deserves mad respect, loud applause and free snacks galore. To some of us, it's an inalienable, if often inedible, human right.

A typical free-snack selection offered by employers include pretzels, protein bars, rice cakes, teeny-tiny chocolate bars and free frizzy water to wash it all down with. Not to mention coffee, tea and oat milk. That's a brief tour of the snack universe in companies today.

Or so I thought. If you thought the same, it's time for a rethink.

In a recent Cam Kettles article in Bloomberg, "Trump's Tax Law Quietly Takes Aim at a Popular Perk: Office Snacks," I learned that companies today are no longer satisfied in taking away your freedom; they also want to take away your snacks. So, if you do cave and return to work from your remote cave with its unparalleled proximity to your pantry and your fridge, you may not find the familiar free-snack supply waiting for you. No more dried fruit for dried-up employees. No nuts for nuts.

Surprisingly, it's not totally the fault of management. Hidden deep in the "Big Beautiful Bill" is a change to the tax law, which takes aim at the one perk many of us received: free office snacks. Accord-



BOB GOLDMAN

ing to the new law, companies will no longer be able to deduct the cost of the free-flowing snackery. While once they could deduct 100 percent and then 50 percent, the new law allows a deduction of 0 percent. As in zero, zilch, bupkis.

Of course, companies can choose to take on the full expense of vegan seaweed chips and organic watermelon juice, but you know your management — doesn't seem likely, does it?

This leaves the question: What are you going to do about it? You're not going to drag yourself to the office and drag bags of Skinnypop, as well. And you certainly don't want to starve or — be honest now — pay for your snacks yourself.

Is there any hope for the snack-starved? Here are five tasty solutions to snack tax fallout. And let me add, bon appetite!

No. 1: Office Supplies are Useful, and Also Tasty.

The refrigerator is closed, but the supply cabinet is open. Paper clips may not be as tasty as potato chips, but they have a lot

fewer calories. Use the office shredder to turn dry reports into pleasingly pulpy bucatini. Sprinkle with microwaved Post-it notes and pour on the sauce from a boiled tri-color printer cartridge. Delizioso!

No. 2: Hunger Strike.

Management will never know how important snacks are to your personal productivity unless you show them. Give up breakfast, lunch and dinner until you are so weak you wander the hall in a daze. (Warning! This strategy won't work if you already wander the halls in a daze.)

When your manager sees you chewing pencils and licking tape dispensers, they'll get the idea. If they want to work you to death, they first have to feed you.

No. 3: When a Fainting Fit Fits.

Giving a presentation? Stop at slide No. 25 and crumple dramatically to the floor. Don't let your co-workers call an ambulance. Insist you can continue — if you can have a granola bar. Gluten-free, with organic chia seeds. You'll not only make it clear that everyone needs snacks but prove to your managers that no matter what obstacles you face, you will keep giving mind-numbing presentations. That says management potential.

No. 4: Jerky Memories and Chex Mix Dreams.

Light a campfire in the parking lot.

Gather all the company's recently hired Gen Z employees and tell true tales of the snacks that used to be. When the entitled newbies learn about the bottomless bowls of Cheez-Its and free jerky treats that are no longer available, they will troop to management and resign. And wouldn't that be just delicious?

No. 5: Home Cooking.

As a last resort, cook up a batch of snacks and bring them into work. Marketing is full of hot air, so get out the air fryer and fry up some crispy chickpeas and mozzarella chips. Nut butter energy balls are a real crowd-pleaser, especially in HR, where there hasn't been a smidgen of energy since Hector was a pup. Accounting is one department everyone wants to take a hike, so whip them up a big bowl of trail mix. They'll get the message.

If the demise of the snack tax deduction depresses you, remember that tax laws change frequently. The IRS could start taxing numbskulls. Your company will never survive.

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

NOTICE TO CREDITORS TO FILE CLAIMS WITH THE TRUSTEE

In the Matter of the LOVETT PROTECTION TRUST, dated June 13, 2025 SETTLORS and CO-TRUSTEES, KEVIN L. LOVETT and LISSA C. LOVETT, who reside at 385 Constitution Way, North Salt Lake, Utah 84054, and SONIA LODWICK, CO-TRUSTEE, hereby public notice that the following assets were transferred into a Utah Domestic Asset Protection Trust on June 13, 2025; PARCEL ID NO. 011190140 IN DAVIS COUNTY, STATE OF UTAH; AND PARCEL NO. 25-20-31-5BA-0000-4040 IN SEMINOLE COUNTY, STATE OF FLORIDA. CREDITORS ARE REQUIRED TO PRESENT CLAIMS TO THE ABOVE CO-TRUSTEES WITHIN 120 DAYS FROM THE FIRST PUBLICATION OF THIS NOTICE OR BE FOREVER BARRED. Publishing: 7/14/2025, 7/21/2025, 8/4/2025

ROBERT L. FROERER (#4574) FROERER & MILES, P.C. Attorney for Plaintiff 2661 Washington Blvd, Suite 201, Ogden, UT 84401

Telephone: (801) 621-2690

Facsimile: (801) 621-2693

rlfroerer@froereramiles.com

IN THE SECOND JUDICIAL DISTRICT COURT DAVIS COUNTY, STATE OF UTAH, FARMINGTON DEPARTMENT

GARY J. ARCHULETA,

VS.

Plaintiff,

SUMMONS FOR PUBLICATION

MILLER BATES, LLC (David W.

Bates, Manager); M.B.

RIVERSIDE PLACE, LLC.,

(David

W. Bates, Manager); and JOHN DOES 1-5,

CASE NO.: 250700357

JUDGE: Catherine Conklin

Defendants.

THE STATE OF UTAH TO DEFENDANTS:

A lawsuit has been started against you. You must respond in writing for the Court to consider your side. You can file an Answer form at the Court's website: utcourts.gov/ans

You must file your Answer with this court: Second District Court located at 2525 Grant Avenue, Ogden, Utah 84401. You may also email, mail, or hand deliver a copy of your Answer to the other party or their attorney:

Robert L. Froerer, Attorney for Plaintiff, 2661 Washington Blvd., Suite 201, Ogden, Utah 84401.

Your response must be filed with the court and served on the other party within 21 days of the last day of this publication.

JOHN DOES 1-5

Se ha iniciado una demanda en su contra. Usted debe responder por escrito para que el tribunal pueda considerar su versión de los hechos. Puede encontrar un formulario de respuesta en el sitio web del tribunal utcourts.gov/ans-span Usted debe presentar su Respuesta ante este tribunal: Second District Court ubicado en 2525 Grant Avenue, Ogden, Utah 84401. También debe enviar por correo electrónico, correo postal o entregarla personalmente una copia de su Respuesta a la otra o a su abogado: Robert L. Froerer, Abogado del Demandante, 2661 Washington Blvd., Suite 201, Ogden, Utah 84401.

If you do not file and serve an Answer by the deadline, the other party can ask for a default judgment, a default means the other party wins, and you do not get a chance to tell your side.

Read the complaint or Petition carefully. It explains what the other party is asking in their lawsuit.

You can obtain a copy of the complaint or petition from the court located at 2525 Grant Avenue, Ogden, Utah 84401.

Usted debe presentar su Respuesta en el tribunal y entregarla formalmente a la otra parte dentro de los 21 días después del último día de esta publicación.

Si no presenta y entrega formalmente una respuesta antes de la fecha límite, la otra parte puede solicitar al juez que dicte un fallo por incumplimiento. Un fallo por incumplimiento significa que la otra parte gana, y usted tiene la oportunidad de exponer su versión de los hechos.

Lea cuidadosamente la demanda o la petición. En esa se explica lo que la otra parte está en su demanda.

Puede obtener una copia de la queja o petición en el tribunal ubicado en 2525 Grant Avenue, Ogden, Utah 84401.

DATED this

day of June 2025.

A/archuleta. summons3

ROBERT L.

FROERER

Attorney for Plaintiff

Publishing: 7/14/2025, 7/21/2025, 8/4/2025

SUMMONS FOR PUBLICATION

Case No. 250700028

Judge: The Honorable Rita Cornish

IN THE Second Judicial District Court DAVIS COUNTY STATE OF UTAH 800 W State St, Farmington, UT 84025

PINNACLE ACCOUNTANCY GROUP OF UTAH, A DBA OF HEATON & COMPANY, PLLC, Plaintiff

B F BORGERS CPA PC, Defendant

You are summoned and required to file an answer in writing to the Complaint/Petition filed in the case identified above. Within 30 days after the last publication, which is September 3, 2025

You must file your answer with the clerk of the court at:

Second Judicial District Court DAVIS COUNTY STATE OF UTAH 800 W State St, Farmington, UT 84025

And serve a copy of your answer on Plaintiff's attorney at:

Voyant Legal 991 Shepard Lane Farmington, Utah 84025

If you fail to file and serve your answer on time, judgment by default will be taken against you for the relief demanded in the Complaint/Petition. The Complaint/Petition is on file with the clerk of the court. You can obtain a copy of the Complaint/Petition by requesting one from the clerk of the court at the above address or by calling: (801) 447-3800

READ THE COMPLAINT/PETITION CAREFULLY. It means that you are being sued for:

Defendant failed to make required payments for acquired assets as stipulated in the Asset Purchase Agreement from 2023; The initial down payment was not made at signing; The first installment due in 2023, was not paid; Defendant breached non-competition provisions by soliciting and competing with Plaintiff's clients and customers in Utah; Defendant continues to serve Plaintiff's clients and potential customers in Utah despite being in breach of the Agreement; Defendant breached non-solicitation provisions by directly or indirectly hiring, soliciting, or encouraging others to hire or solicit individuals employed by the Plaintiff within the last 12 months, or encouraging them to leave employment; Defendant also breached non-solicitation provisions by attempting to solicit or entice clients, customers, or suppliers of the Plaintiff to divert their business or services during the restricted period.

General damages in an amount to be determined at trial.

Dated this July 08, 2025

/s/ Taylor Stone

991 Shepard Ln Suite 210, Farmington, UT 84025

Publishing: 7/21/2025, 7/28/2025, 8/4/2025

NOTICE TO WATER USERS

The applications below were filed with the Division of Water Rights in Davis County. These are informal proceedings per Rule 655-6-2. Protests concerning an application must be legibly written or typed, contain the name and mailing address of the protesting party, STATE THE APPLICATION NUMBER PROTESTED, CITE REASONS FOR THE PROTEST, and REQUEST A HEARING, if desired. Also, A \$15 FEE MUST BE INCLUDED FOR EACH APPLICATION PROTESTED. Protests must be filed with the Division of Water Rights on or before Aug. 10, 2025 either electronically using the Division's on-line Protest of Application form, by hand delivery to a Division office, or by mail at PO Box 146300, Salt Lake City, UT 84114-6300. Please visit waterrights.utah.gov or call (801)538-7240 for additional information.

CHANGE APPLICATION(S)

31-5303 (a53354): Utah Department of Transportation propose(s) using 80.51 ac-ft. from groundwater (West of Legacy Pkwy) for OTHER: Irrigation, Wildlife Propagation & Wetland Mitigation.

Teresa Wilhelmsen, P.E. State Engineer

Publishing: Jul. 21, 2025 & Aug. 4, 2025

NOTICE OF PROPOSED TAX INCREASE KAYSVILLE CITY

KAYSVILLE CITY is proposing to increase its property tax revenue. The KAYSVILLE CITY tax on a \$690,000 residence would increase from \$52.17 to \$727.50, which is \$175.33 per year.

The KAYSVILLE CITY tax on a \$690,000 business would increase from \$1,003.95 to \$1,322.73, which is \$318.78 per year.

If the proposed budget is approved, KAYSVILLE CITY would receive an additional \$1,795,251 in property tax revenue per year as a result of the tax increase. If the proposed budget is approved, KAYSVILLE CITY would increase its property tax budgeted revenue by 31.72% above last year's property tax budgeted revenue excluding eligible new growth.

KAYSVILLE CITY invites all concerned citizens to a public hearing for the purpose of hearing comments regarding the proposed tax increase and to explain the reasons for the proposed tax increase. You have the option to attend or participate in the public hearing in person or online.

PUBLIC HEARING

8/7/2025 6:30 PM KAYSVILLE CITY HALL

Date/Time:

Location:

23 East Center Street Kaysville

www.kaysville.gov

Virtual Meeting Link:

To obtain more information regarding the tax increase, citizens may contact the KAYSVILLE CITY at 801-546-1235 or visit WWW.KAYSVILLE.GOV

SUMMONS FOR PUBLICATION

Case No. 250700028

Judge: The Honorable Rita Cornish

IN THE Second Judicial District Court DAVIS COUNTY STATE OF UTAH 800 W State St, Farmington, UT 84025

PINNACLE ACCOUNTANCY GROUP OF UTAH, A DBA OF HEATON & COMPANY, PLLC, Plaintiff

B F BORGERS CPA PC, Defendant

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And serve a copy of your answer on Plaintiff's attorney at:

Voyant Legal 991 Shepard Lane Farmington, Utah 84025

If you fail to file and serve your answer on time, judgment by default will be taken against you for the relief demanded in the Complaint/Petition. The Complaint/Petition is on file with the clerk of the court. You can obtain a copy of the Complaint/Petition by requesting one from the clerk of the court at the above address or by calling: (801) 447-3800

READ THE COMPLAINT/PETITION CAREFULLY. It means that you are being sued for:

Defendant failed to make required payments for acquired assets as stipulated in the Asset Purchase Agreement from 2023; The initial down payment was not made at signing; The first installment due in 2023, was not paid; Defendant breached non-competition provisions by soliciting and competing with Plaintiff's clients and customers in Utah; Defendant continues to serve Plaintiff's clients and potential customers in Utah despite being in breach of the Agreement; Defendant breached non-solicitation provisions by directly or indirectly hiring, soliciting, or encouraging others to hire or solicit individuals employed by the Plaintiff within the last 12 months, or encouraging them to leave employment; Defendant also breached non-solicitation provisions by attempting to solicit or entice clients, customers, or suppliers of the Plaintiff to divert their business or services during the restricted period.

General damages in an amount to be determined at trial.

Dated this July 08, 2025

/s/ Taylor Stone

991 Shepard Ln Suite 210, Farmington, UT 84025

NOTICE OF TRANSFER OF PROPERTY TO ASSET PROTECTION TRUST AND NOTICE TO CREDITORS

Buchanan Discretionary Trust dated

June 17, 2025

Douglas R. Buchanan and Sylvia A. Buchanan, grantors of the above-identified asset protection trust established pursuant to Utah Code Ann. Section 75B-1-302, hereby publish notice that the following assets were transferred into said trust:

Real Estate Proceeds

The address of the grantors is

1150 Wesley Powell Dr., St. George, UT 84790. Carrie A. Miller and Barry Lane Buchanan serve as Co-Trustees of the above-mentioned asset protection trust. Their address is the same as that of the grantors. Creditors of the grantors are hereby notified that they are required to present claims to the above trustees within 120 days from the date of first publication of this notice or be forever barred.

Legal Notice Published in the Utah Business Journal on 7/28/2025, 8/4/2025 and 8/11/2025.

ROBERT L. FROERER (#4574) FROERER & MILES, P.C.

Attorney for Plaintiff

2661 Washington Blvd, Suite 201

Ogden, UT 84401

Telephone:

Facsimile:

(801) 621-2690

(801) 621-2693

rlfroerer@froereramiles.com

IN THE SECOND JUDICIAL DISTRICT COURT DAVIS COUNTY, STATE OF UTAH, FARMINGTON DEPARTMENT GARY J. ARCHULETA, Plaintiff,

VS.

MILLER BATES, LLC (David W.

Bates, Manager); M.B.

RIVERSIDE PLACE, LLC.,

(David

W. Bates, Manager); and JOHN DOES 1-5,

SUMMONS FOR PUBLICATION

CASE NO.: 250700357

JUDGE: Catherine Conklin

Defendants.

THE STATE OF UTAH TO DEFENDANTS: JOHN DOES 1-5

A lawsuit has been started against you. You must respond in writing for the Court to consider your side. You can file an Answer form at the Court's website: utcourts.gov/ans

You must file your Answer with this court: Second District Court located at 2525 Grant Avenue, Ogden, Utah 84401. You may also email, mail, or hand deliver a copy of your Answer to the other party or their attorney:

Robert L. Froerer, Attorney for Plaintiff, 2661 Washington Blvd., Suite 201, Ogden, Utah 84401.

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If you do not file and serve an Answer by the deadline, the other party can ask for a default judgment, a default means the other party wins, and you do not get a chance to tell your side.

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Robert L. Froerer, Abogado del Demandante, 2661 Washington Blvd., Suite 201, Ogden, Utah 84401.

Usted debe presentar su Respuesta en el tribunal y entregarla formalmente a la otra parte dentro de los 21 días después del último día de esta publicación. Si no presenta y entrega formalmente una respuesta antes de la fecha límite, la otra parte puede solicitar al juez que dicte un fallo por incumplimiento. Un fallo por incumplimiento significa que la otra parte gana, y usted tiene la oportunidad de exponer su versión de los hechos.

Lea cuidadosamente la demanda o la petición. En esa se explica lo que la otra parte está en su demanda.

Puede obtener una copia de la queja o petición en el tribunal ubicado en 2525 Grant Avenue, Ogden, Utah 84401.

DATED this 11th day of July 2025.

A/archuleta. summons 3

/s/ Robert L. Froerer

ROBERT L. FROERER Attorney for Plaintiff

Bjorkman named CEO of Provo-based PEG Cos.

PEG Cos., a Provo-based owner, developer and operator of residential and hospitality properties in the U.S. and Canada, has named Garrett Bjorkman its new CEO. Meanwhile, founder Cameron Gunter will transition to the role of executive chairman, stepping back from daily operations to focus on guiding the company's strategic direction.

"This move marks a natural next step in a carefully planned succession strategy and underscores PEG's evolution into a world-class, multi-strategy investment management firm," PEG's announcement said. "Since joining as co-CEO in early 2024, Bjorkman has advanced PEG's efforts to refine its portfolio management capabilities, expand product offerings and ensure institutional-quality execution across the vertically integrated platform."

"Cameron has done an extraordinary job laying the foundation for what PEG is today," said Bjorkman. "Thanks to his leadership, PEG has grown into a nationally recognized investment platform with deep operational strength and a values-driven culture. I'm honored to carry that legacy forward as we continue

building a bright future for PEG and our shareholders."

Before joining PEG, Bjorkman led a \$10 billion real estate credit platform at CIM Group and launched a \$2.5 billion private wealth-focused real estate and infrastructure strategy. He has extensive experience in debt and equity structuring, asset and portfolio management, capital formation and operational oversight.

As CEO, Bjorkman will focus on maximizing current portfolio performance, stabilizing assets and controlling risk while driving PEG's strategic expansion, PEG said.

"This transition reflects both the strategy we set in motion over a year ago and our shared conviction in PEG's potential," said Gunter. "I am proud of how far we've come — and even more excited for what lies ahead. We are sharpening our focus, strengthening our team and positioning the platform to deliver even greater impact in the years ahead."

Founded in 2003, PEG's investment strategy focuses on the Rocky Mountain region. The company employs more than 1,100 across North America.

Execs use AI 4X more than frontline workers, Draper's BambooHR study finds

Draper-based BambooHR, a human resources management platform, has released a workplace study that finds a growing gap in AI adoption between senior leadership and frontline staff.

While 72 percent of C-suite-level executives use AI daily, only 18 percent of individual contributors (ICs) — those who perform most operational and production tasks — do the same. The report, "Clarity over Chaos: Embracing AI for Adaptability and Value," was published in June.

"With 77 percent of companies allowing AI but only 32 percent providing training, we're witnessing the birth of a new digital divide that's reshaping workplace power dynamics and exacerbating gender gaps in Corporate America," the report authors said.

"Leaders need to develop clear and comprehensive AI policies that not only outline what's acceptable but also address the elephant in the room — the fear that using AI is somehow 'cheating,'" said Alan Whitaker, head of AI at BambooHR. "When we communicate these policies clearly and transparently to all employees, we can help alleviate concerns, promote a culture of openness, and empower our teams to harness the full potential of AI."

The study concluded that AI usage isn't generational, it's hierarchical. Organizations that say they promote AI adoption are the same ones failing to train ICs, creating this invisible efficiency gap.

- The study found:
- Half (50 percent) of managers and more senior titles receive training compared to nearly one in four (23 percent) of ICs.
 - Of those who report using AI, men (60 percent) report using it daily compared to 40 percent of women, raising questions

about the potential barriers to or concerns around adoption for women.

- Although 72 percent of employees express a desire to improve their AI skills, only 32 percent of employees have received formal AI training from their employer.
- Compared to ICs, more than twice as many executives are creating efficiencies using AI to draft emails, create presentations and other tasks.

The report shows employees seem to view using AI as cheating, despite AI use being widely permitted:

Almost one-quarter (23percent) of ICs are evasive about when they've used AI, compared to only 6 percent of C-suite executives.

- Less than a third of people (30 percent) can accurately detect AI-written content.
- Sixty-one percent of C-suite executives value employees who use AI more, compared to only 13 percent of ICs
- Eighty percent of execs rate AI-assisted work as high quality compared to 69 percent of managers/directors and 28 percent of ICs.

"AI training isn't a nice-to-have, it's a must-have for organizations that want to stay ahead," said Brian Crofts, chief product officer at BambooHR. "It's not just about using tools; it's about empowering every employee to think strategically about how AI can drive results and improve work life."

The full report can be accessed under the "resources" tab at www.bamboohr.com.

BambooHR conducted the research using an online survey prepared by Method Research among 1,502 adults ages 18-plus who currently work in a desk job position. Data was collected from April 1 to April 15.

Senior Software Engineer - Platform
 Senior Software Engineer - Platform sought by NRG Energy Inc. (fka Vivint LLC) in Lehi, UT to contribute to new feature development, maintenance, & architectural activities. Telecommuting permitted up to 2 days/wk. Must report to 3401 N Ashton Blvd, Lehi, UT 3 days/week. Salary: \$125,715-135K/yr. Email resumes to vivintpositions@vivint.com. Must specify job code SAAS.

Staff Site Reliability Engineer
 Staff Site Reliability Engineer sought by NRG Energy, Inc. (f/k/a Vivint LLC) in Provo, UT to utilize software engineering & systems administration to ensure the scalability, performance, & reliability of large-scale, cloud-based application & infrastructure. Salary: \$150,738 - \$210,000/year. Email resume to: recruiting@vivint.com. Must specify Ad Code AGAS in subject line.

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