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Olympic-sized opportunity: Gardner Institute says Utah should capitalize on upcoming Games

John Rogers
Salt Lake Business Journal

Utah needs to take advantage of opportunities that will come to the state through its hosting of the 2034 Olympic and Paralympic Winter Games. That's the conclusion of a new study released by the Kem C. Gardner Policy Institute at the University of Utah.

The report, "Keepers of the Flame: Utah's Olympic-Sized Opportunity," examines how Utah can leverage the Games to not only address critical challenges, such as housing costs and traffic congestion, but also solidify the state's position as a national economic leader.

"The global spotlight of the 2034 Games provides a powerful motivation and deadline for Utah to make strategic investments and pursue innovative solutions to many of our state's most troubling challenges," said Natalie Gochnour, director of the Gardner Institute. "By proactively addressing our challenges and building on our strengths, Utah's Olympic legacy will extend far beyond the Games."

The Gardner paper suggests that Utah look back to 2002 when Salt Lake City's being named host city for the Olympics gave impetus to improvements like the expansion and improvement of interstate highways and the expansion of public transportation, including the construction of the TRAX light rail system.

In a previous report, the Gardner Institute estimated that out-of-state visitors will spend more than \$650 million while in Utah for the 17 days of the Olympics. In 2002, the Games attracted an average of 70,000 to 80,000 visitors per day. Given Utah's significant population growth and increased national and international engagement since then, 2034 is expected to bring even larger tourism numbers.

According to published reports, an estimated 3 billion people from more than 200 countries are expected to be watching the Olympics when they open in Salt Lake City on Feb. 10, 2034.

The new Gardner Institute study spotlights both positives and negatives that it suggests should be addressed in light of the Games.

Utah's achievements — mostly economic in nature — the study tabs the "Magnificent Seven." Authors say these



The Olympic cauldron burns over Salt Lake City during the opening ceremonies of the 2002 Winter Olympic Games. The Games are returning to Utah and a new report from the Kem C. Gardner Institute suggests that the state needs to position itself to capitalize on the event. (U.S. Navy photo by Journalist 1st Class Preston Keres via Wikipedia)

pluses "have propelled the state to nation-leading prosperity."

Among the seven is Utah's economic dynamism and diversity, which has led to nation-leading real GDP growth — reaching 4.5 percent in 2024, significantly outpacing the national average. The report also cites the state's high household income and low poverty levels. Utah boasts the highest cost-of-living-adjusted house-

hold income in the nation, averaging \$98,336 in 2023. Simultaneously, it maintains the lowest poverty rate in the country. Utah exhibits one of the most equal distributions of income in the nation, coupled with economic growth and high levels of innovation, the study found.

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Metal manufacturing plant opens in Tooele

Brice Wallace

Salt Lake Business Journal

An Arkansas-based metal manufacturing company has opened a plant in Tooele, its westernmost location and eventually home to 90 jobs.

Central States Inc.'s 100,000-square-foot facility in the Peterson Industrial Depot is the company's 13th location and will serve the western half of the U.S. It will produce panels, purlin, trim and the Alpha Framing System. When the project was approved for a state incentive two years ago, documents indicated the facility represented a \$25 million investment by the company.

"This facility is more than just a building. It's a symbol of our commitment to growth, innovation, and the power of employee ownership," said Jim Sliker, CEO of Central States. "We're proud to be investing in Tooele and excited to welcome new employee-owners into our family."

Founded in 1988, Central States is entirely employee-owned. With more than 1,400 employee-owners, the company serves more than 6,000 commercial, architectural, post-frame and residential contractors and distributors across the U.S. across three business operating units.

One unit, Central States Manufacturing, produces metal building components with 15 metal roofing and wall panel profiles

and a line of trim, accessories and structural purlin. Another unit, Central States Building Works, provides material-only building packages for self-storage and pre-engineered metal buildings. In 2023, Central States acquired Elevate Structures (formerly Storage Structures Inc.), a construction company focusing on mid-rise multi-story buildings and offering the proprietary Alpha Framing System.

The company said the Tooele expansion will support Central States' fast-growing pre-engineered metal building (PEMB) business, as well as its roofing and siding, post-frame, self-storage, living spaces and metal components operations. It will manufacture a variety of residential and commercial roof and wall panels in a variety of gauges, a wide selection of accompanying trim, and structural purlin. It also will produce the Alpha Framing System, a proprietary framing system that is faster to install than traditional framing methods and is offered exclusively through Elevate Structures.

The Tooele plant opening marks the first time that Central States has opened two new manufacturing sites in the same year. In August, the company launched a Springdale, Arkansas, frame and structural steel plant under its Central States Building Works business.

"Opening our 13th plant — and our second new facility this year — is a testament to the strength of our team and



Central States Inc.'s new manufacturing facility stands ready for production in Tooele. The new plant will make panels, purlin, trim and the Alpha Framing System. (Photo courtesy Central States)

the trust our customers place in us," said Doug Watts, president of Central States Manufacturing.

A recent ribbon-cutting ceremony in Tooele featured remarks from Tooele Mayor Debbie Winn and Ryan Starks, executive director of the Economic Development Corporation of Utah.

"EDC Utah was pleased to support Central States Manufacturing during their site selection process, and we're grateful for the chance to celebrate this important milestone alongside them," Starks said. "The jobs created here will deliver tre-

mendous benefits to residents of Tooele and the surrounding communities."

In June 2023, Central States Manufacturing was approved for a tax credit incentive of up to \$1.3 million by the Governor's Office of Economic Opportunity board for the Tooele project. GOEO documents indicated that the project is expected to produce new total wages of nearly \$25 million over five years and new state tax revenue of more than \$5.1 million during that time. The average wage for the new jobs was projected to be \$57,912.

OLYMPICS

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Utah also stands out for its high rates of upward mobility, offering residents strong opportunities to improve their economic standing compared to the previous generation.

Also cited is the state's well-trained and educated workforce. Utah ranks among the top states for adults with postsecondary credentials, fueling a rapidly growing and evolving economy. The state also maintains its position as the youngest state in the nation, with population growth that consistently outpaces the national average, "creating a dynamic and innovative environment," the study said.

Utah also exhibits the highest levels of social capital in the nation, fostering strong community bonds and civic engagement.

"Keepers of the Flame" also addresses Utah's "Troubling Seven" — "critical challenges that, if unaddressed, could jeopardize the state's long-term success."

Among the most troublesome areas for

concern, according to Gardner, is Utah's escalating housing costs and homelessness. From 1991 to 2024, Utah led the nation in housing price growth, making homeownership increasingly unattainable for many residents. The quarterly median sales price in Utah of a single-family home for the second quarter of 2025 ranked 10th-highest in the nation at \$525,000. In addition, the number of homeless Utahns in 2025 surged to its highest level ever, increasing 10 percent from the previous year.

Traffic congestion was also listed as a trouble spot. While significant variation occurs in the month-to-month indicators, delays on Utah roads increased on a six-month moving average from 406,087 hours in June 2016 to 661,278 hours in January 2025, a 5.9 percent annual average rate of change. That's nearly four times faster than Utah's current rate of population growth.

Education also showed up in the study as an area of concern. For instance, Utah's third-grade reading proficiency remains below 50 percent, with 46.7 percent of

students scoring proficient on the RISE test in 2024. Higher education enrollment rates have also declined, dropping from 65.1 percent in 2021 to 62.4 percent in 2024. Six-year completion rates for the 2018 cohort show Utah at 57.5 percent, ranking 37th among states.

The continuing threats to water security also were in the "troubling" category. Great Salt Lake elevation remains in what the state categorizes as "adverse effects." The level negatively impacts the ecosystem, mineral production, recreation and human health, the paper said.

Study authors said energy experts warn that Utah may face an energy deficit due to increased power demand and constraints on supply. Electricity generation in Utah hit a 27-year low in 2023 and generation and consumption for the past two years have approximately equaled each other after more than two decades of surplus.

And the study also cited Utah's ongoing behavioral health crisis. Utah ranks 11th-highest among states in the share of adults with a mental illness, with the share

of Utah adults with poor mental health doubling in the past 10 years.

The Gardner report concluded with seven ideas to stimulate a statewide discussion on how Utah can leverage the Olympics to address key challenges and sustain its economic success.

The suggestions, tabbed the "Starting Seven," include creating a statewide community land trust, prioritizing connected autonomous vehicles, placing reading pros in K-3 classrooms, expanding catalyst centers into Salt Lake City, conserving water, investing in a state energy research fund, and aligning behavioral health efforts with Utah's strategic plan.

"We're going to be in the world's spotlight when the Olympics come and so that gives us a chance to reflect about what that spotlight is going to mean for us at that time, as well as what it means long term," said Phil Dean, chief economist at the Gardner Institute.

The full "Keepers of the Flame: Utah's Olympic-Sized Opportunity" report can be accessed through the Gardner Institute website at gardner.utah.edu.

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Workplace strategies linked to recruiting & retaining women

State leaders continue to boast that Utah is at the “forefront of innovative and awe-inspiring economic opportunity initiatives,” with a robust list of impressive accolades. At the same time, Utah has been ranked by WalletHub as the worst state for women’s equality for the last 11 years. This includes being placed as 50th of 50 in “Workplace Environment,” based on metrics such as income disparity — especially higher-income disparity — and the disparity in share of executive positions. Although some continue to justify or even dismiss this persistent ranking as insignificant, the metrics align with extensive research that confirms that many Utah women are not thriving in their workplace environments.

The truth is that leaders — whether in business, government, nonprofit or education settings — *can* make decisions that support and elevate women as employees and leaders. Organizations can implement strategies and initiatives, including family-friendly practices and policies, that support all employees and help them thrive. In fact, for several years, the Utah Women & Leadership Project (UWLP), along with the Governor’s Office of Economic Opportunity, have been collecting pertinent data through the “100 Companies Championing Women” initiative.

What are the best Utah organizations doing? As part of the former “Inspire In Utah” campaign, 100 Companies Championing Women has been recognizing and highlighting stories of 100 Utah companies offering family-friendly policies and practices, as well as women-specific initiatives that prioritize the recruiting, hiring, retaining and advancing of women employees, managers and leaders. In this article, I identify the criteria we used to determine our findings, highlighting the percentage of top Utah companies that implement family-friendly strategies. The results suggest workplace modifications that can strengthen the workforce. Please note that the 100 companies supporting best practices represent a fraction of the total number of Utah organizations — the tip of the proverbial iceberg — and do not reflect the percentages achieved by the vast majority of Utah companies.



Dr. Susan R. Madsen
Founder & Director of
the Utah Women &
Leadership Project

Flexible & Family-Friendly Arrangements

First, the following list of flexible and family-friendly arrangements are offered by forward-thinking organizations that want to recruit, hire, retain and

advance women:

- Flexibility with working hours/schedules for full-time employees – 98 percent.
- Remote work options – 91 percent.
- Paid family leave – 69 percent.
- Unpaid family leave – 64 percent.
- Transition back-to-work support after maternity leave – 58 percent.
- Part-time professional roles, including higher-level positions – 51 percent.
- Compressed workweek – 43 percent.
- Child care support (e.g., on-site child care, child care reimbursement, emergency/back-up child care) – 34 percent.
- Tuition reimbursement for dependents/family members – 34 percent.
- Adoption and/or fertility benefits – 27 percent.
- Part-time work with full benefits – 25 percent.
- “Returnships” or other programs for returning workers – 21 percent.
- Formal job-sharing programs – 7 percent.

Child care remains a top concern for Utah’s working parents and is discussed often in the press. In our data, only 34 percent of these top companies mentioned some type of benefit support for child care, from some offering flex spending accounts, child care reimbursement, or cash bonuses for the birth of a child. Eight companies offered on-site child care to employees, and in some cases expanded services to the surrounding community. Two companies also provided a back-up care benefit that employees could use to find alternative, temporary care for anyone who counted on the employee for their primary care — including adult children or elderly relatives. Further, two or-

ganizations specifically mentioned having child-friendly workspaces and encouraging employees to bring their infants and children with them as needed. Many companies that offered child care benefits described wanting to support employees by helping them take care of their families. Employers also posed a variety of child care solutions similar to those outlined in a UWLP resource for employers.

Women-Focused Initiatives or Efforts

Next, research has found that women-focused workplace initiatives can be helpful in recruiting, retaining and promoting female talent. The top eight are

- Pay equity efforts – 89 percent.
- Increase diversity in mid-level and senior leadership roles – 84 percent.
- Recruiting strategies focused on increasing the number of women employees – 64 percent.
- Increase presence of women on boards (if applicable) – 58 percent.
- Mentor and/or sponsorship programs targeted at women – 55 percent.
- Women-specific professional development offerings – 46 percent.
- Women-specific leadership development programs – 38 percent.
- Women ERG (employee resource group) or network – 34 percent.

Obviously, pay equity, at 89 percent, is becoming a standard in forward-thinking, successful organizations. Many nominators discussed increasing transparency, while others talked about ensuring that wages and benefits be based on market data with an eye to internal equity by gender and race. I am encouraged to see that in many cases, senior leadership teams evaluate pay equity during every annual review to ensure consistency, but some organizations conduct an analysis or evaluation twice a year or even quarterly. It appears that comprehensive salary evaluations, surveys or audits have become a common practice for most of the companies who received this recognition. Considering compensation across roles and consistency across departments and pay scales is important to these companies. They emphasize helping all employees feel as if they are treated fairly and that they feel valued.

Recommendations

Organizations can start by comparing their current offerings to see how they align with the lists of family-friendly policies and women-focused initiatives provided above. Although each company is unique, all organizations can create fairer and more inclusive workplaces for women by being thoughtful about effective ways to support all employees and their families. Second, although some Utah companies have pulled back from providing flexibility in workplace location and work hours, the practice is still critical for Utah women and families. Because many women do significantly more unpaid care work than men, flexibility is crucial as a societal support to families. Finally, companies can look at how to support policies related to child care and leave, in addition to creating opportunities for women’s development, growth and representation. These often look different for women than for men, so a one-size-fits-all is often not the answer.

Conclusion

These days my children are older and have families of their own (I now have six grandchildren), but I’m forever grateful I was able to have opportunities for meaningful work in the home, the workplace and the community. When businesses consider organizational-level policies, including family-friendly initiatives that support all employees, Utahns thrive. As more and more Utah companies embrace family-friendly policies and practices, they create additional opportunities for women’s workforce engagement, advancement and success while still allowing women to navigate other areas of their lives, including their families. This is what many of our families are looking for, so let’s support them.

Dr. Susan R. Madsen is a professor of organizational leadership in the Jon M. Huntsman School of Business at Utah State University and is the founding director of the Utah Women & Leadership Project and the visionary behind A Bolder Way Forward.

Salt Lake County picks first partners for Salt Palace renovation

Salt Lake County has announced the selection of the first of several partners with which it will contract for the renovation of the Salt Palace Convention Center, a cornerstone of the planned Sports, Entertainment, Culture and Convention (SECC) District in downtown Salt Lake City.

The county has selected a joint venture between Salt Lake City’s Construction Control Corp. and global construction consultancy Rider Levett Bucknall (RLB) to handle construction management and cost control.

A second partnership of Utah’s MHTN Architects and Kansas City-based international design firm Populous has been chosen for the facility’s design.

Both partnerships of a local company and national or global firm submitted their bids together.

Salt Lake County also announced that,

after a competitive bid process, it has renewed the Salt Palace management contract with Legends Global, the firm formerly known as ASM Global.

The county has also issued a request for proposals for a construction firm to build the complex.

“These selections represent some of the best talent in the industry, with a unique and necessary blending of local and national expertise,” said Salt Lake County Mayor Jenny Wilson. “As excited as I am to see the new district develop and our visitor economy grow, I’m most excited about enhancing community opportunities through intentional placemaking.

“Through this collaborative effort, beloved venues and spaces will be improved and there will be better walkability and connectivity downtown,” Wilson continued. “The reimaged area will

serve as a gathering space for residents and visitors alike. We have deep gratitude for the Utah State Legislature, our partners at Salt Lake City, Smith Entertainment Group and The Church of Jesus Christ of Latter-day Saints for making this possible.”

“The SECC District finally coming to fruition is the result of many coordinated efforts to create a shared vision of a revitalized downtown,” the county said in a release. “The public-private conversations that initially focused on the idea of a more vibrant downtown have transformed into crucial public-private partnerships. SECC District partners are committed to continuing to move forward, together, to build and maintain a public space that reflects the many interests of those who use and occupy it.”

Construction Control Corp. is a Utah company that has provided cost esti-

mating services for the construction industry since its founding in 1984. It has estimated over 4,000 projects, ranging from minor remodels to \$200 million building programs. Rider Levett Bucknall is a global independent construction, property and management consulting firm. It has consulted on projects such as the Sacramento Convention Center in California, the University of Colorado Health campus and the PNC Tower in Pittsburgh.

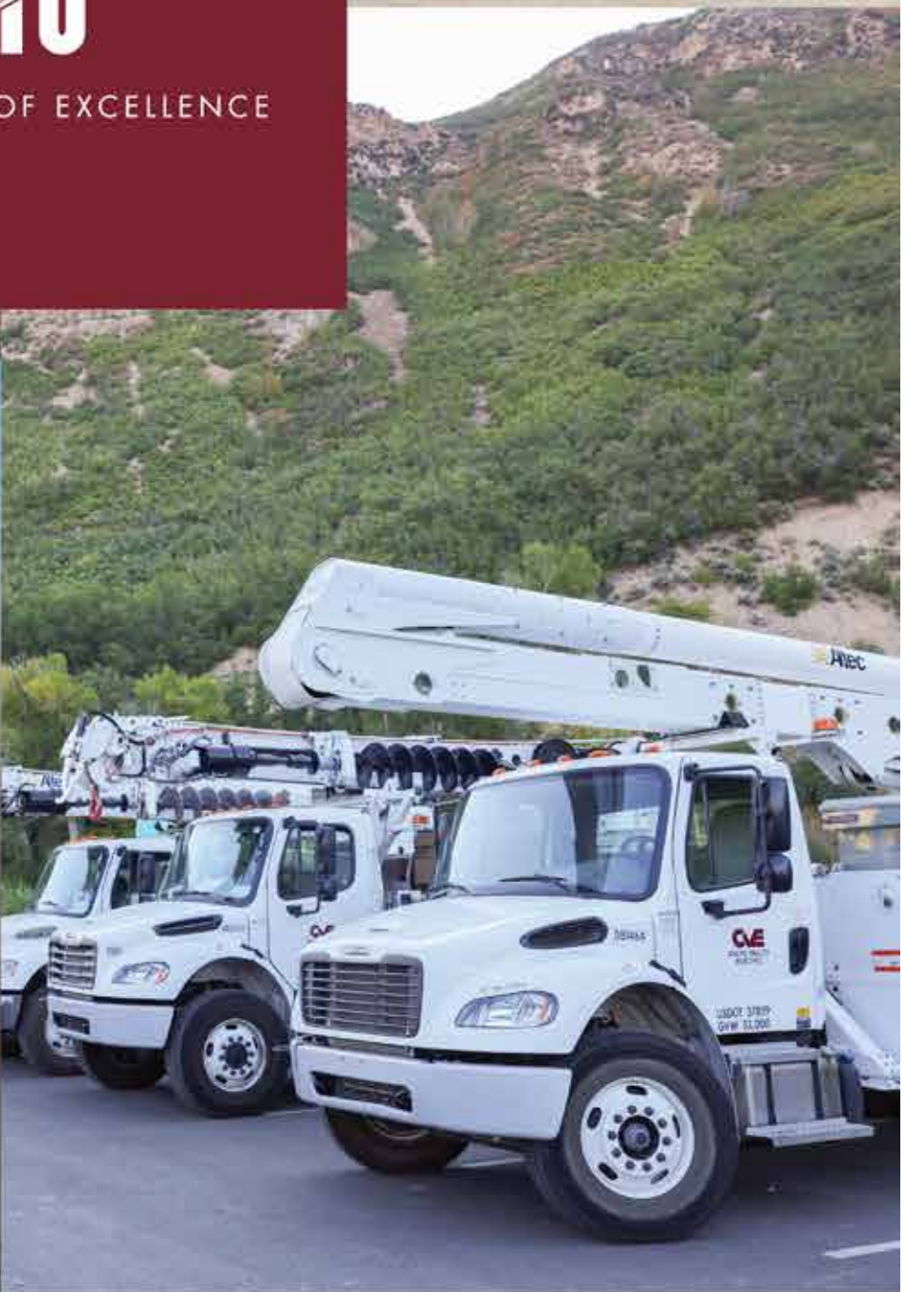
Founded in 1923, MHTN Architects is Utah’s oldest architectural firm and has designed many of Utah’s landmark buildings across sectors including education, health care, civic and commercial. Populous is a global company with offices on five continents. Its portfolio includes work for major events, including the Olympics, FIFA World Cup and the Super Bowl.




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PRIVATE COMPANIES HEADQUARTERED IN CACHE COUNTY

Listed by Number of Employees

BUSINESS JOURNAL **List**

	Company Name Address	Phone Web	No. of F.T. Employees	No. of Utah Locations	Year Est.	Type of Company/Services Provided	Top Executive
1	Cache Valley Electric 875 N. 1000 W. Logan, UT 84321	435-752-6405 cve.com	1,463	2	1915	Electrical contractor, commercial, industrial, service, line, low-voltage	James D. Laub CEO
2	iFIT Health & Fitness, Inc. 1500 S. 1000 W. Logan, UT 84321	888-308-9620 iconfitness.com	1,300	2	1977	Fitness equipment manufacturing company, treadmills, ellipticals, weight-based strength training equipment.	Kevin Duffy CEO
3	Malouf Cos. 1525 W. 2960 S. Nibley, UT 84321	800-517-7179 maloufcompanies.com	1,200	1	2003	Retail and e-commerce, mattresses, pillows, furniture, etc.	Sam Malouf CEO
4	Conservice LLC 750 S. Gateway Dr. River Heights, UT 84321	866-947-7379 conservice.com	947	1	2000	Comprehensive utility management and billing services to property owners and managers	Scott Hardy CEO
5	Fox Pest Control 1047 S. 100 W., Ste. 210 Logan, UT 84321	844-491-0203 fox-pest.com	901	1	2012	Pest control	Mike Romney Bryant White Co-Founders
6	Gossner Foods 1051 N. 1000 W. Logan, UT 84321	435-713-6104 gossner.com	600	1	1966	Cheese, milk, ice cream, spreads, butter and other dairy products	Kristan Earl President & CEO
7	Campbell Scientific 814 W. 1800 N. Logan, UT 84321	435-227-9000 campbellsci.com	350	1	1974	Designer and manufacturer of data systems and measurement and control products for water, meteorology, solar energy, greenhouse gases, etc.	Paul Smart President
8	Casper's Ice Cream 11805 N. 200 E. Richmond, UT 84333	435-258-2477 caspersicecream.com	300+	1	1925	Food production of FatBoy Ice Cream Sandwiches, Fatboy Ice Cream Sundaes & Jolly Llama Dairy-Free	Russell Stokes CEO
9	Al's Sporting Goods Inc. 1075 N. Main St. Logan, UT 84321	435-210-5356 als.com	263	2	1921	Sporting goods retailer, bikes, camping gear, climbing gear, sporting gear, snow sports gear, etc.	Kris Larsen CEO
10	Cache Valley Bank 101 N. Main St. Logan, UT 84321	888-418-5333 cachevalleybank.com	245	21	1975	Banking services, tailored business solutions, mortgage services, real estate services, traditional banking	John T. Jones CEO
11	Bear Lake Community Health Centers , 1525 W. 2960 S., Ste. 109 Logan, UT 84321	435-946-3660 bearlakecommunityhealthcenter.org	200	1	2003	Primary medical care, OB/GYN, X-rays, behavioral health counseling, dental, pharmacy	Kathy Izatt CEO (Interim)
12	LeGrand Johnson Construction 1000 S. Main St. Logan, UT 84321	435-752-2001 legrandjohnson.com	200	4	1939	Asphalt, sand, gravel, ready-mix concrete, etc.	Larry Jardine CEO
13	L.W. Miller Cos. 1050 W. 200 N. Logan, UT 84321	435-753-8350 lwmillier.com	200	1	1982	Trucking company, semi-truck repair services, hauling, dry bulk, liquid tanker, refrigerated, petroleum, livestock	Rex Miller North Salt Lake Terminal Manager
14	Juniper Systems 1132 W. 1700 N. Logan, UT 84321	435-753-1881 junipersys.com	180	1	1993	Manufacturing data collection and measurement solutions	Brad Benson CEO
15	Sharp Transportation 390 N. 900 E. Wellsville, UT 84339	435-245-6053 sharptrucking.com	164	2	1990	Freight transportation and brokerage, trucking and logistics	Zan Sharp President & Owner
16	Sunshine Foundation 248 W. 300 N. Logan, UT 84321	435-752-0411 sunshineterrace.org	134	4	1948	Professional care-giving services including home health, assisted living, rehab, skilled nursing, physical therapy, hospice	Bryan Erickson CEO
17	Logan Coach 2990 S. 800 W. Nibley, UT 84321	435-752-3737 logancoach.com	100	1	1986	Trailer manufacturing specializing in horse trailers, stock & combo trailers, living quarters, motor sports, etc.	Scott Ward Regional Sales Manager
18	Cache Employment & Training Center 275 W. 400 S., Logan, UT 84321	435-752-7952 cetcsupports.org	53	1	1961	Programs for people with disabilities including days-supported employment, seniors program, youth summer programs, behavior supports	Sandra Smith Executive Director
19	Wasatch Premier Hospitality 595 Riverwood Pkwy., Ste. 400 Logan, UT 84321	435-750-5151 wasatchgroup.com	50	7	1988	Hospitality including Springhill Suites by Marriott, Riverwoods Conference Center, Four Seasons Event Center, restaurants	Dell Loy Hansen Founder and CEO
20	Miller Cos. LC 1836 W. 4600 S. Hyrum, UT 84319	435-245-3157 millercompanieslc.com	25	1	1944	Manufacturing company specializing in soils, fertilizers, mulches, plant food, composts, soil conditioners, pavers, wood chips	Floyd Faucette President
21	Utah Festival Opera Co. 59 S. 100 W. Logan, UT 84321	435-750-0300 utahfestival.org	17	2	1992	Operas, musicals; also owns Utah Theater movies and entertainment	Michael Ballam Founding General Director

SALT LAKE COUNTY MAJOR EMPLOYERS

Ranked by Average Annual Employment

BUSINESS JOURNAL **List**

	Company Name Address	Phone Web	Average Annual Employment	Industry	Top Local Executive
1	Intermountain Healthcare 36 S. State St., Floor 22, SLC, UT 84103	801-442-2000 intermountainhealthcare.org	20,000+	Health Care	Rob Allen President & CEO
2	University of Utah 201 Presidents Circle, SLC, UT 84112	801-581-7200 utah.edu	20,000+	Higher Education	Taylor R. Randall President
3	Amazon.com 777 N. 5600 W., SLC, UT 84116	* amazon.com	5,000–6,999	Local Messengers & Delivery	Victoria Le General Manager
4	Delta Airlines 776 N. Terminal Dr., SLC, UT 84122	800-221-1212 delta.com	5,000–6,999	Passenger Air Transportation	Bret Larson SLC General Manager
5	Wal-Mart 990 6550 W., SLC, UT 84116	801-999-3603 walmart.com	5,000–6,999	Warehouse Clubs & Supercenters	Justin Thomas Area Manager, Walmart eCommerce SLC1 FC3365
6	Arup Laboratories 500 Chipeta Way, SLC, UT 84108	800-522-2787 aruplab.com	4,000–4,999	Medical Laboratories	Tracy George Chief Scientific Officer
7	Smith's Food and Drug 1550 S. Redwood Rd., SLC, UT 84104	800-444-8081 smithsfoodanddrug.com	3,000–3,999	Supermarkets	Dave Williams District Manager
8	Zion's Bancorporation One S. Main St., SLC, UT 84133	888-307-3411 wellsfargo.com	3,000–3,999	Banking	A. Scott Anderson President & CEO
9	BioFire Diagnostics 515 Colorow Rd., SLC, UT 84108	801-736-6354 biofire.com	2,000–2,999	Medical Research	Randy Rasmussen
10	Costco Wholesale 1818 S. 300 W., SLC, UT 84115	801-485-9715 costco.com	2,000–2,999	Warehouse Clubs & Supercenters	Neil Christiansen Area Manager
11	Harmon's 3540 S. 4000 W., Ste. 500, West Valley City, UT 84120	801-969-8261 harmonsgrocery.com	2,000–2,999	Supermarkets	Mark Jensen President & CEO
12	Kennecott Utah Copper 4700 W. Daybreak Pkwy., South Jordan, UT 84009	801-204-2000 riotinto.com/en/operations/us/ kennecott	2,000–2,999	Mining	Nathan Foster Managing Director
13	L3 Technologies 640 N. 2200 W., SLC, UT 84116 0	801-594-2000 l3harris.com	2,000–2,999	Manufacturing	Christopher Kubasik CEO
14	Discover Products 2500 Lake Park Blvd., SLC, UT 84120	801-902-4500 discover.com	2,000–2,999	Financial Services	Amy Welsh, Senior Director of Consumer Banking Services
15	Merit Medical Systems 1600 Merit Pkwy., Bldg. 87, South Jordan, UT 84095	801-253-1600 merit.com	2,000–2,999	Medical Instrument Manufacturing	Martha Aronson President & CEO
16	Mountain America FCU 9800 Monroe St., Sandy, UT 84070	800-748-4302 macu.com	2,000–2,999	Credit Unions	Sterling W. Nielsen, CEO
17	Northrop Grumman Corp. 7900 W. 4100 S., Bldg. 55, West Valley City, UT 84120	801-251-5911 northropgrumman.com	2,000–2,999	Aerospace Manufacturing	Kathy Warden CEO
18	Salt Lake Community College 4600 S. Redwood Rd., SLC, UT 84123	801-957-SLCC slcc.edu	2,000–2,999	Higher Education	Greg Peterson
19	SkyWest Airlines 444 S. River Rd., St. George, UT 84790	435-634-3000 skywest.com	2,000–2,999	Air Transportation	Chip Childs President & CEO
20	Wells Fargo Bank 299 S. Main St., SLC, UT 84111	385-415-8440 wellsfargo.com	2,000–2,999	Commercial Banking	Nathan R. Callister EVP
21	Fidelity Brokerage Services 49 N. 400 W., SLC, UT 84101	800-343-3548 fidelity.com	1,000–1,999	Financial Services	Jeffrey Plumb Managing Director
22	Goldman Sachs and Co. 222 S. Main St., SLC, UT 84101	801-884-1000 goldmansachs.com	1,000–1,999	Nondepository Credit Intermediation	Christina Alter Haymond Chief of Staff, Salt Lake City
23	Maverik Country Stores 185 S. State St., SLC, UT 84111	801-521-4194 maverik.com	1,000–1,999	Gasoline Stations with Convenience Stores	Crystal Maggelet CEO
24	Select Health 5381 S. Green St., Murray, UT 84123	800-538-5038 selecthealth.org	1,000–1,999	Medical Insurance Carriers	Rob Hitchcock President & CEO
25	St. Mark's Hospital 1200 E. 3900 S., Millcreek, UT 84124	801-268-7111 mountainstar.com	1,000–1,999	Health Care	Matt Hasbrouck CEO

UTAH COUNTY MAJOR EMPLOYERS

Ranked by average annual employment

BUSINESS JOURNAL **List**

	Company Name Address	Phone Web	Average Annual Employment 2024	Industry	Top Local Executive
1	Wal-Mart 990 6550 W., SLC, UT 84116	801-999-3603 walmart.com	20,000+	Warehouse Clubs & Supercenters	Justin Thomas Area Manager, Walmart eCommerce SLC1 FC3365
2	Brigham Young University 150 E. 1200 N., Provo, UT 84602	801-422-4636 byu.edu	15,000–19,999	Higher Education	C. Shane Reese President
3	Utah Valley University 800 W. University Pkwy., Orem, UT 84058	801-863-8888 uvu.edu	5,000–6,999	Higher Education	Astrid S. Tuminez President
4	Intermountain Health Care 36 S. State St., Floor 22, SLC, UT 84103	801-442-2000 intermountainhealthcare.org	5,000–6,999	Health Care	Rob Allen President & CEO
5	Vivint 3401 Ashton Blvd., Lehi, UT 84043	844-238-5543 vivint.com	2,000–2,999	Building Equipment Contractors	Todd Pedersen Founder & CEO
6	DoTerra International 389 S. 1300 W., Pleasant Grove, UT 84062	800-411-8151 doterra.com	1,000–1,999	Miscellaneous Retailers	Kirk Jowers, CEO
7	Adobe Systems 3900 Adobe Way, Lehi, UT 84043	385-345-0000 adobe.com	1,000–1,999	Software Publishers	Michael Isom Principal Business Operations Manager, Utah
8	Chrysalis Utah 1443 W. 800 N., Ste. 103, Orem, UT 84057	801-655-4950 chrysalis.care	1,000–1,999	Individual & Family Services	Christian Frankowski VP of Operations, Utah
9	Qualtrics 333 W. River Park Dr., Provo, UT 84604	385-585-4560 qualtrics.com	1,000–1,999	Custom Computer Programming Services	Zig Serafin, CEO
10	Smith's Food and Drug 1550 S. Redwood Rd., SLC, UT 84104	800-444-8081 smithsfoodanddrug.com	1,000–1,999	Supermarkets	Dave Williams District Manager
11	Costco Wholesale 1818 S. 300 W., SLC, UT 84115	801-485-9715 costco.com	1,000–1,999	Warehouse Clubs & Supercenters	Neil Christiansen Area Manager
12	Nestle Prepared Foods 815 Raymond Klauck Way, Springville, UT 84663	801-489-8621 nestleusa.com	1,000–1,999	Specialty Food Manufacturing	Dawn Ostler Warehouse Supervisor
13	Texas Instruments 4000 N. Flash Dr., Lehi, UT 84043	801-767-4000 ti.com	1,000–1,999	Semiconductor and Device Manufacturing	Haviv Ilan President & CEO
14	Bamboo HR 42 Future Way, Draper, UT 84020	801-724-6600 bamboohr.com	500–999	Custom Computer Services	Brad Rencher, CEO
15	Championx Resources 400 W. Ironwood Dr., SLC, UT 84115	801-972-1868 *	500–999	Nonmetallic Mineral Product Manufacturing	*
16	Tyson Fresh Meats 3817 N. Tyson Pkwy., Eagle Mountain, UT 84005	801-789-9200 tysonfoods.com	500–999	Animal Slaughtering	Martin Mendenhall Plant Manager
17	Alpine Building 789 Bamberger Dr., Ste. B, American Fork, UT 84003	801-692-1396 *	500–999	New Multifamily Housing Construction	*
18	The Home Depot 328 W. 2100 S., SLC, UT 84115	1-800-HOME-DEPOT homedepot.com	500–999	Home Centers	Joe Alvarez District Manager
19	Weave Communications 1331 W. Powell Way, Lehi, UT 84043	888-579-5668 getweave.com	500–999	Custom Computer Programming Services	Brett White, CEO
20	Timpanogos Regional Medical Service 750 W. 800 N., Orem, UT 84057	801-714-6000 mountainstar.com/locations/ timpanogos-regional-hospital	500–999	Hospitals	Andrew Zenger, CEO
21	Wasatch Behavioral Health 750 N. Freedom Blvd., Ste. 300, Provo, UT 84601	801-373-4760 wasatch.org	500–999	Individual & Family Services	Juergen Korbanka Executive Director
22	Ancestry.com Operations 1300 W. Traverse Pkwy., Lehi, UT 84043	800-615-6560 ancestry.com	500–999	Computing Infrastructure Data Processing	Howard Hochhauser, CEO
23	Mountain Country Foods 195 E. 1600 N., Spanish Fork, UT 84660	801-798-8634 mcfoods.com	500–999	Animal Food Manufacturing	Doug Ford Founder
24	Sundance Mountain Resort 8841 Alpine Loop Scenic Byway, Sundance, UT 84604	801-225-4107 sundanceresort.com	500–999	Hotels	Chad Linebaugh President & General Manager
25	Domo 802 E. 1050 S., American Fork, UT 84003	801-899-0999 domo.com	500–999	Software Publishers	Josh James CEO

TOP 30 LARGEST UTAH EMPLOYERS

Ranked by average annual employment

BUSINESS JOURNAL **List**

	Company Name Address	Phone Web	Average Annual Employment 2024	Industry	Top Local Executive
1	Intermountain Healthcare 36 S. State St., Floor 22, SLC, UT 84103	801-442-2000 intermountainhealthcare.org	20,000+	Health Care	Rob Allen President & CEO
2	University of Utah 201 Presidents Circle, SLC, UT 84112	801-581-7200 utah.edu	20,000+	Higher Education	Taylor R. Randall President
3	Wal-Mart 990 6550 W., SLC, UT 84116	801-999-3603 walmart.com	20,000+	Warehouse Clubs & Supercenters	Justin Thomas, Area Manager— Walmart eCommerce SLC1 FC3365
4	Brigham Young University Provo, UT 84602	801-422-4636 byu.edu	15,000–19,999	Higher Education	C. Shane Reese President
5	Hill Air Force Base 7981 Georgia St., Hill AFB, UT 84056	801-777-5201 hill.af.mil	10,000–14,999	Federal Government	*
6	Utah State University Old Main Hill, Logan, UT 84322	435-797-1000 usu.edu	7,000–9,999	Higher Education	Alan Smith President (Interim)
7	Amazon.com 777 N. 5600 W., SLC, UT 84116	* amazon.com	5,000–6,999	Courier/Express Delivery Service	Victoria Le General Manager
8	Utah Valley University 800 W. University Pkwy., Orem, UT 84058	801-863-8000 uvu.edu	5,000–6,999	Higher Education	Astrid S. Tuminez President
9	Delta Airlines 776 N. Terminal Dr., SLC, UT 84122	800-221-1212 delta.com	5,000–6,999	Passenger Air Transportation	Bret Larson SLC General Manager
10	The Home Depot 328 W. 2100 S., SLC, UT 84115	1-800-HOME-DEPOT homedepot.com	4,000–4,999	Home Centers	Joe Alvarez District Manager
11	Costco Wholesale 1818 S. 300 W., SLC, UT 84115	801-485-9715 costco.com	4,000–4,999	Warehouse Clubs & Supercenters	Neil Christiansen Area Manager
12	Arup Laboratories 500 Chipeta Way, SLC, UT 84108	800-522-2787 aruplab.com	4,000–4,999	Medical Laboratories	Tracy George Chief Scientific Officer
13	Smith's Food and Drug 1550 S. Redwood Rd., SLC, UT 84104	800-444-8081 smithsfoodanddrug.com	3,000–3,999	Supermarkets	Dave Williams District Manager
14	Zion's Bancorporation One S. Main St., SLC, UT 84133	888-307-3411 zionsbancorporation.com	3,000–3,999	Banking	A. Scott Anderson President & CEO
15	Maverik Country Stores 185 S. State St., SLC, UT 84111	801-521-4194 maverik.com	3,000–3,999	Gasoline Stations with Convenience Stores	Crystal Maggelet, CEO
16	Autoliv 3350 Airport Rd., Ogden, UT 84405	801-629-9800 autoliv.com	3,000–3,999	Motor Vehicle Equipment Manufacturing	Brandon Jeppsen Global CIO
17	Harmon's 3540 S. 4000 W., Ste. 500, West Valley City, UT 84120	801-969-8261 harmonsgrocery.com	3,000–3,999	Supermarkets	Mark Jensen President & CEO
18	Macey's 2255 E. 2100 S., SLC, UT 84109	888-710-5106 maceys.com	3,000–3,999	Grocery Stores	David Rice CEO Associated Foods
19	Weber State University 1337 Edvalson St., Ogden, UT 84408	801-626-6000 weber.edu	3,000–3,999	Higher Education	Brad Mortensen President
20	SkyWest Airlines 444 S. River Rd., St. George, UT 84790	435-634-3000 skywest.com	3,000–3,999	Air Transportation	Chip Childs President & CEO
21	Northrop Grumman Corp. 7900 W. 4100 S., Bldg. 55, West Valley City, UT 84120	801-251-5911 northropgrumman.com	2,000–2,999	Aerospace Manufacturing	Kathy Warden, CEO
22	Vivint 3401 Ashton Blvd., Lehi, UT 84043	844-238-5543 vivint.com	2,000–2,999	Building Equipment Contractors	Todd Pedersen Founder & CEO
23	America First Credit Union 1344 W. 4675 S., Riverdale, UT 84405	800-999-3961 americafirst.com	2,000–2,999	Credit Unions	Thayne Shaffer President & CEO
24	BioFire Diagnostics 515 Colorow Rd., SLC, UT 84108	801-736-6354 biofiredx.com	2,000–2,999	Medical Research	Randy Rasmussen
25	Salt Lake Community College 4600 S. Redwood Rd., SLC, UT 84123	801-957-SLCC slcc.edu	2,000–2,999	Higher Education	Greg Peterson
26	Southern Utah University 351 W. University Blvd., Cedar City, UT 84720	435-586-7700 suu.edu	2,000–2,999	Higher Education	Mindy Benson President
27	Target 200 N. Market Place Dr., Centerville, UT 84014	801-292-0071 target.com/store-locator/ store-directory/utah	2,000–2,999	Warehouse Clubs & Supercenters	Lance Leithead District Senior Director
28	Mountain America FCU 9800 Monroe St., Sandy, UT 84070	800-748-4302 macu.com	2,000–2,999	Credit Unions	Sterling W. Nielsen, CEO
29	Western States Lodging and Management 10897 S. River Front Pkwy., Ste. 200 South Jordan, UT 84095	801-269-0700 wslm.biz	2,000–2,999	Accommodations	Paul Fairholm, CEO
30	Lowe's Home Centers 1335 S. 300 W. SLC, UT 84115	801-828-1640 lowes.com	2,000–2,999	Home Centers	Mike Smith District Sales

Olympic organizers help build snack kits for local schools

Tom Haraldsen

Salt Lake Business Journal

The 2034 Olympic Winter Games may be several years away, but Utah's organizing committee is actively involved in a number of community events and initiatives right now.

On Sept. 25, members of the committee joined with the United States Olympic & Paralympic Committee, athletes and local volunteers to work with Utah first lady Abby Cox and her Show Up initiative to assemble snack kits for the Granite Edu-

cation Foundation. More than 5,000 of the kits were produced at the event held at the Little America Hotel.

Each kit, assembled and placed in plastic lunch pouches, included juice bags, snacks such as granola bars, notebooks and pens that the Granite School District will distribute to students. These snack kits are a staple in many Utah schools, where studies show one in seven Utah children experience food insecurity.

Cox said that giving back "is what Utah does best — serving others. This is our way to show the world that in Utah, we come together ... We show up when

we are needed."

One former Olympian who showed up was Bill Schuffenhauer, who won a silver medal in bobsledding at the 2002 Winter Games in Utah. He has spoken many times about his youth, where he grew up "on the streets" and was in and out of many foster homes. He called service projects like the snack kits "the right thing to do. I had a lot of support from the community that helped me reach my goals as an athlete, and I'm always happy to give back."

The foundation coordinates assembly of the snack packs and student weekend kits, which it says are given to students

facing food insecurity on weekends or school breaks. They are also used at times in schools to help manage student hunger or behavior in the classrooms. Principals, social workers and other school staff distribute these kits as needs are identified or before students leave for the weekend, in addition to using them as a resource during the school day.

The Salt Lake Organizing Committee recently launched Podium34, a philanthropic campaign with a goal of raising \$300 million between now and the start of the 2034 Games to support a number of programs and communities within the state.



Utah first lady Abby Cox and Salt Lake Organizing Committee Chairman Fraser Bullock joined with other leaders and volunteers to build snack kits for the Granite Education Foundation on Sept. 25.



Local Olympic Organizing Committee Vice Chair and CEO Brad Wilson was part of the effort for the event held at Little America Hotel in Salt Lake City. (Photos by Tom Haraldsen, Salt Lake Business Journal)

Women Tech Council announces award finalists

The Women Tech Council has announced the finalists for the 2025 Women Tech Awards.

The council said the list includes women who are "visionaries; trailblazers; and all-around inspirations in tech, science, engineering and math."

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

The awards recognize women making

real contributions to the growth and innovation of the tech economy. Recipients were honored at an Oct. 3 luncheon at the Grand America, 555 S. Main St., Salt Lake City.

The 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 Weigel, CEO and co-founder, Eris Biotech.
- Heidi Barnett president of talent acquisition, iSolved.
- Janlynn Robertson, senior vice president and 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.

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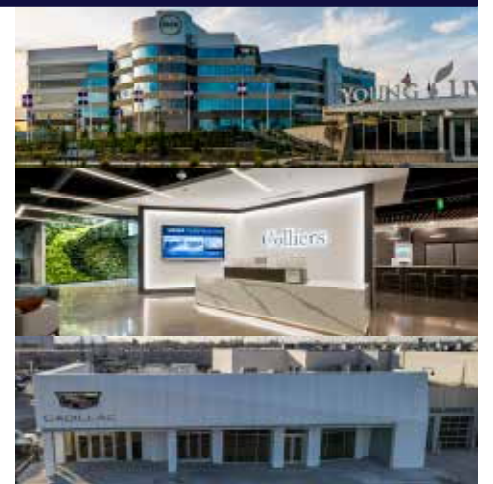
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Work Daze

Disconnected at work — and loving it!

My boss doesn't understand me.

You hear it all the time. From lowly interns, looking for a tiny tidbit of praise, to mid-level managers, looking for a soupcon of security, to the bigshots on Executive Row, looking for a bonus that would allow them to add a few more feet to their woefully undersized superyachts.

Nobody feels understood. Not really. No.

If you don't hear this complaint echoing through the halls where you work, you certainly see it on the CNBC "Make It Work" newsletter, where the front page was recently dominated by a chilling headline, "Nearly 50 percent of employees feel disconnected to their bosses."

The statistic comes from an April 2025 Workplace Perception Gap survey from HR platform The Predictive Index. Reading between the numbers, the root cause of The Great Disconnection is clear. Ready? It's a lack of appreciation.

"Nearly half (44 percent) of workers across different industries, age groups and job levels said they've been passed over for raises and big projects because someone misconceived their skills or habits at work." And when the bent-out-of-shape worker bee tries to augment their status by putting the pedal to the metal and working their little butts off, it gets even worse: "48 percent said bosses and managers regularly underestimated their contributions."

It's like they say — you can't win. And like I say, sometimes you can't even tie.



BOB GOLDMAN

As you might expect, there are generational issues at work here. The workers, mostly younger, are economically, culturally and socially in a different place than their bosses,

mostly older, who have problems of their own. Not wanting to get squeezed out in a difficult economy, the older bosses are busy attempting glow-ups, leaving the younger workers seriously squeezed for recognition.

Fortunately, there are two solutions to this tense situation. Solution No. 1: Stop doing surveys. Since that won't happen, let's move to Solution No. 2. According to Jennifer Schlielke, CEO of Summit Group Solutions, bosses should "consider some short 'engagement activities' — a coffee hour, a round of trivia, icebreaker questions before meetings — to learn about your team and how they like to work."

Underlings and overlords spending 60 minutes together drinking coffee sounds like torture, especially considering the quality of coffee at your place. A round of trivia sounds even worse. But icebreaker questions? Now, that sounds like an excellent way for the boss and the bossed to pretend to show interest in each other. Of course, with everyone's

sensitivities dialed up to 11, the out-of-touch manager may slip on the patch of ice they are trying to break. Nor is the overworked underling likely to know the boundaries of the executive ice field.

To resolve these issues, I developed a series of icebreaker questions that are perfectly safe for both managers and managed. So ask away! There's not a chance in the world that any of these questions will get you in trouble.

Icebreaker Questions for an Older Manager to Ask a Younger Employee:

Q: What's this rock and roll music you listen to, and why is it so loud?"

Q: What's this Tik-Trot you're always watching on your phone?"

Q: What's "rizz" and where can I buy it?"

Q: Did you see what I posted on Facebook?"

Q: Is everybody still doing the Lindy Hop?"

Icebreaker Questions for a Younger Employee to Ask an Older Manager:

Q: Was William McKinley a good president?"

Q: When do you think the Captain & Tennille will drop a new CD?"

Q: Did people say you looked better when you had hair?"

Q: Is there a ginchy way to make more

cheddar here because I'm ready to burn rubber?"

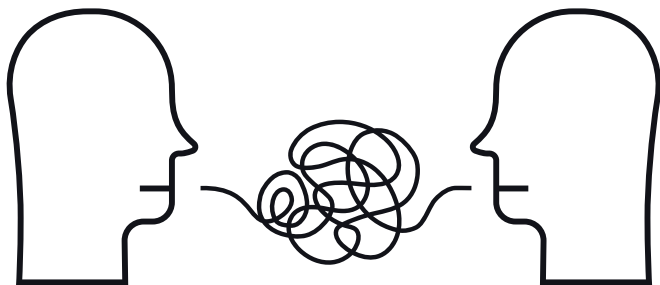
Q: I keep getting ghosted on Tinder. Was that a problem for you at the malt shop?"

If these icebreaker questions don't give you insights into the people with whom you work, simply showing an interest could forge a closer relationship. This is a good reason to make the effort, but a better reason for leaving things just as they are. Even in today's scary economy, bosses have the best chance of survival. They do so little that there are far fewer chances they will screw up. It's different for those a notch or three lower on the org chart, who could find that rocking the boat may result in sinking it.

Feeling disconnected to your job is uncomfortable, but you need to remember: If there's one thing worse than a boss who doesn't understand you, it's a boss who does.

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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FROM THE COACH

Eight key principles for the successful problem-solving leader

Do you enjoy problems? Most would emphatically answer, “No!” (perhaps with some colorful adjectives attached).

Over the three and a half decades of coaching CEOs and other leaders, I have encountered only a rare few who seemed to relish their role as the primary problem-solver for their enterprise. And yet, that role is hardwired into leadership. If you don’t want to be a problem-solver, you’d better not seek to be a leader!

Here are eight key principles that I have found to be essential for successful problem-solving leaders:

1. First, Own the Problem. Take care to avoid blaming others for the problem. Even if you are not directly responsible for it, you are better off placing the blame on yourself than focusing on the faults of others. You cannot credibly expect others to engage if you are avoiding responsibility.

As President Harry S. Truman once said, “The buck stops here.”

2. Share Ownership Broadly. Problems are rarely solved in isolation. By inviting others into the process, you multiply your problem-solving capacity and build the commitment of those who will help you implement solutions at the same time.

3. Listen to Learn, Not to Be Ratified. Many leaders unconsciously enter problem-solving discussions seeking validation



RICH TYSON

of their own conclusions. Successful problem-solvers reverse this — they enter expecting to discover better answers through the insights of others. They create dialogue, not monologue. They invite diverse voices,

including people from different functions, levels and backgrounds, understanding that often the best solutions come from unexpected places. They ask open-ended questions, not leading ones. They recognize that conflict is healthy when it leads to better solutions.

Your role is to surface, clarify and integrate the best ideas, rather than insisting on your own. True authority is not weakened by facilitation — it is strengthened. Effective problem-solvers facilitate, not dominate.

4. Frame Problems Clearly. Avoid premature solutions. Too often, leaders jump straight to answers before the real problem is understood. And when they do this, they shut down the opportunity to understand what others see. Effective problem-solvers ask clarifying questions: What is really happening? What evidence supports this?

What are the consequences if this problem persists?

5. Then, Reframe Problems as Opportunities. Ask questions and follow evidence. Resist the temptation to decide what has happened until you have gathered most of the relevant facts. Like the lead detective on an important case, focus on clues amid the chaos. Successful problem-solving leaders train their teams to see challenges as solvable mysteries, not as dead ends or indictments.

Instead of a hyperfocus on negative consequences, recast problems as opportunities to rethink and improve. Use the “What might we do?” question. IDEO, the global design and innovation consultancy, popularized this phrasing to shift the team from limitation to possibility. For example, instead of saying “Our supply chain is broken,” you might reframe it as: “What might we do to rejuvenate our partnerships, localize sourcing and reduce our long-range costs?”

6. Consider Multiple Options for Solutions. Some of the most effective problem-solvers ask their teams for a minimum of three alternatives before deciding on “the way forward.” Often, that final solution becomes a hybrid of multiple options.

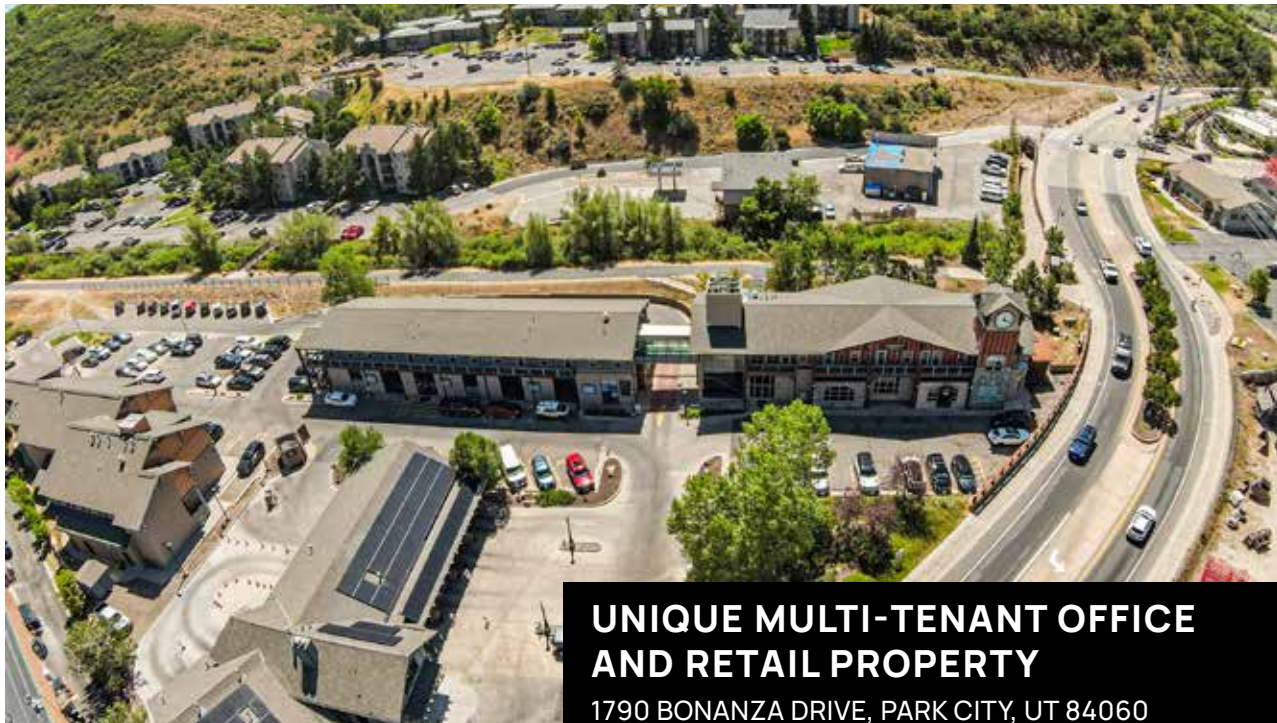
7. Decide and Act Decisively. Effective problem-solvers avoid analysis pa-

ralysis, recognizing that waiting for perfect information can often be more costly than acting on good-enough information. They set decision deadlines, giving space for dialogue, but clearly defining when the decision will be made. They often employ a Decision Matrix, weighing options by their impact and feasibility in order to zero in on the criteria for making the decision. With that analysis in hand, they clearly articulate the “why” behind the decision so their people understand the reasoning and can commit.

8. Learn and Adjust. After acting decisively and as your solution unfolds, ask: What worked? What didn’t? The most effective leaders treat problem-solving as a process, not a one-and-done event. They celebrate learning, not just outcomes. This builds resilience and reduces fear of failure.

I have learned that having an effective process for problem-solving provides an antidote to the negativity with which leaders so often greet their problems. These eight key principles have provided such a process for many of my clients over the years.

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



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Economist: Navigating ever-changing economy a challenge

Brice Wallace

Salt Lake Business Journal

Consumers and businesses are facing a long list of “moving parts,” making it difficult to navigate shifts in the economy, according to a prominent Utah economist.

Speaking at a recent conference in Midvale organized by the Utah Manufacturers Association, Robert Spendlove, senior economist at Zions Bank, said the list includes tariffs; trade policy; artificial intelligence; changing, sometimes counterintuitive or unreliable economic data; fears of inflation; immigration; taxes; debt and deregulation.

“Every day changes,” he told the audience.

In that churning sea of uncertainty, Utah remains a relative island of stability. Utah’s population and employment growth are still strong, and Utah’s unemployment rate “is in kind of that sweet spot” — neither the highest in the nation nor the lowest.

The top GDP among states leaves Utah with “a really strong economy,” and the state has the nation’s third-highest median

income, now over \$100,000. “That shows that the Utah consumer continues to be able to hold up the economy,” Spendlove said.

But a lingering trouble spot is housing affordability. The median home in Utah now costs \$550,000, well above the national figure of \$350,000. “We want to slow down that increase, but we don’t want to see it collapse,” he said.

“Utah is no longer affordable. We used to be known as an affordable state. We’ve always been kind of young and hardworking and affordable. We’re not as young as we used to be, we’re still pretty hard-working, but we’re not affordable, where housing in Utah is much higher than the national average,” Spendlove said.

Speaking of housing, the U.S. has seen mortgage rates on a downward slope over the past 40 years, but now there are concerns about a “new normal” of rates of about 6 percent.

“We all were used to buying a home and then refinancing at a lower rate. That’s been our entire life. That’s no longer true,” Spendlove said.

Rates likely won’t fall drastically “unless the economy severely collapses, like it

did in 2020 and like it did in 2008,” he said. “We’re not going to see mortgage rates back down into the 3 percent level again. ... We could cross below that 6 [percent] but I don’t think we’re going back to 3 again. By the way, that’s a really big deal. It’s having huge implications on our state, it’s having huge implications on your industries, and it’s really hard for society to adjust to this big of a shock.”

Also causing uncertainty is the Fed’s handling of interest rates. Markets expect more rate cuts by year-end, for the Fed “to get really aggressive,” Spendlove said. But a disconnect exists between the Fed’s actions and longer-term interest rates, he added.

Meanwhile, the labor market has shifted so that there is less than one job opening for every unemployed worker. “It shifted from an employee market to an employer market,” Spendlove said.

Tariffs remain a bugaboo, causing confusion as rates move up and down, sometimes affected by court decisions and a lingering concern they will prompt inflation.

“I hear from business owners all the time, ‘Just tell me what it’s going to be and I can adjust,’” he said.

Of fairly recent vintage is doubt raised by President Trump about economic numbers released by the federal government, especially monthly employment figures and revisions made to previously released numbers. The Bureau of Labor Statistics generates the data based on company surveys, but Spendlove said issues include not enough companies being surveyed, not enough responding and not enough responding in time, he said. Surveys also do not include the gig workforce or sole proprietorships. And the response rate that once was about 90 percent has slipped to about 60 percent.

Spendlove polled the audience. Only one person indicated their company had been surveyed. “To me, that’s problematic. ... We don’t know if we can trust the data,” he said.

“The data is just getting really bad. It’s getting ugly,” Spendlove said. “And when I’m out meeting with people, they push back: ‘I don’t believe your data.’ And honestly, the data is not as believable as it used to be. But, what else do you do? How else do you get a good reading? That’s what we’re trying to figure out.”



A big crowd attends the recent Utah Manufacturers Association conference at the Zions Bancorporation Technology Center in Midvale. The event featured keynote addresses, breakout sessions, exhibits and awards. (Photo courtesy Utah Manufacturers Association)



Robert Spendlove, senior economist at Zions Bank, discusses the economy during the recent Utah Manufacturers Association conference at the Zions Bancorporation Technology Center in Midvale. (Photo courtesy Utah Manufacturers Association)

Capital firm relocating from California to Salt Lake City

A Southern California capital firm is relocating its headquarters to Salt Lake City.

Next Global Capital also announced it will have former U.S. Rep. Chris Stewart as chief strategy officer. The firm said the Salt Lake City office will house its core operations and establish a regional hub for engagement with entrepreneurs working on high-impact projects.

Next Global is currently focused on both drone-defense technologies and next-generation reversible male contraceptives. The Salt Lake City office is expected to also be an incubator to invest and launch Utah-based technology companies.

“Next Global’s move to Utah and the appointment of Chris Stewart as CSO reflects Next Global’s investment in strategic expansion and our long-term organizational

goals,” said L.R. Fox, founder of NEXT Global. “At Next Global, we are committed to identifying and investing in breakthroughs that will change the world. We’re thrilled to expand these contributions in a community that shares our values of innovation, collaboration and community-building.”

Fox launched WhiteFox Defense, a company focused on counter-drone solutions, specializing in cutting-edge drone detection, tracking and mitigation to safeguard critical airspace. The company is known for securing the FIFA World Cup in partnership with a local Utah company, Fortem, as well as other events like SXSW, NASCAR and the United Nations General Assembly, and high-risk regions such as the battlefields of Ukraine.

Next Global also launched and manages Next Life Sciences, which is developing the first non-hormonal and reversible male contraceptive called “Plan A.” The contraceptive is designed to last for up to 10 years, and aims to help people better navigate family planning decisions.

Next Global also joined in an investment in Redemption Bank in Utah.

Fox also is a venture partner at Okapi VC, which was one of the first institutional investors into CrowdStrike, a cybersecurity company valued at \$120 billion.

Stewart served in Congress from 2013 until his resignation in September 2023 and served on a number of committees and subcommittees. He also served 14 years as a pilot in the U.S. Air Force, is an author and is the former owner and CEO of a consulting

firm in energy and the environment.

“I’m honored to join Next Global Capital as the company establishes its headquarters in Salt Lake City,” Stewart said. “Utah has long served as a hub of innovation and entrepreneurship. Fox joining this hub has already led to significant investment that will be felt globally. Next Global Capital aligns with my personal mission to advance solutions that make a real impact.”

In philanthropy, Next Global has built The Oasis Academy, the first school for gifted orphans, foster youth and sex trafficking survivors. The global nonprofit is investing to expand to a Utah campus, equipped with educational resources, support systems and workforce development programming. The Oasis Academy is partnering with local nonprofits that serve those youth.

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Utah forecast to have nation's largest manufacturing job surge by 2033

John Rogers

Salt Lake Business Journal

Utah is projected to lead the nation in relative manufacturing job growth in the current decade, according to a study from global accounting services company Deloitte and The Manufacturing Institute, the workforce development and education affiliate of the National Association of Manufacturers.

The report, published late last year, says that the Beehive State will need more than 25,000 new manufacturing workers — a 16.6 percent rise between 2024 and 2033.

The study credits Utah's growing reputation as a hub for high-tech and clean industries, combined with a favorable regulatory environment, for the demand for manufacturing employees. The state's largest manufacturing industries include aerospace, medical devices and electronics.

The report, "Taking Charge: Manufacturers Support Growth with Active Workforce Strategies," placed Utah at the top in relative job growth, calculated as a percentage of current manufacturing positions, while Texas was tops in total job growth, needing 57,600 new workers. Arizona (16.2 percent) and Idaho (15 percent) followed Utah in projected relative job growth, while Georgia (36,600) and Florida (32,000) came in behind Texas in the total number of new jobs needed to fill.

The study found that the manufacturing sector has rebounded strongly from the global pandemic, driven by efforts to reshore critical industries, strengthen supply chain resilience and expand domestic employment and is positioned for further growth. However, that expansion

will increase demand for skilled workers, including statisticians, data scientists, logisticians, engineers, computer and information systems managers, software developers and industrial maintenance technicians.

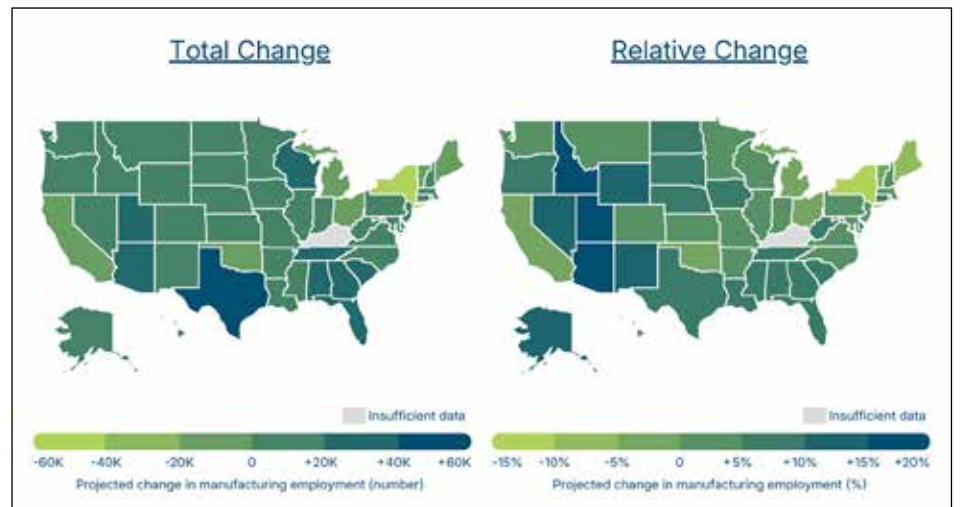
"Pandemic-driven shifts have already created hundreds of thousands of new jobs, and now we are seeing increased demand for digital skills that need to be met or risk further widening of the talent gap," said Carolyn Lee, president and executive director of The Manufacturing Institute.

Yet how many jobs this resurgence will actually create remains unclear.

The Deloitte/Manufacturing Institute study projected demand for up to 3.8 million new manufacturing workers between 2024 and 2033, with roughly half of those positions at risk of going unfilled due to persistent talent shortages.

By contrast, the U.S. Bureau of Labor Statistics (BLS) forecasts a much smaller increase — just 110,000 new manufacturing jobs by 2033. Deloitte's independent analysis of state-level projections, compiled from state labor departments, estimates a combined 10-year manufacturing employment growth of about 400,000 jobs nationally.

This wide range of estimates reflects the uncertainty surrounding the future of the sector. Job growth will likely depend on the success of federal industrial policy, including recent efforts to boost domestic production of semiconductors and energy technologies, as well as on how effectively automation and advanced technologies can bridge current workforce gaps. While manufacturing productivity has grown — real manufacturing GDP increased 45 percent since 2000 — the sector has shed over



Job growth in the manufacturing sector over the next decade — both in relative growth and total jobs — is predicted for each state in a study by Deloitte and The Manufacturing Institute.

4.5 million jobs during that time, spotlighting a growing disconnect between output and employment.

To better understand where manufacturing may contribute most to future job growth, Deloitte used ETQ, a quality management platform for the manufacturing sector, to analyze the latest workforce projections from 49 state labor departments, covering 2022-32 or 2023-33, depending on the state. The data offer a state-by-state view of projected growth in manufacturing employment relative to overall job creation.

ETQ found that projected manufacturing job growth over the next decade is not concentrated in the nation's traditional industrial centers, but instead in the South and Mountain West. This regional shift reflects the rise of newer manufacturing hubs tied to high-tech

sectors like semiconductors, electric vehicles and aerospace.

Altogether, manufacturing employment is expected to grow in 42 states and decline in seven (data for Kentucky is not available). However, in only 12 states is the percentage increase in manufacturing employment projected to outpace growth in total employment, highlighting the continued trend toward more capital- and technology-intensive production.

The study goes on to underscore the urgent need to strengthen the talent pipeline as U.S. manufacturing growth accelerates. Without action, analysts warn, a widening gap between demand and available skills could slow the sector's momentum.

The full ETQ data summary can be accessed at <https://www.etq.com/blog/states-where-manufacturing-jobs-are-projected-to-grow-the-most/>.

University of Utah joins HP and Nvidia to advance AI usage at school

The University of Utah has joined forces with a pair of major technology companies to accelerate research and discovery using artificial intelligence.

The school will sign agreements with Hewlett Packard Enterprise and AI chipmaker Nvidia that will amplify the university's capacity for understanding cancer, Alzheimer's disease, mental health and genetics. The initiative is projected to enable medical breakthroughs and drive innovation and scientific discovery across disciplines.

"The U has a proud legacy of pioneering technological breakthroughs," said Taylor Randall, president of the University of Utah. "Our goal is to make the state awash in computing power by building a robust AI ecosystem benefiting our entire system of higher education, driving

research to find new cures, and igniting Utah's entrepreneurial spirit."

The partnership, which includes a \$50 million investment of funds from both public and philanthropic sources, is projected to increase the UofU's computing capacity 3.5-fold. The school's board of trustees recently gave preliminary approval to the proposed arrangement.

The structure paves a path for substantial advances in computing storage and infrastructure required for Utah-based projects in AI and innovation, the UofU said in a release. "The goal is to lay the foundation for a scalable AI ecosystem available to researchers, learners and entrepreneurs across Utah."

Brynn and Peter Huntsman, along with the Huntsman Family Foundation, will provide a lead philanthropic gift to

the UofU that is intended to initiate the project and help encourage other supporters to make investments required to move the work forward through AI "supercomputer" systems designed to handle enormous processing and storage needs. The university will seek remaining funds from the state of Utah and other sources.

"This AI initiative will accelerate world-class cancer research that enhances capabilities in ways we hardly imagined just a few years ago," said Peter Huntsman, CEO and chairman of the Huntsman Cancer Foundation. "Huntsman Cancer Foundation recently announced our commitment to support the expansion of the educational, research and clinical care capacity of the world-renowned Huntsman Cancer In-

stitute in Vineyard, which will serve as a hub for cancer AI research. These investments will speed discoveries and enhance the state of Utah's leadership in AI education and economic opportunity."

Mental health will be a major focus of the AI research endeavor.

"As the Huntsman Mental Health Institute opens its new 185,000-square-foot Translational Research Building this coming year, we're looking forward to increasing momentum around mental health research, including the impact of this technology," said Christena Huntsman Durham, Huntsman Mental Health Foundation CEO and co-chair. "We know so many people are struggling with mental health challenges; we're thrilled we will be able to move even faster to get help to those who need it most."

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Select Health awards \$50,000 to 10 local organizations

Ten Utah organizations addressing critical health needs — including hunger, housing, mental health, and access to medical care — have been selected to receive funding through the annual Select Health Awards program.

Each organization will receive \$5,000, totaling \$50,000 in support of initiatives that enhance health and well-being among underserved communities across the state.

The 2025 recipients are addressing some of Utah's most pressing health needs, including food security, mental health, housing stability, youth development and access to medical care. Among the initiatives receiving support are meal delivery for seniors, community garden expansion, mental health services for LGBTQIA+ youth, and free vision care for children.

"We continue to be inspired by the work these organizations are doing to strengthen our communities," said Sean Dunroe, market president for Select Health in Utah and Idaho, in a release. "These awards are about more than recognition. They're about supporting meaningful efforts that make a lasting community impact."

Since launching in 2008, the Select Health Awards program has contributed more than \$1 million to organizations across Utah, Idaho and Nevada. This ongoing support reflects a shared mission of Select Health and Intermountain Health: to advance community well-being by promoting preventive care, supporting wellness, and helping people live the healthiest lives possible.

Recipients are:

Backpack Club (Richfield): Provides

weekend and holiday food kits to children experiencing food insecurity in Sevier County.

Center of Hope Food Pantry (North Salt Lake): Distributes fresh food and groceries to more than 2,500 people each month.

Central Utah Food Sharing (Richfield): Expands access to nutritious food through a community garden serving five rural counties.

Centro de la Familia (Salt Lake City): Delivers oral health care and dental treatment to underserved children in rural Head Start programs.

Community Rebuilds (Moab): Builds affordable, energy-efficient homes for low-income families and trains interns in sustainable construction.

EyeCare4Kids (Midvale): Provides vision screenings, exams and eyeglasses to children in underserved communities across Utah.

Flourish Therapy Inc. (Orem): Offers trauma-informed, mental health services and counseling to support LGBTQIA+ youth and families.

People Helping People (Salt Lake City): Coaches and mentors low-income women, especially single mothers, to achieve financial independence.

Project Reality (Salt Lake City and Murray): Delivers integrated mental health and substance use recovery services to underserved individuals.

Wayne County Senior Citizens (Loa and Bicknell): Provides meals, transportation and wellness services to seniors in rural communities.



Built to supply flour to Campbell's Goldfish Cracker and Milano Cookie factory next door, Greenfield Milling has begun operations at its new flour mill in Cache County. (Photo courtesy Greenfield Milling)

Greenfield Milling begins operations at Richmond facility

Utah Flour Milling LLC has begun production at its new Greenfield Milling facility in Richmond in Cache County.

The new mill, first announced last year, was built to deliver a dedicated flour supply to Campbell's Pepperidge Farm Goldfish Cracker and Milano Cookie plant next door on Highway 91 in Richmond. The two companies have a 20-year flour supply agreement.

Utah Flour said a key factor behind the construction of the plant is Greenfield Milling's strategic partnership with Nippon Corp. of Japan, which holds a minority equity stake in the company. The collaboration highlights Greenfield's commitment to building a nationwide footprint through strong alliances and ongoing growth.

Founded in 2022 by milling industry veterans John Mason and Bryan Ledgerwood, Greenfield Milling aims to become a leader in mix-integrated flour production, the company said in a release. The company said it emphasizes cutting-edge technology, quality and strategic partner-

ships to meet the evolving needs of retail, snack and bakery markets.

The Richmond facility can produce up to 750,000 pounds of flour daily, with capabilities for hard wheat, soft wheat, whole wheat and organic flours. It offers flexible packaging capabilities — from 2-pound to 50-pound bags — and multiple shipping options to ensure reliable nationwide supply.

Greenfield Milling also announced its plans to further expand its operations by leasing the assets of Panhandle Milling, an organic retail flour and bakery mixes producer located in Hereford, Texas. The agreement will enhance Greenfield's ability to serve the bakery industry with ingredients and mixes for tortillas, pizza dough, pancakes and dry bake mixes in conventional, organic and gluten-free formats, the company said.

Looking ahead, the company also plans to expand its Richmond facility with advanced blending and warehousing automation, boosting capacity to meet rising consumer demand.

State launches new office to oversee HOAs

A law passed earlier this year by the state Legislature provided for it, and now the Utah Department of Commerce has launched the Office of the Homeowners' Association Ombudsman.

HB217 was enacted to regulate homeowners' associations, or HOAs, and the new bureau as part of that law, specifically to help HOAs and their members resolve disputes.

Now, the Office of the Homeowners' Association Ombudsman will review filings from either HOAs or their member residents, then release an opinion. The opinions from the new office will deal with state law and not the rules that individual HOAs have in their bylaws.

HB217, which took effect on May 7, expands existing oversight mechanisms and introduces new ones. It contains fee restrictions, transparency requirements, limitations on rules and parameters on approving amendments, and design review standards.

Rep. Neil Walter, R-St. George, introduced the bill with the caveat: "The focus

here is not to try and weigh in on whether your garbage cans come in on time or what color your house is." Instead, Walter said, it could target things like financial disclosures, laws pertaining to political yard signs or other matters related to Utah code.

In addition to offering advice to HOAs and their members, the office will also maintain a registry of all Utah HOAs and offer educational resources and training sessions for residents and HOAs.

"Our office is here to make a tangible difference by offering practical, accessible services like impartial advisory opinions on questions of state law and valuable educational resources," said Erin Rider, who will head the new office. "We are dedicated to helping residents and associations navigate issues and build stronger relationships."

HB217 dictates that HOAs must register with the office or face disciplinary action from the state that may include sanctions like not being able to enforce liens against homeowners.



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New stores open at The Gateway in Salt Lake City

Two stores have opened and one other has relocated at The Gateway.

Crazy Croffles opened in late August at 158 S. Rio Grande Street. It's a unique concept that offers waffles made from croissant dough with a variety of sweet and savory options. Fans of matcha will enjoy indulging in their tiramisu matcha latte or matcha ice cream Croffle. These drinks and Croffles create a delightful combo that makes every break feel special. Hours are Monday to Thursday, 7 a.m.-8 p.m.; Friday and Saturday, 7 a.m.-9:30 p.m.; Sunday, 9 a.m.-8 p.m.

<https://atthegateway.com/directory/dining/crazy-croffles/>

Candy Barrel is now open at 152 S. Rio Grande St., featuring both classic and old-fashioned candies with a mission to satisfy every candy lover's sweet tooth craving. Hours are Monday to Saturday, 11 a.m.-8 p.m.; Sunday, noon-6 p.m.

<https://atthegateway.com/directory/specialty/candy-barrel/>

The Nerd Store has relocated to a new space just north of the Discovery Gateway Children's Museum at 79 S. Rio Grande St. Hours are Monday to Saturday, 10 a.m.-9 p.m.; Sunday, noon-6 p.m.

<https://atthegateway.com/directory/shopping/nerd-store-dr-volts/>

California investment firm takes majority stake in Sandy's Arbiter

Accel-KKR, a technology-focused investment firm based in Menlo Park, California, has acquired a majority stake in Arbiter, a Sandy-based provider of athletic and school operations management software.

Serent Capital, an investor in Arbiter since 2017, will retain a minority equity position.

"This strategic investment positions Arbiter for its next chapter of growth, innovation and customer impact across the K-12 landscape," Arbiter's announcement said. "The transaction validates the strength of Arbiter's platform and its potential to further scale in a market increasingly reliant on integrated, efficient and user-friendly administrative and operational solutions."

Accel-KKR recently made a similar investment in LeagueApps, a New York City based youth sports organizational platform.

Founded in 1984, Arbiter serves more than 3.7 million families with sports and school activity scheduling, registration, payments and assignments. The firm recently acquired school and sports platforms rSchoolToday and BigTeams,

"Arbiter has built a strong brand over

many years by delivering youth sports technology that serves the needs of schools, officials and athletic departments," said Dean Jacobson, managing director at Accel-KKR. "We believe there is significant opportunity ahead to accelerate Arbiter's impact and reach. Our investment will support continued product innovation, expanded services and the ability to meet the evolving needs of its customers."

"With Accel-KKR's support, we remain focused on advancing Arbiter's mission: delivering essential software to the athletic directors, coaches, assigners, officials and state associations who make youth sports possible," said Kyle Ford, Arbiter's CEO. "In doing so, we're proud to play a small part in supporting their work — instilling the values of sportsmanship, teamwork and leadership that are vital to the growth and development of our young people."

Leadership at Arbiter will remain unchanged following the investment and the company's headquarters will remain in Sandy, the release said.

Following life-changing events, women face myriad challenges

Brice Wallace

Salt Lake Business Journal

For many women, the tricky part of getting involved in a business is just having the courage to start one. But sometimes, even trickier is starting over.

That can happen if, for example, the woman has experienced a loss or a divorce.

Speaking at the recent "Women In The Money" event in Midvale, Terra Thurgood, partner at The Martin Worley Group, spelled out some general guidelines to help women move forward with their next chapter after facing overwhelming life changes.

"What I found is that it's never really just about the money," Thurgood said. "It's about rebuilding their confidence. It's about rediscovering your voice, and most importantly, it is about learning how to trust your decision-making again."

As a certified financial planner and certified divorce financial analyst, Thurgood said she has helped many women, with nearly half having gone through divorce or had a loss. She told the audience about five common insights and wisdom gleaned from that experience. A recurring theme was that the women, while they might turn to others for support and help, are in control of what follows.

"If you are navigating divorce or grief or some other life-altering transition, No. 1, you're not alone; No. 2, you're not broken; and you're not behind," she said. "You are in this powerful space between 'what was' and 'what's next,' and the cool thing is, you get to be the author of that next chapter."

Under the concept of "you're not alone," Thurgood encouraged women to build a trust support team, in the form of finding a "tribe" or creating a new one, letting friends and family know how to support them, and leaning on professionals of all types.

"For many of us, maybe we've been 'the strong one' or we are usually the helper," Thurgood said. "The process of asking for help or admitting that you need help, is a little bit uncomfortable. ... Letting others help is not a weakness. It's actually wisdom. So, allow yourself the grace of letting go of any shame or guilt that you might have around that."

Again, she reminded the audience, you control who, when and how you "share your narrative."

A perhaps more tangible action is to organize critical and legal documents in the wake of a loss or divorce. The number of such documents can be staggering, ranging from estate-plan forms such as wills, trusts, health care directives and naming guardians for children, to records and documents such as birth and death certificates, passports, marriage licenses, divorce decrees, tax returns, deeds, car titles, mortgage documents, photos of household property and evidence of child and spousal support payments. Credit reports and names on accounts also are on the list, as are documents related to final wishes.

"Those who had decisions already made and they had their documents already set up and they had information already accessible, they described being more anchored and less panicked and overwhelmed," Thurgood said. "Of course, the preparation didn't remove the pain, but it helped ease some of that weight during an already emotional and logistically chaotic time."

Another common theme is to honor the emotional journey. People who face life-altering events "feel everything and anything," she said, swinging from some days of "getting a little bit stronger" to "the next day, you're going to cry at the cereal commercial." That makes a person human, she said, with grief, anger, guilt, self-doubt, fear, relief or even joy coming and going.

With all of that in mind, Thurgood suggested that major financial decisions be paused for six to 12 months — "not because 'you'll get over it,' but because your mind and your heart need time to catch up," she said.

But financial decisions will still need to be made, even if the idea of doing so is scary. It can provide clarity and mitigate confusion related to cash flow, investing, insurance, estate planning and taxes; needs, wants and savings; and assets and liabilities.

Women also should realize that those sometimes-sudden changes in their lives, and the related financial ripples they cause, make them prime targets for scammers on the prowl for the vulnerable. As part of reclaiming their identity and self-worth, Thurgood suggested waiting for "the dust to settle" and then updating everything, including online account passwords and contact information.

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Understanding and responding to the problems of sexual harassment and gender-based discrimination in the workplace

What do a former Utah public university president, a former Utah lawmaker, and a demoted former commander of the Utah National Guard have in common?

No, this isn't a joke, and the answer is anything but funny. The common thread connecting these prominent people is their central role in some of the most high-profile workplace sexual harassment cases that recently have made news in Utah. These incidents have not only harmed the victims, but they have also come at a significant cost to Utah taxpayers, with tens of thousands of dollars spent on investigations, legal fees and settlements.

Unfortunately, the real and lasting price of sexual harassment is paid by its victims. Ongoing research highlights the serious harm that accompanies all forms of harassment and discrimination. In fact, these issues are so detrimental and limiting that they have become a specific area of focus in a statewide initiative to improve conditions for women and girls in Utah.

So, what do Utahns believe about sexual harassment and gender-based discrimination? Recent research from the Utah Women & Leadership Project (UWLP), drawn from a comprehensive statewide survey, paints a complex picture, revealing persistent problems in the workplace and a public that is increasingly aware of these issues. The findings underscore the urgent need for continued education and action to create a safer, more hospitable environment for women and girls.

More than 4,000 Utahns responded to the survey, sharing their level of agreement with four key statements:

Sexual harassment and gender-based discrimination are problems in the state of Utah.

People make a bigger deal out of sexual harassment and gender-based discrimination than is warranted.

I know what steps to take or what resources are available if I or a friend ex-



Kolene Anderson

perienced sexual harassment.

I trust that most organizations in Utah would appropriately handle a sexual harassment report.

The results are revealing. Three out of four respondents agreed that sexual harassment and gender-based discrimination are problems in Utah. A very encouraging finding is that 71.2 percent of respondents disagreed that people make a bigger deal out of these issues than is warranted.

However, some results were more concerning. While only 19.7 percent of respondents did not know what steps to take if they experienced sexual harassment, nearly half of respondents did not trust that most Utah organizations would handle a report appropriately. This lack of trust could partially explain the recent drop in sexual harassment reports filed with the Equal Employment Opportunity Commission (EEOC) for Utah. When people don't trust organizations to do the right thing, they may choose not to report. Worse, they may report only to have the organization "solve" the problem internally with varying results and little to no societal impact.

Beyond harassment, broader issues of gender-based discrimination are a particularly persistent and limiting factor for Utah women. In an analysis of 2,248 open-ended comments, the overwhelming theme was women's experiences with discrimination, sexism, and barriers to opportunity.

Of those comments:

- 29.3 percent addressed themes of gender discrimination and sexism in the workplace.

- 23.4 percent referenced bias and discrimination more generally.
- 19.8 percent referenced the influence of religion and patriarchy.
- 19.1 percent referenced the normalization and pressure to conform to traditional gender roles.

The undercurrent throughout these comments was palpable: Many women in Utah feel "less than," invisible, or like an accessory. They feel unable to create meaningful change without feeling ostracized, shamed or even threatened. Add these results to the thousands of emails the UWLP team has also received from women sharing heartbreaking stories and frustrations of having their requests for help ignored. These accounts highlight that harassment is not just a workplace issue, but a societal one that begins early and affects women throughout their lives.

Despite these challenges, there is reason for hope. The very systems and traditions that have placed Utah in this position can be acknowledged, challenged and reconstructed. Organizations can shift their focus from avoiding litigation to developing programs that create and sustain healthy, respectful workplace cultures for both men and women. Visionary leaders — characterized by their commitment to upholding the dignity of others and holding accountable individuals, organizations or systems that do not — can candidly and persuasively bring their respective circles of influence on a journey of discovery, reflection and empathy. Religious institutions and political bodies can ask and then listen — intently and deeply — to better understand the experiences and challenges of women and girls, and then lean on the same for their expertise and lived experience to increase trust, break down barriers, and demonstrate commitment to making institutions not just emotionally and physically safe, but places where women and girls feel a sense of belonging

and representation in the day-to-day work and decisions occurring within.

If there is one thing that is certain, it is that Utah is on the map; the state is consistently recognized for its strong economy, its innovation, its entrepreneurial mindset, and its responsiveness to need. This is evidence of the tenacity and strength of our leaders, communities and residents. We have more women serving in elected political office in the state than ever before. Our state is experiencing tremendous growth and economic prosperity. Utah will again host the world for the Winter Olympics in 2034, showcasing not only the beauty of the state, but also the "Utah Way" of getting things done. These are the types of news bites Utah should be known for.

Ideally, the world will also see evidence of the positive shifts we have made and continue to make. More importantly, I hope that in a few years' time, Utahns will feel a sense of unequivocal trust that organizations will respond appropriately to reports of harassment because they have a visible and transparent track record of doing so. In addition, Utah organizations will have great systems in place to not only respond to sexual harassment and gender-based discrimination, but to prevent it from ever occurring. And, perhaps, organizations like the UWLP will be able to shift from conducting research on the barriers facing Utah women to disseminating information on the positive outcomes achieved for and by them, including evidence-based practices that can be used around the world. As long as there are Utahns committed to ensuring that women and girls thrive, there is hope.

Kolene Anderson is the associate director for the Utah Women & Leadership Project at Utah State University. Her goal is to translate research findings into actionable and lasting change.

Sky Quarry names co-founder Laun interim CEO

Woods Cross-based Sky Quarry Inc., an oil production, refining and development-stage environmental remediation company, has announced that Marcus Laun has been appointed CEO. Laun is a co-founder of Sky Quarry.

Laun has more than 25 years of capital markets experience, has held senior roles in finance and advised on digital asset initiatives such as tokenization and exchange development.

As CEO, he will guide Sky Quarry through its next stage of growth with a focus on sustainable operations and the advancement of a digital treasury strategy. The company said these initiatives are intended to broaden potential sources of capital, expand investor access and strengthen the company's balance sheet.

Sky Quarry deploys technologies to facilitate the recycling of waste asphalt shingles and remediate oil-saturated sands and soils.

"I am both excited and encouraged by the opportunities ahead," said Laun. "Our integrated business model, combining recycling, refining and digital assets, positions us to deliver both environmen-

tal and financial innovation. Traditional industries and the digital revolution may seem worlds apart, yet the two are complementary and together create even greater potential."

Sky Quarry's integrated platform is anchored by three core assets: its PR Spring facility in Utah, which sits on significant oil sands resources; the Foreland Refinery in Nevada, that state's only operating refinery; and proprietary technology designed to process the more than 15 million tons of asphalt shingles discarded annually in the U.S., which Sky Quarry estimates is the equivalent of approximately 22 million barrels of oil, as well as other high-value industrial materials.

"Sky Quarry has an attractive model today, but it can be enhanced through a digital treasury and the potential tokenization of our assets," Laun continued. "By layering blockchain-based tools on top of our recycling and refining operations, we are pursuing opportunities with the goal of broadening funding access, lowering borrowing costs, and unlocking asset value that traditional markets often overlook."

DigiCert acquires Colorado-based Valimail

DigiCert of Lehi has acquired Boulder, Colorado-based Valimail, a provider of zero-trust email authentication delivered as a service.

With more than 92,000 clients worldwide — up 70 percent the past year — Valimail's platform protects organizations from phishing, spoofing and domain-based threats.

DigiCert is backed by Clearlake Capital Group LP, Crosspoint Capital Partners LP and TA Associates Management LP. The company provides digital trust services by issuing digital certificates that authenticate identities, encrypt data and secure online interactions for websites, IoT devices, software and documents.

The acquisition advances DigiCert's strategy of delivering end-to-end digital trust, a DigiCert release said. "Valimail adds leadership in zero trust email authentication to the DigiCert ONE platform that already brings together public CA, private PKI, certificate lifecycle management and DNS to give customers a unified view of digital trust," the statement reads.

"Our strategy has always been to expand our platform's capabilities with technologies that solve emerging threats for customers, and we believe that email authentication is the next logical step for DigiCert ONE," said Amit Sinha, DigiCert CEO. "This strategy has guided our evolution from the world's largest certificate authority company into a digital trust platform leader."

"Our mission has always been to authenticate the world's communications, starting with email," said Valimail CEO Alex Garcia-Tobar. "Teaming up with DigiCert helps accelerate our joint mission globally, aligning with the company's broader trust ecosystem and ensuring that organizations are secure not only in their email, but across all their digital interactions. As a growth company, we're excited to work closely with Amit and his leadership team to capture a larger share of the \$4 billion-plus market opportunity ahead of us."

Financial details of the acquisition were not announced.

USOR recognizes Utah's employers of people with disabilities

The Utah State Office of Rehabilitation (USOR) has announced the recipients of the 2025 Golden Key Awards, recognizing local businesses for their efforts in employing individuals with disabilities.

The awards were presented at the Disability:IN Utah Summit held recently at the Zions Bancorporation Technology Center in Midvale.

"Here in Utah, we're proud of our long history of leadership in this area. We started one of the very first vocational rehabilitation programs in the country over a century ago, and that powerful legacy continues today through our State Office of Rehabilitation," said Gov. Spencer J. Cox at the event.

Receiving Golden Key Awards this year were Lovee's Cakes, a specialty cakes and desserts company in South Ogden owned by Debbie Glanton, Small Employer of the Year; the Veteran Business Resource Center, Freedom Award; and Suncore, a heavy construction services and products company headquartered in Spanish Fork, Large Employer of the Year.

Also receiving a Golden Key Award were Daryl Guiver of Mountain Amer-

ica Credit Union, ACE Award; Progression for Life, a community rehabilitation and employment services organization, Provider of the Year; and Price-based CleanTech Cleaning and Restoration, Medium Employer of the Year.

Disability:IN Utah and USOR partner to help employers connect with skilled workers with disabilities, offering training and resources to help businesses improve their hiring practices.

"By recognizing the talents and contributions of people with disabilities, the Golden Key Awards celebrate and champion the disability-community leaders that are creating a stronger, more dynamic workforce," USOR said in its announcement of the winners.

"What these award winners show is that true potential in everyone. They are not only providing meaningful careers for people with disabilities; they are building Utah's businesses and communities," said Sarah Brenna, director of USOR. "People with disabilities bring so much to the table — knowledge, skills, talents and unique experiences. They make Utah's workforce more creative, inventive and resourceful."

Health Catalyst names Albert president and COO

South Jordan-based Health Catalyst Inc., a provider of data and analytics technology services for health care organizations, has named Ben Albert as president and chief operating officer.

Albert was the co-founder and CEO of Upfront Healthcare Services Inc. until it was acquired by Health Catalyst in January and has continued to oversee the business since the acquisition. Albert has spent more than 25 years building and leading health care organizations.

The company said that as president and COO, Albert will provide day-to-day leadership while senior leaders in product engineering, technology delivery and support, operations, finance and corporate strategy will report to him.

Albert will work in close partnership with Health Catalyst CEO Dan Burton, who has previously announced that he will retire from his role as CEO in June 2026.

As Albert steps into the president and COO role, current president Dan LeSueur will transition to a part-time advisory role to support Albert and Health Catalyst in the transition.

"I am thrilled to welcome Ben to this new role, and I look forward to working closely with him as we chart the course ahead," Burton said. "His impressive

experience leading mission-driven technology companies that deliver measurable ROI and meaningful benefits to the broader ecosystem aligns with our mission of massive, measurable health care improvement, and will be invaluable as we enter our next chapter."

"We as a board are grateful to have Ben Albert's capable leadership as president and COO to help Health Catalyst accelerate and amplify its progress and evolution, and drive shareholder value," said Jack Kane, chair of the company's board. "We are also grateful to Dan LeSueur for his many contributions to the company, and to Dan Burton as he continues as CEO in advance of his planned retirement."

"I'm honored to lead our talented team through this important chapter," Albert said. "Health Catalyst delivers measurable improvement in health care better than anyone, and we will continue to build on that strength. With a clear strategy and goals, strong alignment, and the dedication of our people, we are well-positioned to help our clients achieve lasting success."

"Ben Albert is a fantastic choice for the president and COO role, and Health Catalyst is fortunate to welcome and rally behind his capable and mission-oriented leadership," LeSueur said.



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State legislation restricts municipalities in enforcing illegal short-term rentals

Cassie Goff

Salt Lake Business Journal

The popularity of short-term rentals (STR) has been booming throughout Utah. What started as a way for local residents to offset housing costs for some has turned into neighborhood nuisances and own-of-state property management owners profiting off of vacation rentals for others. Local municipalities, cities and counties have been attempting to address these issues but have been restricted by legislation passed by state officials.

In 2023, the “Evolving Landscape of Utah’s Short-Term Rental Market” report released by the University of Utah’s Kem C. Gardner Policy Institute recorded a 39 percent increase in STR from 2021 (23,428). As the number of STRs rise, so do the recorded complaints from neighboring residents.

Accounts of residents routinely reporting nuisances to their local municipal officers have been reported throughout the state. These range from trash and property maintenance issues to criminal activity, safety concerns, over-occupancy, noise complaints, excessive car crashes and parking violations.

Unfortunately for these residential callers, prosecuting any specific short-term rental property proves difficult for officers because of one very specific piece of state legislation.

Knotwell Rule

Affectionately called the “Knotwell Rule” after its bill sponsor, former Rep. John Knotwell, HB253 prohibits the use of short-term rental websites. (Senate President Stuart Adams served as the floor sponsor for this bill.) This “rule” originally came into effect in May 2017.

“The Knotwell Rule is: (political subdivisions) can’t use website listings as evidence of short-term rentals. That is the sticking point,” said Rep. Gay Lynn Bennion.

Bennion explained how confusing language within the bill of Knotwell’s Rule has ended up landing Salt Lake in litigation.

“Other cities are resistant to enforce (STRs) because no city wants to be in litigation,” Bennion said.

Enforcement not able to enforce

Per the Knotwell Rule, local enforcement officers cannot visit the Airbnb, VRBO or HomeAway websites and pull a listing to use as evidence in investigating or prosecuting an illegal short-term rental — even if neighboring residents have called in nuisance complaints. Instead, officers have to rely on gathering other forms of evidence.

Code Enforcement Officer Erica Wendell detailed the process of working through a single STR case. Two officers needed to work in tandem to gather sufficient witness statements, even with multiple nuisance

complaints already being called in. This work took between 15 and 25 hours. Part of that investigative work involved getting enough information to start a case.

“We cannot open a case without a specific address,” said Wendell, noting calls regarding parking complaints are not specific to one property as they have to address the whole street.

Since website listings cannot be used as evidence, and many do not pinpoint specific addresses publicly anyway, simply opening a case file to address complaint calls can prove daunting.

Officers then work to compile evidence. Retrieving witness statements can be difficult as most renters don’t want to talk to them. (Wendell added many of us wouldn’t want to talk to officers while on vacation too, so she gets it.) Some renters are even encouraged by property owners not to open the door to officers.

In addition, evidence must be gathered in the same time period as when the complaint is reported. If there isn’t a code enforcement officer on duty at night when a complaint comes in, evidence can’t be gathered. And without sufficient evidence, prosecutors simply dismiss the case.

Fines as business expense

Based on current guidance from the state for fee structures, some STR property owners see incurring a fine from local enforcement as a risk they’re willing to take.

“Some Airbnbs are \$1,000 per night, versus the \$650 fine,” explained Cottonwood Heights Police Chief Robby Russo.

“STRs are going to make the housing crisis worse,” said resident of Cottonwood Heights Kylee Birgdee. “This will continue to price residents out of their homes.”

Current state legislation

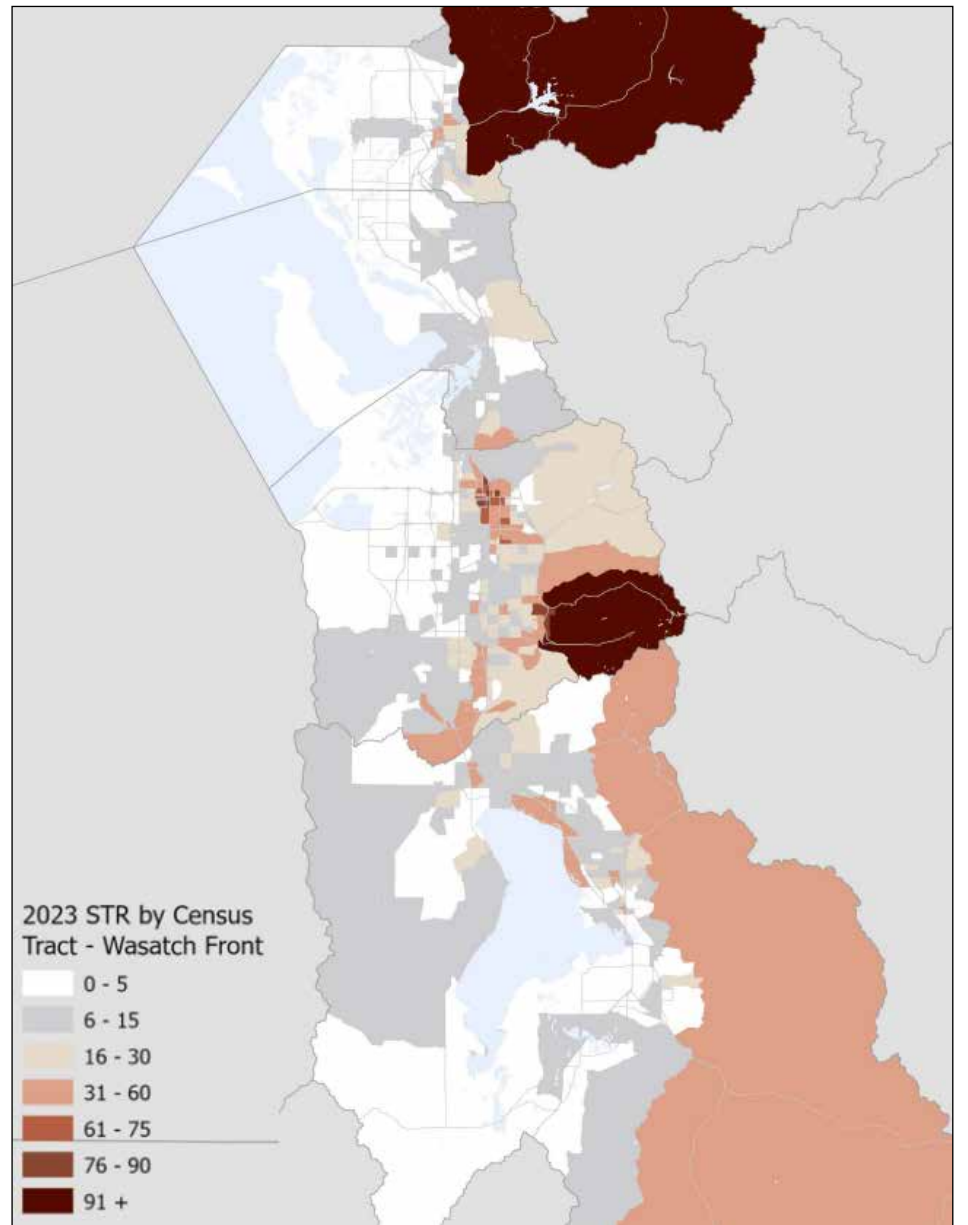
One of the focuses for the state Legislature is to get an accurate understanding of just how many STRs there are out there. Two compliance software companies, Granitus and Deckard, have reached out to state leadership to help show them where their STRs are.

“People are laughing ... about Utah ... and the state regulations throwing cities under the bus,” Bennion said.

Local municipalities have been pleading with state authorities to alter the Knotwell Rule so they can tackle STR regulation and enforcement in their own communities.

“We have constraints on us imposed by state legislation that are being mitigated,” said Cottonwood Heights Councilmember Suzanne Hyland.

Neil Walter and Sen. Evan Vickers sponsored HB256, which would allow a website listing to count as evidence if paired with a supplemental piece of evidence. It would also allow for higher fines, further define time durations and address the transient room tax. (Gov. Spencer Cox signed HB256 on March 19.)



Overview map shows the average monthly STR listings along the Wasatch Front. (Photo courtesy Kem C. Gardner Policy Institute at the University of Utah)

Tax revenue unknown

Currently, the taxing process for STRs requires property owners to pay taxes on their preferred listing platform (like VRBO or Airbnb). Then, those related companies go directly to the state to pay their total taxes. The state then districts out that tax revenue sum to the cities.

“We get a lump sum from the state, but that includes the hotels,” said Cottonwood Heights Mayor Mike Weichers.

“Airbnbs are hotels under the tax code,” said resident of Cottonwood Heights John Owens. “This is going to hit the housing market for children and immigrants. The solution isn’t legalizing them.”

Bennion explained how those taxes aren’t tied to any identified parcels, so local municipalities don’t know if they’re getting enough of that tax revenue, estimated at \$5.5 million annually.

Municipality brainstorms

The consensus among city and municipal leaders is they do not want to restrict STRs entirely, but they do want to have a better handle on how they are legalized and enforced appropriately throughout their communities.

“Most operators want to do this legally,” said resident of Cottonwood Heights Nick Olifont. “Please allow us to do this legally and correctly.”

Local municipal leadership have been considering ideas for regulation and enforcement related to owner-occupancy, limited-occupancy maximums, inspections, safety licensing, compliance monitoring software enforcement, business permitting, time restrictions, zoning regulations, local property manager requirements and re-enrollment programs.

“There is a lot of genius out there being able to combat this in a successful way. We want to copy genius from across the West,” said Planning Com-

mission Vice Chair Sean Steinman.

Some of the regulations municipalities have been brainstorming and implementing throughout the region are:

- Both Denver and Boise are requiring lodging tax payments. In addition, Denver has implemented requiring safety inspections.
- Colorado Springs differentiates between owner-occupied and non-owner-occupied STRs.
- Las Vegas has imposed a \$55,000 fine (up to \$180,000) for operating an illegal STR.
- In Utah, Washington County (with Moab and St. George) would like to capture their local tax base.
- Both Murray and Millcreek require owner-occupied STRs (with Millcreek putting a cap on a maximum total number), while Kanab requires a local property manager.
- Holladay raised its fine to \$1,000.
- South Salt Lake has encouraged STRs in small regulated quantities in re-investment areas.
- Brighton’s STR regulations won’t allow property owners to re-apply for licensure if they go against regulations.
- Hurricane has implemented compliance monitoring software.

To see our previous coverage on STRs, visit the City Journals website at www.valleyjournals.com and search for the following article titles:

- City Council greenlights hosted STRs (Murray)
- Murray targets short-term rentals (Murray)
- Regulations for short-term rentals in the works (Cottonwood Heights)
- STR Policy to get overhauled by City Council (Cottonwood Heights)
- Holladay showing its teeth at STRs (Holladay)



“Outsiders are buying places to do nothing but short-term rentals. ... The closer we get to the Olympics, the more that’s going to happen,” Cottonwood Heights resident Al Steward shared his concern. (iStock/Ryan Tishken)

With acquisition of Sunder Energy, SPWR moves to No. 5 in the U.S.

SunPower, an Orem-based solar technology, services and installation company, has acquired Sunder Energy, based in South Jordan.

SunPower, formerly known as Complete Solaria Inc., said that Sunder is the No. 11 U.S. solar company measured by installed megawatts as reported by Ohm Analytics and that together, the companies will become the fifth-largest in the country.

The transaction closed late last month. The cost of the acquisition was \$40 million in cash plus 10 million shares of SunPower common stock. Funding for the deal was raised in a private offering of convertible debentures managed by global investment firm Cantor Fitzgerald and funded largely by the current investors.

Sunder Energy is forecasting 2025 revenue of about \$74 million on 46 megawatts of solar sales contracts installed by its customers in the engineering, procurement and construction business. Those companies in turn are expected to generate about another \$173 million in downstream revenue. SunPower said

it believes that Sunder could generate as much as \$247 million in total revenue for SunPower, as compared to SunPower's estimated 2025 total revenue of about \$300 million.

"We have been working on Sunder as our top acquisition priority for exactly six months and seven days, ever since I met with their president, Eric Nielsen, in Mexico on my birthday to get to know him and Sunder better," said SunPower CEO T.J. Rodgers. "The recent IRS announcement that the ITC subsidy would remain in place for residential systems funded by third-party ownership means that Sunder is currently expected to continue business as usual."

"Our track record of driving high-volume, high-quality solar sales broadly across the United States pairs well with SunPower's premium brand and proven leadership team," said Nielsen. "We believe this marriage will put the company in a leadership position in a rapidly changing industry, and we couldn't be more excited about our future in the combined company."

Spectrum Health names Silvestry CEO, Hunt as president

Salt Lake City-based Spectrum Health Sciences has named Damon Silvestry as its CEO to lead the growth of SimplyTest, its salivary testing subsidiary serving health care providers. SimplyTest's flagship product is a saliva COVID-19 test.

Spectrum has also appointed Justin Hunt as president.

With more than 20 years of leadership experience spanning operations, commercial strategy, supply chain and organizational transformation, Silvestry brings a track record of driving growth and efficiency across health and science industries, the company said in a release. Most recently, Silvestry served as chief operating officer at Caelum Diagnostics, a company developing real-time biopsy diagnostics powered by advanced imaging and AI. He has also held executive roles at Progenity, Natera, Caris Life Sciences, Miraca Life Sciences and Ellie Diagnostics.

"I'm honored to lead Spectrum Health Science and SimplyTest at such a pivotal moment," Silvestry said. "We are advancing accessible, high-quality salivary testing that transforms care in oral health, women's health and functional health. We are just beginning to unlock

the powerful role salivary diagnostics can play in advancing personalized medicine. With this approach, SimplyTest is defining a new standard in preventive and precision care."

In his new role as president of Spectrum Health Science, Hunt will now focus on broadening the organization's strategic platform, driving innovation and fostering integration across its expanding portfolio of provider-focused health solutions, the release said.

"Damon is an exceptional leader with a deep understanding of the complexity and opportunity in modern health care services," Hunt said. "He brings the leadership experience we need to take SimplyTest from a breakthrough innovator to a market leader across multiple diagnostic categories."

Spectrum Health Science said the leadership transition aligns with its broader strategic initiative to deepen its investment in agile, science-backed technologies that serve frontline providers and their patients. It also underscores the company's evolution from a commodity manufacturer to a repeatable, scalable platform designed to deliver durable enterprise value.

Report: Renting remains significantly cheaper than buying in Utah

Families that think they will never be able to afford buying a home in Utah may be right. At least that's the conclusion of a study presented to attendees at an economic event hosted by the Rental Housing Association of Utah.

The Kem C. Gardner Institute presented new analysis, using data from Utah-RealEstate.com and RentRange, that reveals the widening affordability gap between renting and owning a home in the state.

As of August 2025, the median monthly mortgage payment for a single-family home in Salt Lake County was \$3,603, compared to a median monthly rent of \$2,475 for a single-family home. This represents a premium of more than \$1,100 per month for households choosing to buy rather than rent.

And the affordability challenge ex-

tends beyond monthly payments. According to the study, 88 percent of Utah renters as of August 2025 cannot afford the state's median-priced home of \$520,000. In Salt Lake County alone, the income needed to afford the median-priced home reached \$153,000 in 2024 — a figure far above the median household income.

"This analysis highlights the financial reality many Utah families are facing," said Paul Smith, executive director of the Rental Housing Association of Utah. "Renting continues to be the only feasible option for the vast majority of Utahns, even as they aspire to homeownership. These affordability pressures underscore the critical need for more housing supply and policies that support both renters and future homeowners."

Smith said the Rental Housing Asso-

ciation emphasizes that while renting remains significantly more affordable than buying, both renters and aspiring buyers face challenges in today's market. He said the association is committed to working with policymakers, industry leaders and community partners to address the state's growing housing affordability crisis.

Utah ranks as the 10th-most-expensive state for median home prices, according to the National Association of Realtors.

The Gardner report found that Utah's rental market recently finished a historic growth phase, bringing more housing options for renters and setting the stage for long-term opportunity for property owners and landlords. From 2019 to 2023, an average of 10,000 rental units were approved annually — the largest

increase in the rental supply in Utah's real estate history. In 2021 alone, more than 14,000 units received permits, helping to expand Utah's rental inventory during a time of limited availability.

From 2019 to 2023, authorized apartment units outpaced demand by about 4,000 units. Many of these are now in the lease-up phase, causing higher vacancy rates — especially in downtown Salt Lake City.

However, this overbuilding will be short-lived. Apartment development in the county dropped sharply in 2024, with only 1,268 units permitted — far below the 4,900 needed to meet annual demand.

For renters, this increase in supply brings more choice, improved amenities and greater affordability, especially in key counties like Salt Lake, Utah, Davis and Weber.

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ARTS/ENTERTAINMENT

• **The Gateway** in Salt Lake City is accepting applications until Oct. 13 for artists to participate in its “**Winter After Dark**” program, which will feature unique window designs for some of its storefronts. Each selected artist will receive \$500. They will be notified by Oct. 17 and their project must be completed by Nov. 17. Artworks will be highlighted monthly during SLC Gallery Stroll, where artists can open their space and showcase and sell their work. Details are available by emailing jbreslin@vestar.com or kcressall@vestar.com.

BANKING

• **Bank of Utah**, based in Ogden, has launched its Vernal-Uintah Basin Home Loan office. It will offer a range of mortgage services, including construction lending, jumbo financing, Utah Housing loans, USDA Rural Housing loans and FHA/VA loans, among others. During an opening ceremony, Bank of Utah presented a \$1,000 check as a donation to the **Utah Association of Realtors Housing Opportunity Fund**. Since 1998, the fund has contributed over \$1 million to support housing-related programs for those in need. The bank’s Vernal team has built a strong relationship with the nonprofit, including helping install smoke detectors in underprivileged homes. This donation will support critical needs of veterans in the Uintah Basin area.

ECONOMIC INDICATORS

• **Salt Lake City**, at No. 177 nationally, is the highest-ranked Utah city on a list of “**Most Expensive Metro Areas for Renters**,” compiled by **Lawn Love**. It compared 196 of the largest U.S. markets across factors including adjusted rent prices, affordability and market trends. Other Utah metro areas on the list are No. 183 **Provo/Orem** and No. 189 **Ogden/Clearfield**. The most-expensive area nationally is New York City. The No. 196 location is Sioux Falls, South Dakota. Details are at <https://lawnlove.com/blog/most-expensive-metro-areas-to-rent/>.

• **Construction jobs** with the fastest-growing wages (in nominal terms) in Utah the past five years are, in order, solar photovoltaic installers, 51.1 percent; pav-

ing, surfacing and tamping equipment operators, 33.6 percent; pipelayers, 30.4 percent; construction laborers, 29.5 percent; and brickmasons and blockmasons, 27.2 percent. The figures were released by **Associated Builders and Contractors**. Researchers at **Construction Coverage**, an online publisher of construction industry research reports, analyzed the latest data from the U.S. Bureau of Labor Statistics to identify how wages are trending across the construction industry nationally, by state, and by specific occupation. ABC estimates a shortfall of 439,000 workers nationally in 2025. In 2024, construction and extraction workers earned a mean annual wage of \$63,920, up 21.6 percent from 2019 in nominal terms but down 0.9 percent after adjusting for inflation. Details are at <https://constructioncoverage.com/research/construction-jobs-with-the-fastest-growing-wages>.

• **Two Utah family-owned companies** are on a list of those “**most coveted by job-seekers**,” compiled by financial media company **MarketBeat** and based on a survey. They are **Sterling Furniture**, Salt Lake City, ranked No. 114 nationally; and No. 116 **Daynes Music**, Midvale. The top-ranked family-owned company overall is The Breakers in Palm Beach, Florida. Details are at <https://www.marketbeat.com/originals/top-125-family-businesses-people-most-want-to-work-for-in-the-us/>.

• **Utah** had the nation’s fifth-fastest growth rate for **senior fraud complaints**, up 83 percent since 2021, according to a study by **Caring.com**. Older adults in the state lost \$4.8 billion to fraud in 2024, it said. Caring.com analyzed data to find the victimization rates of reported fraud for those over 60, and the rates of losses in each U.S. state. They also investigated the most common types of fraud in the U.S. and compiled a list of tips on spotting suspected scams. The largest increase in senior fraud complaints per 100,000 people was in Indiana, at more than 240 percent. Details are at <https://www.caring.com/resources/senior-scams-report>.

• **Two Utah locations** are on a list of “**farmers’ markets families most want to visit this fall**,” compiled by photo book company **Mixbook** and based on a survey. They are **Millcreek Farmers Market**, ranked No. 47 nationally, and No. 101 **Vernal Farmers Market**. The top-ranked location nationally is Pine Grove Mills Farmers Market in State Col-

lege, Pennsylvania. Details are at <https://www.mixbook.com/inspiration/top-fall-farmers-markets>.

• **Salt Lake City**, at No. 60 nationally, is the highest-ranked Utah city on a list of “**the nation’s greenest cities**,” compiled by **LawnStarter**. It compared the 500 largest U.S. cities using 47 eco-conscious metrics, such as restrictions on gas-powered lawn equipment, the share of car-free commutes, and access to zero-waste grocery stores. The lowest-ranked Utah city is No. 490 West Jordan. The most sustainable city nationally is New York. The No. 500 city is Pembroke Pines, Florida. Details are at <http://www.lawnstarter.com/blog/studies/most-sustainable-cities/>.

EDUCATION

• **Nightingale College** in Sandy recently graduated 1,874 nursing students. Eighty percent of the group identified as a minority and 86 percent are 24 or older. The college’s model combines online instruction with localized hands-on clinical experiences.

INTERNATIONAL

• **World Trade Center Utah** is accepting applications until Nov. 1 for its Feb. 9-12 trip to attend **WHX Dubai**, the world’s largest health care exhibition. Attending companies can showcase their products or services, connect with global buyers and tap into high-growth health markets across MENA. WHX Dubai is expected to host more than 4,300 exhibitors, welcome more than 67,000 professional visits, feature more than 250 speakers, and represent participation from more than 180 countries. Details are at <https://www.wtcutah.com/tradeevents/whx-dubai2026>. Small businesses can apply for the SBA STEP grant through World Trade Center Utah to help offset travel and lodging costs for WHX Dubai. Approved exhibitors and visitors may receive reimbursement of up to 75 percent of qualified expenses. Details about the grant are available by emailing grants@wtcutah.com.

INVESTMENTS

• **PassiveLogic**, a Salt Lake City-based company focused on generative autonomy, has raised \$74 million in Series C funding to scale its vision to meet global demand for physical AI in everyday infrastructure. The round was led by

European venture capital firm **Noa** and included new investors **Prologis Ventures**, **Johnson Controls** and **PSP Growth**. Existing backers include Addition, N Ventures, Keyframe and Brookfield, bringing total funding to over \$125 million. PassiveLogic aims to transform how buildings and physical infrastructure are designed, operated and optimized through an autonomous control platform.

MILESTONES

• **LivAway Suites**, a Salt Lake City-based economy extended-stay brand, has sold more than 100,000 room nights in its first 12 months of operating hotels. It has eight hotels, with 14 more under development. Plans call for 10 additional hotels in 2026, bringing the total to 30-plus hotels by the end of next year.

• **Arrive Home**, a Sandy-based national affordable housing innovator, has announced that it now serves six of the nation’s top 10 mortgage lenders and had record growth upon its third-year anniversary. Launched in August 2022 to help underserved borrowers achieve homeownership through its down payment assistance and earned equity programs, the company has seen revenue grow 30 times since then. In three years, Arrive Home has helped nearly 13,000 Americans achieve homeownership.

• The **Salt Lake Board of Realtors** is on its way to a milestone of its **American Dream Grant** program, awarding more than \$500,000 in down payment assistance to first-time homebuyers by year-end. First-time buyers who work with a Realtor who is a primary member of SLBR are eligible to apply for the \$7,500 grant. Recipients are chosen through a random drawing and must meet program requirements, including a credit score above 640 and a household income at or below \$141,400. In 2025, SLBR will award 18 grants totaling \$135,000.

PARTNERSHIPS

• **US Critical Materials Corp.**, a Salt Lake City-based rare earth exploration and process technology company, has announced a strategic advisory alliance with **GreenMet**, a Washington, D.C.-based firm specializing in critical minerals strategy and financing. US Critical Materials holds the highest-grade reported gallium deposit in the United States. Gallium is essential for advanced semiconductors, defense electronics and satel-



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lite communications. GreenMet will serve as strategic advisor to US Critical Materials, supporting efforts to secure federal funding through grants and concessional loans aimed at strengthening U.S. critical mineral supply chains. The engagement will be led by GreenMet Founder and CEO Drew Horn, an authority in defense supply chain strategy and former senior official at the White House National Security Council, Department of Energy and Department of Defense.

PHILANTHROPY

• **Chartway Credit Union**, based in Virginia and with branches in Utah, Texas and Virginia, has announced a sponsorship with **Salt Lake Community College**. Through a one-year commitment, SLCC will receive \$30,000 that will directly benefit its English as a Second Language (ESL) scholarships and cultural programming through the Center of Latin American Studies (CLAS). The sponsorship includes \$10,000 in scholarship support for ESL students who demonstrate financial need and \$20,000 in unrestricted funds to advance CLAS programming, which fosters academic and cultural connections between SLCC and Latin American institutions. As part of the sponsor-

ship, Chartway will be recognized at key SLCC events and will participate in summer festivals and community outreach initiatives.

• **The Salt Lake Board of Realtors** has donated to a different local charity each month this year. The recipient list includes **Turtle Shelter Project**, by creating winter survival vests for individuals experiencing homelessness along the Wasatch Front; **Utah Foster Care**, by writing letters of encouragement to local foster families; **Granite and Jordan education foundations**, by assembling 180 snack packs for students in need; and **Utah Food Bank**, by collecting and donating an entire truckload of food to help local families.

REAL ESTATE

• **Evergreen Devco Inc.**, focused on retail, multifamily and industrial real estate development, has begun construction on **The Trail**, a 315-unit luxury multifamily development at 1674 Burke Lane, Farmington. A recent groundbreaking ceremony marked the beginning of a \$92 million-plus investment. The Trail will span 296,602 square feet and offer a mix of one-, two- and three-bedroom floor plans. The development includes

32 affordable units priced at 80 percent of area median income (AMI). The Trail will feature a swimming pool and spa, pickleball court, fitness center, coworking and meeting spaces, and barbecue and community gathering areas. Construction is led by general contractor **Pentalon Construction**, with architectural design by **Architecture Belgique**. Anticipated availability for the first units is April 2027, with full completion in December 2027.

• **Fort Street Partners** has completed the acquisition of **Daybreak Corporate Center**, a 177,000-square-foot, multi-tenant office building in South Jordan, in a rare off-market purchase. The building is located in the heart of Daybreak, a 4,000-acre master-planned community. Built in 2008, the Daybreak Corporate Center property features a structured parking garage and a rooftop patio. Current occupancy is 95.4 percent, anchored by Rio Tinto and also housing technology companies Travepass Group and Enova. Fort Street Partners has plans to renovate and lease the remaining space within the building. Fort Street Partners' portfolio includes more than 1.8 million square feet of office, retail and medical properties.

RETAIL

• **Walmart** has announced that it is the first retailer to provide refrigerated and reconstituted prescription delivery in Utah, through same-day delivery of medications such as insulin, GLP-1s and pediatric antibiotics. Prescriptions arrive in insulated, light-protected packaging that maintains safe temperatures for up to three hours. Customers can choose same-day scheduled, on-demand or express delivery. Refrigerated medications represent more than 30 percent of Walmart Pharmacy sales. Walmart's \$4 generic prescription program is also eligible for delivery.

SERVICES

• **U-Haul Co. of Utah Inc.** has announced that **My Storage Charleston** has signed on as a U-Haul neighborhood dealer to serve the Heber City community. Located at 2323 W. 3000 S., it will offer essential services like U-Haul trucks, trailers, towing equipment and moving supplies. U-Haul has more than 24,000 rental locations across all 50 states and 10 Canadian provinces. It has a fleet of 193,900 trucks, 138,200 trailers and 40,300 towing devices. It also has more than 1 million rentable units and 92 million square feet of self-storage space at company-owned and managed facilities.

PUBLIC NOTICES

ANNOUNCEMENT OF APPOINTMENT AND NOTICE TO CREDITORS

Probate No.
253902080

IN THE
Third Judicial District Court
SALT LAKE COUNTY
STATE OF UTAH

In the matter of the Estate of
THE ESTATE OF COLIN MALCOM ATHERTON

Malcolm Colin Atherton and Sunny Atherton
Whose address is 3679 East Viewcrest Circle,
Salt Lake City, Utah 84124 have been appointed
Personal Representatives of the above-entitled
estate. Creditors of the estate are hereby
notified to:

(1) deliver or mail their written claims to the
Personal Representative at the address above;
(2) deliver or mail their written claims to the
Personal Representatives attorney of record,
Nathan Croxford at 991 Shepard Ln Suite 210,
Farmington, UT 84025
(3) file their written claims with the Clerk of
the District Court at
Salt Lake City District Court, 450 S State St,
Salt Lake City, Utah 84111 in Salt Lake County,
or otherwise present their claims as required
by Utah law within three months (90 days)
after the date of the first publication of this notice
or be forever barred.

Dated this September 8, 2025

/s/ Malcolm Colin Atherton and Sunny Atherton
/s/ Nathan Croxford
991 Shepard Ln Suite 210, Farmington, UT
84025

Notice to Creditors

Estate and Trust of Deanne Moffitt

All parties having claims against the above estate
or the Deanne Moffitt Living Trust dated
March 27, 2025, are required to present them
to the undersigned or the clerk of the court
within 3 months of the publication of this notice
or said claim shall be forever barred.

/s/ Jarod S. Moffitt
Jarod Moffitt, Trustee
3058 W. 12650 S.
Riverton, Utah 84065

Announcement of Appointment of Personal Representative and Notice to Creditors

Probate No. 253700071 ES, Second Judicial
District Court, Davis County
In the Matter of the Estate of RYAN DEAN
FORSGREN, Deceased.


Tiffany Forsgren, whose address is 4548 West
1200 South, West Point, Utah, 84015, has
been appointed Personal Representative of the
above-entitled estate. Creditors of the estate
are hereby notified to: (1) deliver or mail their
written claims to the Personal Representative
at the address above; (2) deliver or mail their
written claims to the Personal Representative's
attorney of record, Mark K. Nelson at
34 South 500 East, Suite 105, Salt Lake City,
Utah, 84102; or (3) file their written claims
with the Clerk of the Second Judicial District
Court, Davis County, 800 West State Street,
P.O. Box 769, Farmington, Utah, 84025, or
otherwise present their claims as required by
Utah law within three months after the date of
the first publication of this notice or be forever
barred.

DATED this 4th day of September, 2025.

/s/ Tiffany Forsgren
Personal Representative


/s/ Mark K. Nelson
Attorney for Personal Representative
34 South 500 East, Suite 105
Salt Lake City, UT 84102
(801) 538-0066






SOUTH VALLEY CHAMBER


What We Do:




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



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



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



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

SOUTH VALLEY CHAMBER

Who We Are:

The South Valley Chamber of Commerce (SVC) is committed to Connecting, Educating, Advocating, and Growing for businesses.

Check Us Out

southvalleychamber.com
or Call 801-566-0344

CALENDAR

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

Oct. 6-8

One Utah Summit, presented by the Governor's Office of Economic Opportunity. "Emergence Day" is Oct. 6 and costs \$125. Main summit day is Oct. 7, 9 a.m.-4:45 p.m. "Leadership Day" is Oct. 8, 9 a.m.-1:30 p.m. Activities Oct. 7 include Academy Award-winning actor, filmmaker and producer Kevin Costner in a conversation with Utah First Lady Abby Cox, exploring storytelling, legacy and the spirit of the American West. Location is Southern Utah University in Cedar City. Summit cost is \$350. Details are at <https://oneutahsummit.utah.gov/>.

Oct. 6, 5:30-7 p.m.

Bi-Annual Committee Briefing, a Top of Utah Military Affairs Committee (TOUMAC) event. The committee is part of the Davis and Ogden-Weber chambers of commerce. Event features a briefing from senior military leaders. Main speaker is Kathryn D. Parks, a member of the Senior Executive Service, director of the Intercontinental Ballistic Missiles Weapon Systems Integration at the Air Force Nuclear Weapons Center at Hill Air Force Base, and responsible for integration and total life cycle management of the Sentinel and Minuteman III systems. Location is Hill Aerospace Museum, 7961 Cottonwood St., Building 1955, Hill Air Force Base. Cost is \$20. Details are at davischamberofcommerce.com.

Oct. 7-8

Worksite Wellness Specialist Certificate Course, hosted by the Utah Worksite Wellness Council. The facilitator-led training includes eight learning modules, small- and large-group discussions, downloadable resources and templates, a PDF copy of the "Wellness Champion Workbook," and the opportunity to build a Worksite Wellness Specialist portfolio. Cost is \$895 for Wellness Alliance members, \$1,095 for nonmembers. Details and location are available at <https://utahworksitewellness.org/worksite-wellness-specialist-certificate-workshop/>.

Oct. 7, 9-11 a.m.

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

Oct. 7, noon-1 p.m.

"Bites & Insights" Lunch, a ULI

(Urban Land Institute) Utah event. Location is Hunt Electric Technology Building, 1811 S. Alexander St., Salt Lake City. Free. Details are at <https://utah.uli.org/events-2>.

Oct. 7, 4-5:30 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>.

Oct. 8, 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. Open to the public. No RSVP needed. Details are at davischamberofcommerce.com.

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

Women in Business Lunch and Networking, a West Jordan Chamber of Commerce event. Location is Legacy Retirement Center, 1617 Temple Lane, South Jordan. Details are at westjordan-chamber.com.

Oct. 8, 5-7 p.m.

"Business After Hours," an Ogden-Weber Chamber of Commerce event. Location is Comfort Suites, 2250 S. 1200 W., Ogden. Free for members and first-time guests, \$35 for nonmembers. Details are at ogdenweberchamber.com.

Oct. 8, 5-7 p.m.

"Leading Through Change: A Fireside Chat," a ULI (Urban Land Institute) Utah event featuring Beth Holbrook, ULI Utah chair and UTA trustee. Location is Maven Create, 177 E. 900 S., Suite 200, Salt Lake City. Costs range from \$40 to \$75. Details are at <https://utah.uli.org/events-2>.

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

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

Oct. 9, 8:30 a.m.-noon

"Master Class: Utah Economy Fundamentals, Outlook and Policy Insights." Economists from the Kem C. Gardner Policy Institute will provide economic context, explain definitions, illuminate trends, and highlight economic issues. Location is the Gardner Institute, 411 E. South Temple, Salt Lake City. Cost is \$175. Details are at slchamber.com.

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

Chamber Luncheon, a Davis Chamber of Commerce event. Gary Peterson, founding partner, managing partner and director of opportunity at A+P CPAs, and Glade Morley, vice president at J.P. Morgan Private Bank, will discuss "Wealth Strategies for Life, Legacy and Business." Location is 450 S. Simmons Way, Kaysville. Cost is \$25 for members, \$35 for nonmembers. Details are at davischamberofcommerce.com.

Oct. 9, 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>.

Oct. 10, noon

"Friday Conversation," a Silicon Slopes event. Speaker is Wade Leaphart, director of business development, Real Salt Lake FC. Location is 2600 Executive Parkway, Suite 140, Lehi. Free. Details are at <https://app.siliconslopes.com/events>.

Oct. 14, 8:30-9:30 a.m.

"Small-Business Primer: IT Basics," an Ogden-Weber Chamber of Commerce event. Location is Chamber Board Room, 2380 Washington Blvd., Suite 290, Ogden. Zoom option is available. Details are available at ogdenweberchamber.com.

Oct. 15, 9-11 a.m.

"Franchising Unfiltered: Myths & Realities for Entrepreneurs," a Small Business Development Center event that takes place online via Zoom. Cost is \$20. Details are at <https://clients.utahsbdc.org/events.aspx>.

Oct. 15, 9 a.m.-6 p.m.

Utah Small Business Expo, a Point of the Mountain Chamber of Commerce event. Location is Mountain America Expo Center, 9575 S. State St., Sandy. Details are at thepointchamber.com.

Oct. 15, 9 a.m.-12:30 p.m.

"Steps to Success: International Inbound Travel Training Program (Parts 2 and 3)," a Park City Chamber/Bureau event. Step 2 will focus on the mechanics of working with international inbound operators. Step 3 will focus on effective pricing and operational systems based on industry best practices. Presenter is Jennifer Ackerson, president of Alon Tourism Solutions, veteran tourism professional, and creator of the Steps to Success Program. She will provide a recap of Step 1 before moving into the subsequent step content. Details about Step 1 also are available at international@visitparkcity.com or by contacting Alon Tourism Solutions at cdevos@alontourism.com. Free for chamber partners. Details are at <https://www.parkcitychamber.com/events/>.

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

Business Boot Camp, a South Valley Chamber of Commerce event. Location is Salt Mine Productive Workspace, 7984 S. 1300 E., Sandy. Cost is \$35 for members, \$55 for nonmembers. Details to be announced at southvalleychamber.com.

Oct. 15, 11 a.m.-2:30 p.m.

"Time Out for Wellness: Women's Health in the Workplace," a Utah Worksite Wellness Council event that will focus on the state of women's health and what HR needs to know, including trends in reproductive health, chronic conditions, impact of productivity, retention, health care costs, supporting women through life stages, how to craft benefits design, flexible policies and inclusive care. Location is GBS Benefits, 2200 S. Main St., Suite 600, South Salt Lake. Cost is \$35. Details are at <https://utah-worksitewellness.org/events/2025tofw/>.

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

Business Alliance Networking Luncheon. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Free (lunch is available for pur-

chase). No RSVP needed. Details are at davischamberofcommerce.com.

Oct. 15, noon-1:30 p.m.

"Solve the Business Puzzle," a Women's Business Center of Utah event with the theme "Hive Mind Systems: Business Admin & Social Media Made Simple." Event takes place online. Free. Details are at wbcutah.org.

Oct. 15, 5:30-6:30 p.m.

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

Oct. 15, 6-8 p.m.

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

Oct. 16, 8:30 a.m.-3 p.m.

APEX Annual Symposium, a Utah Governor's Office of Economic Opportunity/APEX Accelerators event featuring keynote speakers, breakout sessions, exhibitors, matchmaking and networking. Location is Salt Lake Community College's Miller Campus, 9750 S. 300 W., Sandy. Cost is \$60. Details are at <https://business.utah.gov/event/apex-accelerator-annual-2025-symposium/>.

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

"Business Essentials Networking," a Point of the Mountain Chamber of Commerce event. Topic is "Networking in the Fast Lane." Location is The Grid, 593 S. Evermore Lane, Pleasant Grove. Details are at thepointchamber.com.

Oct. 16, noon

"Mental Health Town Hall," presented by Silicon Slopes and Promise-2Live. Topic is "Diagnosed but Not Defeated: Chronic Illness, Pain, and Mental Health." Presenters are David T. Morgan, psychologist, educator and author; Christine Lavulo, life coach and advocate; Joseph Gleed, Army veteran and trauma specialist; and Trish Henrie Barrus, professor, researcher and mental health professional. Location is Silicon Slopes, 2600 Executive Parkway, No. 140, Lehi. Details are at <https://app.siliconslopes.com/events>.

Oct. 16, 5-7 p.m.

Business After-Hours Mixer, a Park City Chamber/Bureau event. Speaker Aric Bostick will discuss attachment styles and how they impact networking, helping to build stronger, more authentic professional relationships. Location is Swaner Preserve and EcoCenter, 1258 Center Drive, Park City. Free. Details are at <https://www.parkcitychamber.com/events/>.

Oct. 17, 8 a.m.-1 p.m.

"Building Better Communities: A Hands-On UrbanPlan Workshop," a ULI (Urban Land Institute) Utah event that is an interactive simulation that places participants in the role of real estate developers responding to a fictional RFP to redevelop a 5½-block site in the city of "Yorktown." Location is The Mill at Salt Lake Community College, 9690 S. 300 W., Sandy. Cost ranges from \$25 to \$35. Details are at <https://utah.uli.org/events-2/>.

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PEOPLE ON THE MOVE

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

BANKING



Carlos Santivanez

• **Bank of Utah**, based in Ogden, has hired **Carlos Santivanez** as a home mortgage loan officer at the bank's Sandy branch. Santivanez has nearly 25 years of experience in the finance industry.

CONSTRUCTION

• **Sundt Construction Inc.**, an Arizona-based general contractor, has promoted **Jasen Bennie** to senior vice president within the company's Transportation Group, overseeing operations in the Intermountain region. He will lead Sundt's growth and project delivery efforts across Utah, Idaho and Montana. Bennie, who joined Sundt in 2019, has 25 years of experience in heavy civil construction. Throughout his career, he has served in various leadership roles, managing projects ranging from major highway expansions to bridge construction and urban infrastructure improvements. He also led the local Sundt Foundation committee.



Jasen Bennie

GOVERNMENT

• The **Utah Department of Health and Human Services** has announced that **Nathan Checketts** will assume the role of interim Medicaid director starting Nov. 1. Checketts currently serves as DHHS deputy director for healthcare administration. Checketts succeeds **Dr. Jennifer Strohecker**, who has served as

Utah's Medicaid director for the past four years and is stepping down to pursue opportunities in the private sector. In addition to overseeing the Medicaid program, Strohecker also serves as director of the DHHS Division of Integrated Healthcare, which includes the Children's Health Insurance Program (CHIP), Office of Substance Abuse and Mental Health, and the Utah State Hospital.

HEALTH CARE

• **Sethera Therapeutics**, a Salt Lake City-based biotechnology company advancing polymacrocyclic peptide therapeutics, has appointed two people to its Scientific Advisory Board.

Jeffery W. Kelly is the Lita Annenberg Hazen Professor of Chemistry at Scripps Research and a pioneer in the field of protein folding and proteostasis. At Sethera, he will advise on the translation of conformationally constrained macrocyclic peptide designs into clinically meaningful therapeutics targeting complex disease mechanisms. **Alexander M. Klibanov** is the Novartis Professor of Chemistry (emeritus) at MIT and is internationally recognized for groundbreaking work in enzyme catalysis, protein formulation, and the development of antimicrobial materials. Klibanov is a member of both the U.S. National Academy of Sciences and the National Academy of Engineering. His expertise will support Sethera's advancement of enzymatically engineered peptide candidates toward clinical development.



Jeffery W. Kelly



Alexander M. Klibanov

NONPROFITS

• **CommonSpirit Health**, a non-profit Catholic health care organization, has named **Kyle Braithwaite** as director of CommonSpirit's Holy Cross Health Foundation and chief philanthropy officer for the Utah market. He will oversee fundraising efforts to support CommonSpirit's five non-profit hospitals located along the Wasatch Front. Braithwaite most recently served for the past 12 years as a senior development officer at Weber State University.



Kyle Braithwaite

• **Utah Global Diplomacy**, a nonprofit that aims to promote respect and understanding between the people of Utah and other nations, has appointed eight directors to its board. **Gordon H. Smith**, director of church hosting at The Church of Jesus Christ of Latter-day Saints, served two terms as a U.S. senator from Oregon (1997-2009) and later served as senior advisor at Covington & Burling LLP, and as president and CEO of the National Association of Broadcasters. **Barney Boynton**, CEO and founder of Go Pave Utah is an entrepreneur with over 25 years of experience in facilities, construction and asphalt management who has served as CEO and founder of multiple businesses. He has expertise across the full asphalt lifecycle and is skilled in construction management and exterior property education. **Beth Colosimo** most recently served as executive director of The Mill Entrepreneurship Center at Salt Lake Community College. She previously owned Wasatch Home Furnishings and worked in economic development and multinational sales. She has served on numerous boards, including the Utah World Trade Center, Utah Microloan Fund and International Women's Forum. **Brayden**

Wardrop, CEO and founder, Kyte Learning/Perch, is an entrepreneur and technology leader with a background in education, business development and global engagement. As senior program manager at Microsoft, he partners with schools, policymakers and business leaders to bridge technology and education. He is also the founder of Perch, an HR and training platform. Previously, he founded Kyte Learning, an ed-tech company providing professional development worldwide, and launched Stride, a business growth platform for entrepreneurs. Community advocate **Judianne Peterson** dedicates herself to volunteering and lifelong learning through University of Utah Osher Institute courses. Her background includes 21 years in Boston, where she taught piano and embraced diverse cultures. **Renzo Andia Mejia**, bilingual customer service lead at Navient, is a data analyst with experience in human resources, finance and analytics. Community advocate **Laurie Williams Sowby** is a lifelong journalist, musician and world traveler to over 80 countries. She served on Utah Valley University's Global Engagement advisory board, taught college writing for 12 years, and has been active on local symphony and arts boards. **Michael Deaver**, senior vice president of Strategies 360, and honorary consul of Indonesia to Utah, is a public affairs and event production expert with a background in sports, entertainment and events marketing. He co-founded Live Strategies Group, where he directed the Tooele County tourism brand launch and produced the 2018 Utah Solutions Summit. Previously, he served as vice president of development and events for the Utah Sports Commission, executive director of the Governor's Special Initiatives Office, and deputy director of tourism. He also held leadership roles at United Concerts and BYU Athletics. He serves on multiple boards, including the Pete Suazo Utah Athletic Commission.

CALENDAR

Oct. 17, 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.

Oct. 17, noon

"Silicon Slopes Conversation." Speaker is Sandi Hendry, founder of Minky Couture. Location is Silicon Slopes, 2600 Executive Parkway, Suite 140, Lehi. Free. Details are at <https://app.siliconslopes.com/events>.

Oct. 18, 10 a.m.

"Business 101: Essential Steps for New Entrepreneurs," a Women's Business Center of Utah event that takes place online. Free. Details are at wbcutah.org.

Oct. 21, 9-11 a.m.

Business Women's Forum: "Composed & Confident: Emotional Intelligence Under Pressure." Event will explore practical strategies for managing stress, communicating effectively under pressure, and navigating emotionally charged environments with poise. Presenter is Megan Call, associate chief wellness officer, University of Utah Health. Location is Ken Garff University Club, Rice-Eccles Stadium, 451 S. 1400 E., Salt Lake City. Cost is \$35 for members and \$50 for nonmembers before Oct. 17; \$50 for members and \$65 for nonmembers thereafter. Details are at slchamber.com.

Oct. 22, 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. Open to the pub-

lic. No RSVP needed. Details are at davischamberofcommerce.com.

Oct. 22, 5-6:30 p.m.

"Connect After Hours," a South Valley Chamber of Commerce event. Location is River Oaks Golf Course, 9300 Riverside Drive, Sandy. Cost is \$15 for members, \$25 for nonmembers. Details are at southvalleychamber.com.

Oct. 22, 5-6 p.m.

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

Oct. 22, 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>.

Oct. 23, 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.

Oct. 23, 5-7 p.m.

"Business After Hours," a Salt Lake Chamber event. Location is Gateway Aesthetic Institute and Laser Center, 650 S. Main St., Suite 100, Salt Lake City. Free for members and \$30 for nonmembers until Oct. 19, \$20 for members and \$40 for nonmembers thereafter. Details are at slchamber.com.

Oct. 23, 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>.

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