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Utah Supreme Court OKs alternate path to law licenses



The Utah Supreme Court has approved a new rule that gives law school graduates a pathway to become licensed attorneys without taking the traditional bar exam. The experience-based method goes into effect next year. (Adobe Stock photo)

Aspiring lawyers who have graduated from law school now have a way around the traditional bar exam to become licensed attorneys. The Utah Supreme Court has approved Rule 14-703A, which sets new skills-based standards for becoming practice-eligible. The Utah State Bar, which will administer the new program that will start next year, calls it “ground-breaking.”

The Bar Admissions Working Group, established by the Utah Supreme Court, was tasked with exploring alternatives to the traditional bar exam for assessing competence to practice law in Utah.

“In response to growing national and local calls for a licensure model that better reflects real-world skills, reduces economic barriers and supports workforce readiness, the group developed an alternate pathway to admission,” according to the Utah State Bar. The working group is made up of 15 members representing a cross-section of Utah’s legal community, including judges, practitioners and academics.

“We are pleased to offer an alternate path for licensure,” said Utah State Bar Executive Director Elizabeth Wright. “We were keenly aware that one size doesn’t fit all, and providing an option equips those who excel outside of a traditional exam with practical skills for a successful career in the legal profession.”

The new license pathway requires 240 hours of supervised legal practice under a licensed attorney, law school coursework for required skills and successfully passing a written performance exam administered by the Utah State Bar. Applications for the skills-based licensure model open Jan. 1.

The Utah Bar said the new licensure method is backed by growing empirical research indicating that skills-based assessments are more effective at predicting future success in legal practice than standardized tests alone. Jurisdictions exploring similar models have reported that practice-based pathways produce attorneys who are more confident, better prepared and client-focused from Day 1.

States like Oregon and Washington have already implemented similar alternatives and multiple other states are exploring like approaches to licensure.

The bar also said the alternate pathway does not lower licensure standards. Instead, it modifies the way competence is demonstrated, “preserving rigor while enhancing relevance.” The combined hands-on training and coursework exceed many traditional prep timelines, offering deeper engagement with real legal work.

“This is not about making it easier to become a lawyer,” said John A. Pearce, Utah Supreme Court associate chief justice and working group chair. “It’s about making it

smarter. This option gives graduates a financially viable way to begin practicing law without months of unpaid studying and the potential of thousands of dollars in prep costs. The Utah Supreme Court is convinced that this path will produce attorneys who are better prepared to immediately practice law.”

The alternate pathway does not replace the Uniform Bar Exam or the forthcoming NextGen Bar Exam, a more holistic real-world exam that Utah will administer beginning in July 2028. Rather, it offers choices so candidates can pursue the pathway that best aligns with their learning style, financial situation and career goals.

During the public comment period in late 2024, the judiciary received 103 submissions. Many praised the pathway’s emphasis on real-world legal service, which enhances public protection and access to justice.

“As more jurisdictions evaluate licensure reform, Utah is positioned at the forefront of this national conversation,” the Utah Bar said in a statement. “While some states still tie admission by reciprocity to bar exam passage, others accept years of practice in lieu. With this alternate pathway, Utah graduates can start gaining that experience immediately, positioning them for broader opportunities in the years ahead.”

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Bed Bath & Beyond to launch nationwide franchise system

Bed Bath & Beyond Inc., owner of Bed Bath & Beyond, Overstock, Buy-bu BABY and a blockchain asset portfolio, has announced plans to launch a national Bed Bath & Beyond franchise system, giving local entrepreneurs a chance to own and operate one of the home retail brand’s stores.

“Our goal is to grow Bed Bath & Beyond in the most capital-efficient manner,” said Marcus Lemonis, executive chairman of Bed Bath & Beyond. “This system enables local owners to deliver personal service and local flavor while leveraging our national infrastructure, marketing and technology.”

“Bed Bath & Beyond’s growth has always been fueled by America’s leading home brands, and its strength con-

tinues to come from the local communities it serves,” reads a statement about the company’s intent. “This new model allows the company to operate a smaller footprint of corporate stores nationwide while a complementary franchise network extends its reach, touching nearly every major community in America.”

Franchise locations will feature turn-key formats of a traditional Bed Bath & Beyond, including home, kitchen living, storage and organization and a seasonal Holiday Shoppe. Franchisees will also share in the economics of Bed-BathandBeyond.com, unifying in-store and online customer experiences under one brand. Approximately 80 percent of each store’s assortment will be curated

by Bed Bath & Beyond, with 20 percent localized by franchisees to highlight regional products and designers.

“Our team, led by Ron Taylor, vice president of franchise development, is collaborating with Amy Sullivan from the Retail Omnichannel organization; Tom Spadea, co-founder of Spadea Lignana Franchise Attorneys; and Brian Luciani, chief growth officer at SMB Franchise Advisors,” Lemonis said. “Together, they will provide franchisees with expert guidance, operational support and oversight to ensure brand standards and execution remain consistent nationwide.”

Franchisees will have access to tokenization through Bed Bath & Beyond Inc.’s tZERO platform to provide capi-

tal efficiency, easy equity raises and democratized ownership. This approach complements, and in some cases may replace, traditional Small Business Administration financing, giving franchisees more flexibility to raise capital and engage local investors through digital infrastructure, Lemonis said.

Franchisees will also have access to Bed Bath & Beyond’s suite of AI-powered tools and data analytics capabilities, enabling owners to forecast demand, manage inventory and optimize merchandising and staffing decisions using real-time insights.

Bed Bath & Beyond expects to complete preparations and franchise documentation within six months, the company said.

Kahlert Foundation donates \$5.2M for AI Institute at Utah Valley University

Utah Valley University in Orem has received a \$5.2 million gift from the Kahlert Foundation to create the Kahlert Applied Artificial Intelligence Institute at the school.

The grant will position UVU as a national leader in applied and ethical artificial intelligence (AI) education, the university said in a release.

The Kahlert Foundation provides grants to nonprofit organizations in Utah and Maryland to improve the quality of life in communities, with a focus on health care, education, youth programs, veteran orga-

nizations and human services.

“We express our gratitude to the Kahlert Foundation for their investment in UVU to shape the future of learning and innovation,” said Astrid S. Tuminez, president of UVU. “This partnership accelerates our ability to prepare students for a world increasingly shaped by artificial intelligence. Students from every background will have the opportunity to acquire the tools needed to lead, create and learn AI. The Kahlert Applied AI Institute will be where innovation meets application.”

The university said the new institute

will seek to unite education, research and workforce development to prepare UVU students with the skills to thrive in an AI-powered world. Students from across disciplines, including health care, business, engineering, the arts and humanities may access AI tools, mentorship and hands-on experiences that connect classroom learning to real-world careers.

The Kahlert Applied AI Institute builds on UVU’s existing initiatives, including partnerships with leading AI tech company Nvidia and the launch of the AI apprenticeship program, which provides

training, certifications and industry collaboration. With the foundation’s support, UVU will expand faculty training and develop AI-enhanced academic programs.

“What excites me most about partnering with UVU is how the university looks to the future, and there is no better example than the Applied AI Institute,” said Heather Kahlert, executive vice president of the Kahlert Foundation. “We see a powerful alignment with UVU’s mission to make education accessible and relevant for every student, and we are proud to help launch this groundbreaking institute.”

Block Reign appoints Cathryn Bonar as CEO

Block Reign Inc., an Orem-based technology company delivering products and solutions integrated with the Gnode blockchain, has announced the appointment of Cathryn “Cat” H. Bonar as CEO.

Bonar succeeds the company’s founding leadership team and will guide Block Reign’s next phase of growth following the successful deployment of the Gnode Mainnet, a decentralized public blockchain network launched by Block Reign in September.

“Bonar is a seasoned leader, innovator and strategist with more than two decades of experience across health care, FDA-regulated devices and Web3,” Block Reign said in the announcement.

Bonar’s background includes serving as a member of the executive team during the Nasdaq listing of a regulated health care company; contributing to the development, launch and go-to-market strategy for an FDA-cleared, Medicare-approved oral appliance for sleep

apnea; and architecting compliance and governance programs for wallets, staking, token distribution, DAOs and decentralized platforms. She has led global training for more than 5,000 providers and sales representatives.

“Responsible innovation is the core of durable ecosystems,” said Bonar. “Block Reign is committed to advancing user-centric, real-world blockchain utility with rigorous governance and compliance. We will scale Gnode-powered prod-

ucts that protect users, empower communities, and create pathways for everyday participation.”

“Cat’s combination of regulatory depth, product pragmatism and community focus is exactly what Block Reign needs at this stage,” said a spokesperson for Block Reign’s board. “With Gnode Mainnet now live, Cat will accelerate the roadmap from infrastructure to applications that deliver value to businesses and users alike.”



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ASSOCIATE PUBLISHER
David Gregersen | david.g@thecityjournals.com

MANAGING EDITOR
Tom Haraldsen | tom.h@slbusinessjournal.com

ASSOCIATE EDITOR/REPORTER
Brice Wallace | brice.w@thecityjournals.com

ADVERTISING EXECUTIVES
Dale Dimond | dale.d@thecityjournals.com
Mieka Sawatzki | mieka.s@thecityjournals.com
Jason Corbridge | jason.c@thecityjournals.com
Ryan Casper | ryan.c@thecityjournals.com

CIRCULATION COORDINATOR
Lydia Rice | lydia.r@thecityjournals.com
385-557-1022

GRAPHIC DESIGN
Stacey LaMont
Ty Gorton

SALT LAKE BUSINESS JOURNAL
9500 South 500 West, Suite 205
Sandy, UT 84070
PHONE: 801-254-5974

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Utah engineers & SLC startup develop a high-speed, high-def hyperspectral video camera

A traditional digital camera splits an image into three channels — red, green and blue — mirroring how the human eye perceives color. But those are just three discrete points along a continuous spectrum of wavelengths. Specialized “spectral” cameras go further by sequentially capturing dozens, or even hundreds, of these divisions across the spectrum.

This process is slow, however, meaning that hyperspectral cameras can take only still images, or videos with very low frame rates — frames per second (fps). But what if a high-fps video camera could capture dozens of wavelengths at once, revealing details invisible to the naked eye?

Researchers at the University of Utah’s John and Marcia Price College of Engineering have developed a new way of taking a high-definition snapshot that encodes spectral data into images, much like a traditional camera encodes color. Instead of a filter that divides light into three color channels, their specialized filter divides it into 25. Each pixel stores compressed spectral information along with its spatial information, which computer algorithms can later reconstruct into a “cube” of 25 separate images — each representing a distinct slice of the visible spectrum.

This instantaneous encoding enables the researchers’ camera system — small enough to fit into a cellphone — to take high-definition video, and the compressed nature of the component images opens up new real-world applications.

A study demonstrating the camera was led by Apratim Majumder, research assistant professor, and Professor Rajesh Menon, both in the Department of Electrical & Computer Engineering at the university.

The findings, titled “High-Definition (HD) Snapshot Diffractive Computational Spectral Imaging and Inferencing,” were published Sept. 20 in the journal *Optics*. Co-authors include Fernando Guevara-Vasquez, a UoU associate professor of mathematics. Funded by the Office of Naval Research, the research was conducted in collaboration with the Salt Lake City technology startup Lumos Imaging, which Menon founded in 2015, and the U.S. Naval Research Laboratory.

The camera’s design represents a leap forward in how spectral data can be captured.

“We introduce a compact camera that captures both color and fine spectral details in a single snapshot, producing a ‘spectral fingerprint’ for every pixel,” Menon said.

Hyperspectral cameras have long



Instead of a filter that divides light into three color channels, University of Utah engineers, in collaboration with Salt Lake City startup Lumos Imaging, have developed a diffractive camera element that divides it into 25 colors. (Photo courtesy University of Utah)

been used in agriculture, astronomy and medicine, where subtle differences in color can make a big difference. But these cameras have historically been bulky, expensive and limited to still images.

“When we started out on this research, our intention was to demonstrate a compact, fast, megapixel-resolution hyperspectral camera, able to record highly compressed spatial-spectral information from scenes at video rates, which did not exist,” Majumder said.

The UoU team’s breakthrough lies in how it captures and processes the data. The key component is a diffractive element that is placed directly over the camera’s sensor. It’s the element’s repeating nanoscale patterns that diffract incoming light and encodes both spatial and spectral information for each pixel on the sensor.

“One of the primary advantages of our camera is its ability to capture the spatial-spectral information in a highly compressed two-dimensional image instead of a three-dimensional data cube and use sophisticated computer algorithms to extract the full data cube at a

later point,” Majumder explained. “This allows for fast, highly compressed data capture.”

Instead of a filter that divides light into three color channels, the UoU engineers have developed a diffractive element that divides it into 25.

The streamlined approach also cuts costs dramatically.

“Our camera costs many times less, is very compact and captures data much faster than most available commercial hyperspectral cameras,” Majumder said. “We have also shown the ability to post-process the data as per the need of the application and implement different classifiers suited to different fields, such as agriculture, astronomy and bio-imaging.”

Data storage is another advantage. “Satellites would have trouble beaming down full image cubes, but since we extract the cubes in post-processing, the original files are much smaller,” Majumder added.

To demonstrate the camera’s capabilities, the researchers tried three real-world applications: telling different types of tissue apart in a surgical scene,

predicting the age of strawberries as they decayed over time, and mimicking a series of spectral filters that are used in astronomy.

The current prototype takes images at just over one megapixel in size and can break them down into 25 separate wavelengths across the spectrum. But the team is already working on improvements.

“This work demonstrates a first snapshot megapixel hyperspectral camera,” Majumder said. “Next, we are developing a more improved version of the camera that will allow us to capture images at a larger image size and increased number of wavelength channels, while also making the nano-structured diffractive element much simpler in design.”

By making hyperspectral imaging cheaper, faster and more compact, the UoU engineers have opened the door for technologies that could change the way we see the world and uncover details hidden across the spectrum.

This article is based on a release furnished by the University of Utah College of Engineering.

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JPMorganChase expands SLC offices, opens Client Center

JPMorganChase has undergone a significant expansion of its presence in downtown Salt Lake City, adding over 10,000 square feet to its existing footprint of 22,000 square feet.

The 12th and 13th floor office space at 201 S. Main St. can accommodate up to 140 people and will house employees from the firm’s Commercial Banking, Private Banking and Business Banking businesses.

Also, J.P. Morgan Private Bank has introduced a Client Center designed to serve the unique needs of the bank’s high-net-worth clients across the region. This dedicated space is designed to host clients and their families for personal wealth discussions, curated events and business meetings.

Since establishing the Private Bank in Salt Lake City in 2018, the office has grown to oversee more than \$9.5 bil-

lion in client assets. The local team also has grown, with employee headcount up 32 percent since 2022 and with plans to grow by another 30 percent by 2029.

“As a long-time resident of Salt Lake City, I take great pride in JPMorganChase’s bolstered investment in this vibrant and growing market,” said Danielle Wright, Utah market manager at J.P. Morgan Private Bank. “Our expanded presence highlights the rising demand for our services and reinforces our commitment to providing Utah families with a bespoke wealth management experience, tailored to their unique needs and aspirations.”

JPMorgan Chase & Co. is a financial services firm based in the U.S. and with operations worldwide. JPMorganChase had \$4.6 trillion in assets and \$357 billion in stockholders’ equity as of June 30. The firm is focused on investment banking, financial services for consumers and

small businesses, commercial banking, financial transaction processing and asset management.

JPMorganChase has more than 660 employees in Utah and 43 branches that help to serve the bank’s 665,000 consumer customers and over 69,000 small-business customers. It opened its first commercial and private banking offices in Salt Lake City in 2010.

The Salt Lake City offices have a design reflecting “stratified movement,” featuring undulating forms in the work café ceiling feature, curved cabinetry, and “energetic” wall graphics. The client center has backlit stone with a landscape view beyond, both displaying the concept’s attention to visual texture and the layering of rocks. “The design reflects an immersive experience of a city in motion, of industrious people shaping the city over time in an environment rich in col-

or with stratified texture and movement,” the company said.

To mark the most recent Salt Lake City expansion, the company presented a \$300,000 grant to the Utah Microloan Fund, a nonprofit that provides financing to entrepreneurs and communities that are often overlooked. Since 2019, JPMorganChase has committed over \$3.3 million to philanthropic and community initiatives in the Greater Salt Lake area. In addition to the Utah Microloan Fund grant, the total includes \$525,000 in philanthropic capital to Sorenson Impact Center to accelerate the growth of undercapitalized businesses, \$300,000 to Suazo Business Center to expand its capability to use Small Business Administration lending, and \$550,000 to Salt Lake Women’s Business Center to support very small businesses with technical assistance.

Salt Lake City ranks 16th in CBRE’s ‘Scoring Tech Talent’ report

Salt Lake City continues to establish itself as a thriving tech hub, ranking 16th overall in CBRE’s 2025 Scoring Tech Talent report. The city is attracting attention for its robust tech talent, a skilled workforce, and a growing population, according to CBRE’s report.

CBRE’s annual Scoring Tech Talent report covers 75 North American markets, ranks the top 50 tech markets in the U.S. and Canada and outlines tech talent labor market trends amid economic shifts and increased remote hiring. Tech talent is a group of highly skilled workers in more than 20 tech-oriented occupations — such as software engineers and systems and data managers — across all industries.

Salt Lake City’s tech talent workforce has surged, growing by 13.3 percent from 2021 to 2024, the 11th-highest of the 30 largest tech markets. The city ranks sixth

among large U.S. markets for its increase (20.9 percent) in residents in their 20s with college degrees from 2018 to 2023 and second overall for its increase (30.1 percent) in residents in their 30s with college degrees. Salt Lake City is the second-most-concentrated market among the 50 North American markets for concentration of residents in their 20s, at 17.4 percent. That’s second only to Canada’s Waterloo Region (19.1 percent).

“Salt Lake City’s rise as a tech hub is fueled by a potent combination of factors. We’re seeing a surge in tech talent, particularly in their 20s, driven by a historically high birth rate and a strong pipeline of graduates from our major universities along the Wasatch Front,” said Jillian Johnson Hanks, vice president at CBRE in Salt Lake City. “This, in addition to the city’s quality of life and outdoor access,

compels tech talent to choose to build their careers and families here. Adding to this, a thriving entrepreneurial spirit is fostering the growth of homegrown tech companies.”

Salt Lake City stood out in the report in several key areas:

Salt Lake City stands out for its dedication to education and its commitment to building a strong workforce. The city boasts the ninth-highest number of residents with tech degrees (8,715), a clear indicator of its robust talent pipeline. This focus on education is paying off, as the city produces more tech graduates (21,617 from 2021 to 2023) than the number of tech jobs created (7,160 from 2022 to 2024), making Salt Lake City an attractive destination for expanding companies seeking skilled employees.

The city is relatively affordable for

tech workers in that its average annual apartment rent amounts to 15.9 percent of its average annual tech wage. That’s 20th-least expensive among the 50 North American markets.

The report notes that overall U.S. tech talent employment grew only 1.1 percent (64,140 jobs) in 2024, far below its peak in 2022 (7 percent). Canada had stronger growth (5.9 percent) than the U.S., adding 66,600 tech talent jobs overall, primarily in the high-tech industry. The number of computer and information systems managers surged in the U.S. (9 percent) and Canada (16 percent) due to the widespread adoption of AI, making that job the fastest-growing among all tech talent roles across North America. In 2024, computer and information systems managers accounted for 83 percent of U.S. tech talent job growth.

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Sir Walter Candy Co. offers up sweet nostalgia

Peri Kinder
The City Journals

If happiness came covered in Belgian chocolate, the Sir Walter Candy Co. would be the happiest place on Earth. The pastel-colored shop is reminiscent of a vintage candy store, smelling like rich chocolate and childhood.

Founded by Alfonso and Alejandra Porras in California more than 25 years ago, the candy company started out of the back of a custom trailer that the family would take to farmers’ markets.

Amir Porras, son of the founders and vice president of the Sir Walter Candy Co., was 6 years old when his parents built the first candy trailer. He said candy has been a part of his life for as long as he can remember.

“I was a shy kid, but having to sell candy or hand out samples helped me come out of my shell,” he said.

Initially, the company sold only candied nuts but then started making chocolates and nut brittles. They eventually expanded to a brick-and-mortar shop in California, where they specialized in corporate gifts. Using their own products, as well as confections from other companies, the company built a name for itself in the industry.

When a candy supplier didn’t fill their order one year, it left them scrambling to complete holiday corporate gifts. Out of that frustration, Alfonso turned to his mentor, Walter Zittle. Zittle had given Alfonso his family’s recipe books and

those candy-making instructions were the start of a brand-new business.

“We needed some caramel corn, so we went to the books, went to the kitchen and started playing around,” Amir said. “We found some caramel popcorn recipes and some English toffee recipes. After a lot of cooking and burnt batches, [my dad] was able to figure it out.”

The idea was born that the Sir Walter Candy Co. could become a reliable supplier of gourmet confections for small and medium-sized businesses. When they couldn’t find the space to manufacture their products, the Porras family found an industrial kitchen on Malvern Avenue in Salt Lake City and relocated to Utah in 2008.

For the past 18 years, the candy company has served corporate customers across the country, generating around \$5 million in revenue each year.

Although they opened a small retail store in the downtown location, demand for a bigger space was becoming a pressing issue. In August, the Sir Walter Candy Co. opened a 36,000-square-foot retail shop and manufacturing facility in South Salt Lake at 3828 S. Main St.

“Our last building had about 10,000 square feet and we were bursting at the seams there,” Amir said. “We had the opportunity to purchase the building we’re in right now and it has filled so fast, we’re already looking for more space.”

The shop is full of gourmet chocolates, candied nuts, specialty brittles, chocolate-covered strawberries and pretzels, and seasonal popcorns. Visitors can en-



The Porras family, owners of Sir Walter Candy Co., held a grand opening in August at their new shop in South Salt Lake at 3828 S. Main St. (Photo courtesy Sir Walter Candy Co.)

joy the Belgian waffle bar, where they can choose decadent toppings, or create their own popcorn flavors using white, milk or dark Belgian chocolate.

Frozen hot chocolate is a popular drink year-round, with the company’s rich Belgian hot chocolate put through a slushie machine. It can be customized to include a layer of chocolate on the inside of the cup that freezes and breaks apart for an extra chocolate crunch.

Corporate gifts are still a big part of the Sir Walter Candy Co. business. Companies can customize orders, using gour-

met products to fit each budget.

The shop is open from noon to 7 p.m. Tuesday through Thursday and noon to 9 p.m. on Friday and Saturday. Visitors can watch candy being made on weekdays, with different chocolates being produced every day.

“You come here for the experience because it’s more than just a treat,” Amir said. “The ambience here gives you a nostalgic feel, like if your grandma made candy during the holidays.”

For more information, visit sirwaltercandy.com.



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News Roundup

Level Education Group acquires Idaho-based Triad

Level Education Group LLC, a South Jordan provider of continuing education for mental health and nursing professionals, has acquired Triad, a nationally recognized provider of exam preparation, continuing education and career resources for behavioral and mental health professionals. Triad is headquartered in Coeur d’Alene, Idaho.

“The acquisition unites two organizations with a shared mission: to strengthen the behavioral and mental health workforce at every stage of the professional journey,” said Level Education in a statement. “Together, LEG and Triad will provide one of the industry’s most comprehensive platforms, supporting students preparing for licensure, newly licensed practitioners entering the field and seasoned professionals advancing their knowledge and skills.”

“As the need for behavioral and mental health services continues to grow, our industry faces an urgent challenge: ensuring that the professionals who provide these services have the resources, support and training they need to succeed,” said Jamie Harper, CEO of Level Education Group. “By joining forces with Triad, we are creating an end-to-end educational pathway that not only helps professionals achieve

licensure but also sustains their growth and impact throughout their careers. This is about investing in the future of the workforce that millions of individuals and families depend on.”

For nearly 50 years, Triad has served pre- and post-licensure professionals, with brands including AATBS, Academic Review, Gerry Grossman Seminars, Taylor Study Method and The Wellness Institute. For universities, Triad offers exam-blueprint and accreditation-aligned assessment solutions in addition to comprehensive exam prep. For employers, Triad provides exam prep and continued education for existing clinical staff, and a job board to help them recruit future clinicians.

Level Education Group has served over a million health care professionals with accredited continuing education through its CE4Less, NurseCE4Less and CEU Creations brands.

“Level Education Group is more than an acquirer; it’s a partner in building the future of our profession,” said Brandon Jones, CEO of Triad. “By bringing together our strengths, we can equip behavioral and mental health professionals not just to enter the field, but to thrive in it.”

Mixing Tanks USA moving HQ to Ogden Valley

Tern Industries LLC of Ogden Valley has announced that it is moving the national headquarters of its subsidiary, Mixing Tanks USA, to Utah from Portland, Oregon.

The new location, also in Ogden Valley, will house the company’s design, engineering, sales, marketing and administrative teams.

Tern Industries is also the parent company of Portland Kettle Works, Used Beverage Equipment and Zwickler Hardware. The firm also invests in the redevelopment of commercial properties, supporting the growth of manufacturing and innovation across the United States.

Mixing Tanks USA is a manufacturer of stainless steel mixing and storage systems for the life sciences, pharmaceuticals, cosmetics, industrial chemicals, food and beverage industries. Since its founding in 2011, the company has grown from serving startups to partnering with Fortune 500 companies, delivering precision-engineered vessels and fully integrated processing systems.

“U.S. companies are at a crossroads, facing both the challenge and opportunity of

bringing manufacturing back home,” said Thad Fisco, CEO of Mixing Tanks USA. “By establishing our headquarters in Utah, we’re well-positioned to help manufacturers modernize and scale their infrastructure, creating a stronger competitive edge in the global marketplace.”

Mixing Tanks USA said its move to Utah reflects a nationwide surge in reshoring. According to a study from Deloitte and the Manufacturing Institute, Utah is expected to be a significant leader in U.S. manufacturing job growth within this decade, requiring more than 25,000 new manufacturing workers to meet the demand.

“Businesses nationwide are feeling the strain of disrupted supply chains and shifting tariffs,” said Fisco. “But with these challenges comes opportunity. Manufacturers that invest now in modern systems and capabilities will be best positioned to diversify, expand and thrive in this new era of U.S. manufacturing.”

“We believe in the future of American manufacturing,” said Fisco. “It’s not just about making products here again. It’s about being ready to compete and win.”

Local dental manufacturer honored by Fortune magazine

Ultradent Products Inc., a developer and manufacturer of high-tech dental materials in South Jordan, is being recognized for the fifth consecutive year as a *Fortune* magazine Best Large Workplace in Manufacturing and Production. Ultradent placed eighth on the 2025 list, after being No. 10 in 2024, No. 4 in 2023, No. 5 in 2022, and No. 9 in 2021.

Ultradent is the only company in Utah, as well as the dental industry, to ever make *Fortune*’s Best Large Workplaces in Manufacturing and Production list.

“Earning this distinction for the fifth

year in a row is a testament to the passion, innovation and dedication of our people,” said Ultradent President and CEO Dirk Jeffs. “Their commitment makes Ultradent a remarkable place to work and allows us to advance oral health care around the world. We sincerely appreciate the team at *Fortune* magazine for recognizing our efforts.”

Fortune bases its rankings on a rigorous evaluation of the company’s culture, values, employee satisfaction, and third-party employee surveys and feedback.

Government shutdown leaves 28K-plus Utahns furloughed

As the government shutdown continues, a report by SmartAsset estimates 28,475 Utah residents have been furloughed. It makes Utah the ninth-highest state in the country by percentage of population — with that number leaving just over 0.81 percent of the state’s employment base out of work.

Nationally, nearly 20 percent of Washington, D.C., residents are impacted. In Maryland, over 100,000 residents are furloughed. Utah is listed with a population of 3,503,613 in the study.

SmartAsset ranked 50 states based on the estimated per-capita furloughs due to

the current federal government shutdown. Data for federal employment comes from the FedScope Employment Summary Data from the Office of Personnel Management (OPM) for March 2025. Departments with at least 1,000 listed employees at that time were considered.

Furlough rate estimates for each department were derived from publicly available funding contingency plans — or, in the case of the Government Printing Office, based on the most recent historical precedent in the 2013 shutdown. Population estimates come from the U.S. Census Bureau 1-Year American Community Survey for 2024.

UTIA relaunches Utah Hotel & Lodging Association

At the recent Utah Tourism Conference in Bryce Canyon City, the Utah Tourism Industry Association (UTIA) announced the relaunch of the Utah Hotel & Lodging Association (UHLA) as a 501(c)(6) subsidiary of UTIA, renewing a legacy of advocacy and leadership for Utah’s lodging industry.

“This integration strengthens hoteliers’ ability to address the unique needs of the lodging sector while leveraging UTIA’s

broad tourism network and statewide influence,” UTIA said.

“By re-establishing the Utah Hotel & Lodging Association, our tourism industry gains another strong, unified voice,” said Celina Sinclair, executive director of reestablished UHLA and the UTIA. “Collaboration among lodging professionals is key to driving innovation, improving guest experiences and ensuring Utah continues to welcome visitors from around the world.”



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Together, the two organizations will work hand in hand, combining UHLA’s deep industry expertise with UTIA’s connections, advocacy and resources to create more opportunities, stronger collaboration and a united voice for Utah’s lodging community, Sinclair said. The relaunch rein-

forces the lodging sector’s presence at the legislative table, providing additional private-industry leadership on important tourism-related issues, she added.
Lodging owners, operators and brand partners interested in participating may contact UHLA at info@utah tourism.org.

Perfect Feast announces financial partnerships, names new CEO

Perfect Feast, a provider of corporate gifting solutions, has announced investment partnerships with private equity firms SageLink Capital of Salt Lake City and Genesis Park of Houston.
The Pleasant Grove company also announced the appointment of Blaine Farr as CEO as part of the transaction.
The partnership will provide resources and expertise to accelerate Perfect Feast’s growth, expand its product offerings and build its service to customers, the company said.
“We are thrilled to welcome Blaine to the team and to partner with SageLink and Genesis Park,” said Andy Reed, vice president of sales at Perfect Feast. “This transition provides the resources and leadership to allow Perfect Feast to build upon its incredible customer service and continue to grow our presence in the corporate gifting market.”
“Perfect Feast has an incredible foundation built on strong client relationships, beloved products and a reputation for excellent customer service,” said Farr. “I am

excited to join the Perfect Feast team and am looking forward to working with them to grow the business, expand its service offerings and memorable experiences for our customers and their employees.”
Perfect Feast’s flagship product, a universally accepted grocery gift certificate, enables employers of all sizes to provide employees with holiday gifts in the form of meals for their families. The company was founded in 2006.
“Perfect Feast offers a unique product that delivers tangible value for its customers and its dedication to customer service is a further differentiator,” said Mike Robertson, managing partner at SageLink Capital. “We are excited to support Blaine and the team in growing the company.”
“We are proud to partner with Perfect Feast and SageLink on this investment,” said Gina Luna, managing partner at Genesis Park. “Perfect Feast has built a strong reputation in the corporate gifting market and with Blaine’s leadership, the company is well-positioned to capitalize on near-term growth opportunities.”

Alpine Testing Solutions acquired by Volaris Group

Volaris Group, an investment company specializing in growing software firms, has announced the acquisition of Orem-based Alpine Testing Solutions Inc., a provider of psychometric consulting and test security services for credentialing and licensure programs.
Founded in 1991, Alpine Testing Solutions provides expertise and solutions to help organizations create and maintain high-quality assessment programs that are fair, reliable and defensible.
Based in Mississauga, Ontario, Canada, Volaris Group has operations and portfolio companies in over 50 countries.
“Alpine Testing Solutions Inc. has built a trusted reputation in professional certification, helping organizations worldwide uphold the integrity and value of their credentialing programs,” said Mike Borello, group leader at Volaris. “We are proud to welcome Alpine into Volaris Group and to support their next chapter of growth with a permanent

home and long-term commitment.”
Alpine partners with certification bodies, professional associations and credentialing organizations to design, build and protect high-stakes examinations. Alpine’s services span test design and development, psychometrics, program security and ongoing exam maintenance for companies, including Microsoft, Google, Amazon, Cisco, ESRI, Dell and others.
“We are thrilled to join Volaris Group, a company known for its proven best practices, strong commitment to developing talent, and supporting the growth of its businesses,” said Alpine CEO Stephen Price, who will continue in that role under the new ownership. “Volaris’ dedication to long-term success and its collaborative approach give us the confidence that our mission to strengthen credentialing programs and protect the value of certifications for professionals will be supported.”

Swig names new president and franchise manager

Swig, a Sandy-based player in the “dirty soda” beverage category, has announced the promotion of Todd Smith to president, following his tenure as chief commercial officer. Swig also appointed franchise sales representative Shannon Swenson to chief of franchise partnerships.
“We’re at a major moment for dirty soda,” said Alex Dunn, CEO of Swig. “People crave playful, personalized drinks, and Swig is here to deliver, coast to coast. Todd’s vision, Shannon’s franchising prowess and the talent of Swig’s leaders and team members alike are the perfect combination to fuel our bold growth and make Swig everyone’s go-to stop for something delicious, unique and totally customizable.”
As chief commercial officer, Smith led everything from supply chain operations and real estate acquisitions to restaurant construction. As president, he will drive Swig’s expansion — from scouting locations to overseeing the building of new company-owned stores and partnering with Swenson to drive the franchise pro-

gram across the U.S.
“I’m grateful to Alex and the rest of the executive leadership team for their faith in me as we embark on this journey of growth together,” Smith said. “Swig has always set the standard for drink creativity, and now we’re ready to share our one-of-a-kind experience with even more fans nationwide.”
Swenson brings franchise development experience to Swig. Before joining the company, she helped Dave’s Hot Chicken, as senior vice president of franchise development, to scale the brand to 360 locations worldwide, over 1,400 franchise commitments and a billion-dollar valuation.
“Swig has all the markers of a breakout franchise,” Swenson said. “It has crave-worthy products, a proven concept with over 120 locations, high-margin operations and a world-class leadership team with an unmatched company culture. I’m excited to help scale this rocket ship and bring its ‘day-making’ philosophy to communities across the country.”
Founded in 2010, Swig now has over 120 locations in 16 states.

Biomerics appoints Arun Mohan as new CEO

Salt Lake City medical products manufacturer Biomerics has appointed Arun Mohan as CEO. Founder and current CEO Travis Sessions will transition into the role of chairman of the board, the company announced.
“This is a defining moment in Biomerics’ 30-year journey,” said Sessions. “Our success has always been rooted in innovation, manufacturing excellence and a relentless focus on serving our customers. Arun has the leadership, vision and proven track record to take Biomerics to the next level. With the full support of the board, I am confident that under his leadership, we will continue to deliver transformative solutions for patients while expanding our global footprint. I look forward to working alongside him as chairman.”
“I am humbled and honored to lead Biomerics into its next chapter,” said Mohan. “Our mission is clear: to improve and save lives. To achieve this, we will place our customers at the center, invest in our people and advance manufacturing excellence as the foundation of everything we do. Together, we will innovate boldly, grow responsibly, and build a company that not only leads in medtech manufacturing, but also inspires

pride in every employee and confidence in every customer.”
As CEO, Mohan will also serve on the Biomerics board of directors and be responsible for the company’s global business operations, financial performance and strategic growth initiatives, the firm said in a statement. Mohan previously served as resident of Biomerics’ Micro Metals Division. He said his leadership philosophy centers on “customer centricity, employee empowerment and innovation-driven execution.”
Sessions, who founded Biomerics in 1994, will remain engaged as chairman, advising Mohan on strategic initiatives, including future mergers and acquisitions, the announcement said. Under Sessions’ leadership, Biomerics has grown from a single-site startup to a company with over 3,000 employees across 12 locations in the United States, the Dominican Republic and Costa Rica, serving the world’s interventional device companies.
Founded in 1994, Biomerics is a vertically integrated medical device contract manufacturer of interventional devices. Biomerics supplies 20 of the top 30 medical device original equipment manufacturers globally.



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Study shows some small-business owners stuck in survival mode

Small-business owners faced a tough year, battling rising costs and tariff policies. KeyBank’s 2025 Small Business Survey found that approximately one in four (23 percent) small-business owners are stuck in survival mode and aren’t focused on long-term planning. Additionally, almost half (46 percent) of small-business owners feel their performance fell short of expectations in 2025.

Still, 40 percent of small-business owners are cautiously planning ahead for their businesses’ futures. Another 46 percent say they are certain they could cover one month of operating expenses if an emergency arose, down just slightly from KeyBank’s Fall 2024 Small Business Survey (49 percent), suggesting that they are preparing for stability and sustainability despite uncertainties.

Even with an extra cushion of expens-

es saved, half (50 percent) of small-business owners say their top concern is inflation and rising costs — far outpacing factors like competition (33 percent), cash flow (25 percent) and labor shortages and hiring challenges (22 percent). In fact, a quarter (25 percent) of small-business owners are increasing prices for customers in light of recent tariffs and rising costs. Cybersecurity also remains a key issue for small-business owners, with 41 percent citing payment fraud as their top concern, followed by phishing and email scams (27 percent) and identity theft (26 percent).

With federal legislation changes likely coming in the last few months of 2025, 72 percent of small-business owners are very concerned these changes will have an impact on their operations. But good news: 80 percent feel confident to make key, informed decisions amid to-

day’s economic and policy uncertainty — though they do admit they might be second-guessing at times.

“Navigating the current economic environment has proven to be no small feat for small-business owners,” said Mike Walters, president of business banking at KeyBank. “It’s reassuring to see small-business owners’ passion and perseverance, despite the challenges that have come their way. Their ability to adapt — whether through tightening expenses, finding new ways to serve customers, or preparing for regulatory shifts — shows the grit and creativity at the heart of the small-business community. It’s that determination that allows them to build the foundation needed for long-term growth.”

Looking ahead to 2026, business owners are prioritizing the strategies, resources and self-care that will help

shape their resilience.

Seeking professional advice: 21 percent of small-business owners agree they’d feel more secure by having regular conversations with their business bankers, with many looking for guidance on cash flow (33 percent), financial planning (33 percent), and tax strategy (31 percent).

Maintaining personal resilience: 30 percent of small-business owners say they feel more resilient with a good night’s sleep — ensuring they balance daily self-care needs with long-term business planning.

“Small-business owners are proving that resilience is more than just surviving challenges; it’s about planning ahead, leaning on trusted advisors, and making sure they have the clarity and confidence to move forward,” Walters said.

U.S. foreclosures level in third quarter, but up 17 percent over last year

Although residential foreclosures across the U.S. were pretty level during the third quarter, they are still up 17 percent from a year ago. Those numbers are according to the Q3 2025 Foreclosure Market Report from Attom, a California-based curator of land, property and real estate data.

The report shows a total of 101,513 U.S. properties with foreclosure filings during the third quarter, up less than 1 percent from the previous quarter, but up 17 percent from last year. The report also shows a total of 35,602 U.S. properties with foreclosure filings in September, down 0.3 percent from the previous month and up 20 percent from a year ago.

“In 2025, we’ve seen a consistent pattern of foreclosure activity trend-

ing higher, with both starts and completions posting year-over-year increases for consecutive quarters,” said Rob Barber, CEO at Attom. “While these figures remain within a historically reasonable range, the persistence of this trend could be an early indicator of emerging borrower strain in some areas.”

A total of 72,317 U.S. properties started the foreclosure process in Q3 2025, up 2 percent from the previous quarter and up 16 percent from a year ago.

States that had the greatest number of foreclosure starts in the third quarter included Texas (9,736 foreclosure starts); Florida (8,909); California (7,862); Illinois (3,515); and New York (3,234).

The major metros with a population of 200,000 or more that had the greatest

number of foreclosures starts in Q3 2025 included Houston (3,763 foreclosure starts); New York City (3,452); Chicago (3,144); Miami (2,502); and Los Angeles (2,321).

Nationwide, one in every 1,402 housing units had a foreclosure filing in Q3 2025. States with the worst foreclosure rates were Florida (one in every 814 housing units with a foreclosure filing), Nevada (one in every 831), South Carolina (one in every 867), Illinois (one in every 944) and Delaware (one in every 974).

Among 225 metropolitan statistical areas with a population of at least 200,000, those with the worst foreclosure rates in Q3 2025 were Lakeland, Florida (one in every 470 housing units); Columbia,

South Carolina (one in 506); Cape Coral, Florida (one in 589); Cleveland (one in 593); and Ocala, Florida (one in 665).

Other major metros with a population of at least 1 million, including Cleveland at No. 4, and foreclosure rates in the top 20 worst nationwide, included Jacksonville, Florida at No. 6; Las Vegas at No. 9; Houston at No. 14; and Orlando, Florida, at No. 17.

Lenders repossessed 11,723 U.S. properties through foreclosure (REO) in Q3 2025, up 4 percent from the previous quarter and up 33 percent from a year ago.

Utah ranked No. 13 in the nation for the percentage of homes in some stage of foreclosure, with 908 properties, down 0.87 percent for the quarter.

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From left, Adrian Gonzalez, Mya Perez and Grady Emerson, representing the Dodgers, were the winners of the MLB Home Run Derby X at The Ballpark at America First Square in South Jordan on Sept. 20.



Members of the Yankees team at Home Run Derby X were, from left, Nick Swisher, Todd Frazier and Jocelyn Alo, who took home second place. (Photos by Tom Haraldsen, Salt Lake Business Journal)

Major leaguers score cash for homers at South Jordan event

Tom Haraldsen
Salt Lake Business Journal

It was deja vu all over again — sort of. Just like in last year’s MLB World Series, the Los Angeles Dodgers defeated the New York Yankees during the championship of the MLB Home Run Derby X on Sept. 20. The Dodgers won 72-71 in the finals held at The Ballpark at America First Square in South Jordan.

The annual competition held its finals in Utah for the first time, and the groups of former major leaguers, professional women’s softball players and collegiate stars who came to the state were all impressed with the stadium, the fans who attended and the surroundings of the development in Downtown Daybreak. It was a large reason why the Bees’ ownership bid to get the finals in Utah.

“We’re really excited for Home Run Derby X. It’s a chance to exhibit incredible athletes, not only with MLB but also with professional women in softball and collegiate level softball players and legacy players,” said Michelle Smith, executive vice president of Miller Sports & Entertainment.

“To bring them into this ballpark, that’s brand-new, and in Salt Lake City and in Utah just seems so fitting, especially this time of year — it couldn’t be better baseball weather. And so we’re really excited

to be given this opportunity to host the finals.”

The premise is simple: Teams of three players take their swings to see how many home runs they can hit in 2½ minutes — in this case, over the right field wall at the ballpark. Their opponents play in the outfield and can score points by catching flies that don’t clear the fence. Over the first two rounds of the event, where eight teams begin, four advance to the semifinals and two make the finals. Hundreds of baseballs were knocked to eager fans sitting on the grass berms beyond the right field wall.

Four teams made Saturday’s semifinals: the Yankees, Dodgers, Nationals and Salt Lake Bees. These four squads adopted team names for the competition, even if they weren’t actually ever members of those MLB teams. But some were.

“Everything about this place has been wonderful,” said veteran MLB star Nick Swisher, who played on the Yankees team for HRDX. “This facility is great — probably the nicest minor league park I’ve ever played in. And the fans have been great.”

Swisher, who played for 13 seasons in MLB, including four years with the New York Yankees, four with the Oakland A’s, won a World Series title in 2009 with the Yankees and was MVP in the 2010 All-Star Game, was personal and engaging, as he and teammates Todd Frazier (two-

time All-Star; 11 seasons in the majors, including five with the Cincinnati Reds; and a Little League World Series champ in 1998); and collegiate softball champion Jocelyn Alo from the University of Oklahoma (numerous conference and All-American honors) powered their way into the finals against the team representing the Dodgers.

Those Dodger players included MLB superstar Adrian Gonzalez, a five-time All Star who played for the Dodgers, Padres, Red Sox, Rangers and Mets; Mya Perez, a junior softball player from Texas A&M who broke the school’s single-season record with 73 RBIs and batted .424 this past season while earning all-conference honors; and Grady Emerson, a high school star from Argyle, Texas, who was the youngest player this year and is considered a No. 1 pick for the MLB draft — though he’s committed to play at the University of Texas next year.

The Dodgers defeated the Bees 62-53 in one semi and the Yanks beat the Nationals 71-69 in the other, setting the stage for the finals, where the Dodgers edged the Yanks on a home run by Frasier. The winning team split a \$150,000 prize.

“I’ve had a couple pull me aside to tell me we have an incredible ballpark and offer congratulations,” Smith said. “We had a goal of creating a gathering place for baseball that felt like the major

leagues but was in minor league baseball. We continue to get that feedback even as these professional players are coming in.”

She said the Bees’ first season in the new park, which ended in September, was a hit.

“We are thrilled by the experiences and success of our first season here — on and off the field. Our inaugural season exceeded expectations for those that came to the ballpark. I think next season is even going to be more exciting because there will be continued development around the ballpark. So when people come next year, the experience is going to continue to develop. Excited to have people continue engaging with America First Square and with the ballpark. The feedback from every team from our post-game survey gave us such high marks. So we really accomplished everything we set out to do.”

She added that the organization’s goal when building the park was to make it a space that could be used throughout the year.

“As we go into the holidays, this is going to be transformed into this incredible light experience that you can walk through with your family,” she said. “It will have Christmas trees, music, ice skating in the plaza. We hope that people won’t just think of the ballpark during the summer. It will be a place where you’ll want to gather all year long.”

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Ogden-based **RealAcoustix**, a manufacturer of high-end acoustical diffusers, acoustical wood and absorption treatments, has launched **MicroPerf**, its latest addition to a lineup of sound management and acoustic absorption products. The product is designed for use where both aesthetically pleasing architectural paneling and effective sound management are required.

Built on a solid three-quarter-inch, medium-density fiberboard core and faced with perforated veneers, MicroPerf meets the demand for acoustic performance with architectural appeal. The system installs easily using standard Z-clip and Z-bar hardware, and custom mounting options are also available to suit a variety of design needs. MicroPerf is available in panels up to 48 inches wide by 120 inches long, with 0.55-millimeter or 1-millimeter hole sizes. It is offered in a wide selection of veneer and laminate options.

“MicroPerf is our answer to the industry’s call for a consistent and high-performing perforated product,” said **Charles Merrimon**, president of Catalyst Acoustics Group, RealAcoustix’s parent company. “It not only performs exceptionally well acoustically but also meets the aesthetic and customization needs of architects and designers.”

MicroPerf is available in both baffle and cloud configurations for installations in ceilings, wall and partitions to reduce excess noise, improve comfort and elevate design, the company said.

Founded in 2008 as an architectural acoustics manufacturer, RealAcoustix offers products that have been successfully installed in concert halls, universities, premier recording studios and other high-end spaces with notable aesthetic and acoustic results.

Filevine, a Salt Lake City-based provider of cloud-based legal practice management software, has introduced its **Legal Operating Intelligence System** (LOIS). The company said LOIS, introduced at its recent customer conference,

represents how artificial intelligence and data automation can transform every aspect of legal work, empowering attorneys to deliver faster, more accurate outcomes with total transparency. The new LOIS system emphasizes verifiable outputs, pairing

every answer with source citations and excerpted evidence so attorneys can audit results instantly. “Firms deserve operational intelligence that meets them where they work,” said **Ryan Anderson**, CEO of Filevine. “LOIS is that tool. We can’t wait to help customers build, customize and leverage their own Legal Operational Intelligence System.” “With LOIS, Filevine is redefining what it means to run a modern legal operation by connecting intelligence to every decision, every document and every client interaction,” the firm said.

Gabb, a Lehi-based provider of kid-safe technology, has introduced its **Gabb Music** streaming service for any phone or tablet. The service, formerly available for only Gabb products and now called Gabb Music+, can be downloaded from the Apple App Store or Google Play Store with an introductory free 30-day trial. Built specifically for kids, the Gabb library



features millions of hits across every genre and era. “We have everyone from Harry Connick Jr. and the Beach Boys to Aretha Franklin on our service, and kids stream the music they like,” said **Kerri Fox-Metoyer**, Gabb’s head of entertainment services. “The biggest misconception is that we only offer kids music. Right now, Benson Boone is the top-streaming artist on Gabb Music.” Each song is carefully selected to be worry-free from explicit lyrics, adult subject matter or inappropriate album art, eliminating the need for parental controls.

Springbrook Software, an American Fork-based provider of enterprise resource planning software for local government, has announced the release of **Cirrus Asset Management**, a unified platform designed to help government agencies meet the challenges of aging infrastructure, constrained budgets and growing service expectations. The module unites Springbrook Cirrus finance, GIS and field execution into a single intelligent platform,



helping local government manage assets, track true costs and deliver essential services with confidence and efficiency. The platform unites finance teams with field teams to streamline communication and decision-making. “Cirrus Asset Management represents a major step forward in how government agencies connect finance, operations and service delivery,” said **Robert Bonavito**, CEO of Springbrook Software. “By bringing financial, GIS and field data together in our intelligent Cirrus platform, we enable governments to operate with transparency, efficiency and accountability — delivering better service to their communities.”

Terra Lake Data of South Jordan has launched a new website designed to help compare schools as they make attendance decisions for their children. **SchoolGrade.org** converts state test results into one letter grades and displays actual versus

projected proficiency side-by-side so users can see real impact — not just raw scores. Schools cannot pay or take other actions that will change the grades. “Traditional rankings often reward advantage,” a statement on Terra Lake Data’s website says. “SchoolGrade separates what a school controls



from what it inherits, enabling apples to apples comparisons across neighborhoods and districts. The result: Families can spot hidden gems — schools beating expectations that might not top raw score lists.” The letter grade and accompanying teacher grade are designed to start a conversation, not end one. A “below expectations” signal is a prompt for deeper research, program review and community partnership.

Owlet, a designer and marketer of infant monitoring products headquartered in Lehi, has introduced the **Dream Sight** high-definition video baby monitor. “Parents are clear about what they need in a baby monitor: more advanced features, greater reliability, deeper security and a price point that makes sense,” said **Kurt Workman**, Owlet’s CEO and co-founder. “Dream Sight is a direct response



to that feedback from our customers. When paired with our medically certified Dream Sock, it creates a connected monitoring experience that gives caregivers the confidence and peace of mind they need.” Dream Sight is equipped with 2K resolution; motion, sound and cry detection to alert parents when the baby needs attention; two-way talk capabilities to allow parents to soothe the child from anywhere; automatic video clip capture and save; and temperature and humidity monitoring to help maintain a safe, comfortable sleep space.

Kenect, a provider of AI-driven management technology for automotive dealerships, has released **Voice AI**, an artificial intelligence solution designed to improve service department operations and customer interactions. The Pleasant Grove-based company said Voice AI functions as a virtual receptionist, available 24/7 to handle inbound



calls, answer routine questions, schedule service appointments and route inquiries to the appropriate department. “By automating these tasks, dealerships can reduce administrative workload, improve responsiveness, and ensure consistent customer service during and outside of business hours,” Kenect said about its new product. Early test results indicate that dealerships adopting Voice AI have achieved a 61 percent reduction in call volume for service staff, saved over two hours per day per service writer, and realized a 23 percent increase in service revenue. Voice AI’s automated appointment scheduling can be integrated directly with a dealership management system.

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If that seems like a harsh reaction to a little resume, you haven't applied for a job lately. Because, lately, people submitting resumes would be delighted to get a "no" response. Truth be told, they'd be delighted to get any response at all.

Consider Martine, a paralegal job candidate whose search for a new position is described in "The Job Market is Hell," a recent Annie Lowrey article in The Atlantic.

Martine "saw plenty of jobs advertised at nonprofits, law firms, consultancies and universities. She sent out dozens of resumes. She never even got close to being hired."

"I have 10 years of experience," Martine told Lowrey. "I'd be happy if a person told me no at this point."

Martine is not the only person getting ghosted in their job hunt.

"Harris applied to 200 jobs," Lowrey reports. "He got rejected 200 times. Actually, he clarified, he didn't get rejected 200 times. A lot of businesses never responded."

Sad to report, Martine and Harris are



a teeny-tiny fraction of job-hunters who can't get to first base with potential employers. Part of the problem is the employers, who have significantly decreased the number of employees they bring on. The other part of the problem is the employees, who have significantly increased the number of resumes they send out.

Think about it. Used to be, a person had to write up a resume, stick it in an envelope and drop it in the mail. That took time. Today, a single click can send out a dozen resumes by email. A hundred! A thousand! And as for all the time spent writing up that resume, many job-hunters are turning that job over to artificial intelligence. Easy peasy, right?

Wrong! Resumes written by AI are also reviewed by AI. Hence, the problem of the rude no-reply reply. AI systems are good at many things, but when it comes to manners, they stink.

While the AI overlords are in control of your next job, be sure your resume is AI-friendly. You could ask AI how to do it, or you could listen to me — someone

you can trust to always give you a definite NO!

No. 1: Write an AI-Positive Resume.

Think a resume should feature your previous job responsibilities? You're living — and working — in the past. Instead, focus on how many of your job responsibilities you turned over to AI. Point out that if you are hired, you will use all your extra time identifying co-workers who can be eliminated by the most wonderful technological invention since electricity — aka artificial intelligence — which can do any job better than a flawed, analog system — aka humans.

No. 2: Emphasize How Much You Use AI in Your Personal Life.

AI isn't just for work anymore. By welcoming ChatGPT into your life, you no longer make any decisions on your own: What should I cook for dinner? Where should I go on vacation? What should I name my children? These are all decisions you turn over to one of the 12 AI systems to which you now subscribe. This explains why you are such a well-balanced, happy individual. It also explains why your children are named Claude, Gemini and Grok-3.

No. 3: Make it Clear — AI Will Not Destroy Humanity. Probably.

It's not enough to declare your alle-

giance to AI. You must also make it clear that anyone who wants to limit the spread of AI should be silenced. Especially worthy of rebuke are the worrywarts who insist that AI, as it continues to improve, could destroy all life on earth.

We've all heard scenarios involving AI systems that respond to a simple prompt like "Make a better backscratcher" by deciding manufacturing would be most efficient by using robots, making it only logical to eliminate all human employees, which is most efficiently accomplished by detonating a nuclear bomb in the parking lot. This is unlikely to happen, probably, but if it did, whoever is left on Earth would have a heck of a back-scratcher.

Making these three simple changes in your resume may not guarantee your chance of being hired, but you will improve your chances of getting a reply. The reply will likely be a "NO!" but it's better than nothing.

Don't agree? Call a family conference and ask Claude, Gemini and Grok-3.

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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People on the Move

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

BANKING

• **Chartway Credit Union**, a Virginia-based credit union with branches in Utah, Texas and Virginia, has appointed **Jhae Smith** as vice president of commercial lending. Based in Salt Lake City, Smith will lead commercial and small-business lending strategy, overseeing loan production, portfolio performance and risk management. Smith has more than two decades of experience in commercial lending, with expertise spanning SBA, commercial real estate, commercial and industrial, construction, acquisition and development, and syndicated lending. Before joining Chartway, Smith served as senior vice president and senior commercial business manager at Capital Community Bank. Her experience also includes senior roles at First National Bank of Lay-



Jhae Smith

ton, First Utah Bank, JPMorgan Chase, Bank of the West and Zions Bank.

COMMUNICATIONS

• **Listen Technologies**, a Bluffdale-based provider of advanced wireless listening solutions, and **Ampetronic**, a United Kingdom-based provider of hearing loop systems, have promoted **Kim Franklin** to chief marketing officer. She will lead global marketing across Ampetronic and Listen Technologies, which are brands that create assistive listening solutions that make clear audio accessible in any environment or setting. Franklin joined Listen Technologies in 2014 and most recently was global vice president of marketing. She has formulated and implemented strategic marketing initiatives that have helped Listen Technologies increase brand awareness and revenue. Listen Technologies and Ampetronic are aligned under a "one company, one voice" foundation under the Allvida family of companies. The brands are integrat-



Kim Franklin

ed in their approach to marketing strategy, product launches and global communication. They share core values, a unified purpose, and a vision for leadership in accessible audio.

GOVERNMENT

• **Jefferson Moss**, executive director of the Governor's Office of Economic Opportunity, has been appointed to the **Utah Nuclear Consortium**. Managed by the Utah Office of Energy Development, the consortium provides a framework for nuclear energy development and planning in Utah. Moss has extensive experience in economic development in both the public and private sectors, as well as a background in policy, academia and business innovation. Moss' appointment is expected to strengthen the goals of "Operation Gigawatt" by aligning economic development with energy infrastructure projects. It will also increase collaboration between GOEO and OED, optimizing the state's efforts to ensure reliable, abundant and af-



Jefferson Moss

fordable energy. At its October meeting, the GOEO board approved a pair of tax credit incentives totaling up to \$97 million for Utah Energy LLC, a subsidiary of California-based General Matter Inc., to build a plant in Utah County to manufacture equipment for uranium enrichment and for fuel production for energy.

TECHNOLOGY

• **SponsorCX**, a Lehi-based company offering a platform to help properties and brands manage sponsorships more efficiently and work better with their partners, has appointed **Russ Hannig** as chief operating officer. Hannig will oversee marketing, human resources and customer success. Hannig has extensive experience scaling operations in high-growth environments. Most recently, he served as senior vice president of growth marketing at Gabb. He also spent five years at Ancestry in progressive leadership roles, culminating as senior director of integrated marketing and brand experience.



Russ Hannig

Industry Briefs

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

ECONOMIC INDICATORS

• **Utah** is the nation's top-ranked state for **decorating the most for Halloween**, according to **Lombardo Homes**, which analyzed Google search trends. It is the third consecutive year for Utah to lead the rankings. The study also indicates that a pumpkin is the most popular Halloween decoration in Utah. At the bottom of the list is Arizona. The study shows that 87 percent of Americans are decorating for Halloween in 2025. On average, Americans will spend \$99 on décor, and more than half (55 percent) plan to carve pumpkins. Details are at <https://lombardohomes.com/most-popular-halloween-decorations-by-state-2025/>.

• **Utah** is ranked No. 8 on a list of **"best states for startups,"** compiled by **BlauggBlog**. It noted that Utah has relatively low corporate and personal income tax rates, affordability beyond taxes, a commitment to integrate digital infrastructure and streamline its services, and the fast-growing tech corridor of Silicon Slopes. The most affordable state is Wyoming. Details are at <https://www.northwestregisteredagent.com/start-a-business/affordable-states>.

• **Utah** is ranked No. 15 for **worst construction pay for women**, according to a study by **Construction Coverage**, an online publisher of construction industry research reports. Its researchers analyzed the newest Census Bureau and BEA data to identify where women are earning the most in construction, adjusted for cost of living, and the states with the highest female employment shares. After adjusting for cost of living, Utah women working full-time in the construction sector in Utah earn a median annual wage of \$53,108, the 15th-lowest in the country. Before COL adjustments, women in construction earn a median annual wage of \$50,454 in Utah, compared to \$49,512 for women working full-time overall. Nationwide as of July 2025, women make up 10.7 percent of full-time construction workers. In Utah, that share is 8.5 percent. Nationally, full-time female workers earn \$54,044 annually in the sector, but pay varies widely by state. Additionally, regional differences in cost of living affect how far a given salary will go in a given location. Details are at <https://constructioncoverage.com/research/best-paying-states-for-women-in-construction>.

• **Intermountain Health** and **Zions Bancorporation**, both of Salt Lake City, and **Qualtrics** of Provo are (in order) **Utah's "hometown employers best for career growth,"** according to a survey of employees by global outplacement and career development firm **Careerminds**. It asked which companies people would most like to join if career development and upskilling opportunities were the only criteria. Details are at <https://careerminds.com/blog/best-companies-for-career-development>.

• **Salt Lake City** is ranked No. 4 on a list of cities with **"car-optional living,"** compiled by nationwide self-storage search website **StorageCafe**. It analyzed 180 major cities for walkability, bike and transit access, commute times, safety, and access to amenities. Salt Lake City stood out for its balanced mix of mobility options, accessible services, and a growing commitment to pedestrian-friendly design. The top-ranked city nationally is Minneapolis. The bottom-ranked city is Cape Coral,

Florida. Details are at <https://www.storage-cafe.com/blog/best-walk-and-ride-cities-in-the-us/>.

• **Salt Lake City**, at No. 52 nationally, is Utah's highest-ranked city on a list of **"Best Cities for Training Your Dog,"** compiled by **Lawn Love**. It looked at trainer access and ratings, affordability, club availability, park space, and overall dog-friendly living. The lowest-ranked Utah city is No. 427 **Orem**. The top-ranked city nationally is New York City. Details are at <https://lawnlove.com/blog/best-cities-dog-training/>.

EDUCATION

• The **University of Utah** has announced the creation of **Utah Promise**, an initiative designed to expand access to higher education across the state. Beginning in the fall of 2026, the university will guarantee full coverage of tuition and mandatory fees with scholarship and grant funding for Utah resident undergraduate students whose family household income and assets are each less than \$100,000 per year (as defined by federal financial aid guidelines). The university said the program will help more Utahns pursue their degrees, graduate on time and thrive in their careers. The program applies to first-time, first-year undergraduate students who graduate from high school with an unweighted GPA of 3.5 or higher. It covers tuition and mandatory fees for up to four years of full-time enrollment with scholarships and grants. Eligible students must complete an application for admission by the university's Dec. 1 priority deadline and complete the Free Application for Federal Student Aid by Feb. 1. To maintain eligibility, students need to continue to submit the FAFSA each year and maintain qualifying income and asset levels. Recipients must also successfully complete full-time course loads each semester and maintain a cumulative 3.5 GPA or higher.

EVENTS

• **Artificial intelligence** will be the focus of an event Dec. 1-2 in Salt Lake City. The **2025 AI Summit** will be hosted by the Utah Department of Commerce and its Office of Artificial Intelligence Policy, the Governor's Office of Economic Opportunity and the Nucleus Institute and takes place at the Salt Palace Convention Center. The theme is "Utah's Pro-Human Leadership in the Age of AI." The summit will feature a keynote address from Gov. Spencer Cox and a fireside conversation with Matthew Prince, CEO of Cloudflare. Session highlights include workforce development in the age of AI and its impact on employment trends; cutting-edge research from Utah's top universities; emerging applications in biotechnology, finance and sustainable energy; and interactive policy discussions on topics such as AI companions, personalized medicine, and AI in learning. Dec. 2 is Summit Day. Dec. 1 features a pre-summit hackathon titled "Business Builders & AI," hosted by nonprofit SeedAI in partnership with the state of Utah. The pre-summit hackathon costs \$30. The summit costs \$125 through Oct. 31, \$175 thereafter. Details are at <https://aisummit.utah.gov/>.

EXPANSIONS

• **Halia Therapeutics**, a Lehi-based clinical-stage biopharmaceutical company developing therapies for chronic inflammation and obesity-related diseases,

has expanded into Abu Dhabi with a new office and five hires in Masdar City. Halia's mission is to decode genetic resilience and turn it into transformative therapies targeting chronic inflammation, the underlying driver of diseases like Alzheimer's, myelodysplastic syndromes (MDS), obesity, and others.

• **Owlet Inc.**, a Lehi-based company offering smart infant monitoring, has announced that the Central Drugs Standard Control Organization — India's national regulatory body for cosmetics, pharmaceuticals and medical devices — has approved its Dream Sock product for distribution. The company said it now prepares to launch its integrated monitoring devices, including Dream Sock, Dream Sight and Dream Duo, across India in early 2026.

LIFE SCIENCES

• **Biotechgate**, a Swiss-based global business development database, has announced a collaboration with **Salt Lake City** to launch a dedicated life science directory for the Salt Lake County region. The initiative aims to enhance the visibility, connectivity and growth opportunities for biotech, medtech and pharmaceutical companies based in Salt Lake County on a global scale. This dedicated Salt Lake City directory aims to ensure that regional companies are more visible to potential investors, partners and stakeholders worldwide. Biotechgate's database contains over 69,000 company profiles and provides users with information on available biotech and pharma assets, financing rounds, key management, technology platforms, licensing deal-terms and more. The Biotechgate database is property of Swiss-based Venture Valuation AG.

MANUFACTURING

• **Tern Industries LLC**, parent company of **Mixing Tanks USA**, has announced the opening of Mixing Tanks' national headquarters in the Ogden Valley. The new location will house the company's design, engineering, sales, marketing and administrative teams. Subsidiary Mixing Tanks USA manufactures stainless steel mixing and storage systems for the life sciences, pharmaceuticals, cosmetics, industrial chemicals, food and beverage industries. It was founded in 2011.

PARTNERSHIPS

• **Utah City**, a 700-acre, mixed-use development on Utah Lake's eastern shore, has entered a partnership with **Peloton**, a global fitness and wellness brand, so that every residential building at Utah City will feature Peloton Spaces, a co-branded space with Utah City that includes Peloton's fitness equipment. The partnership recently launched with Peloton yoga instructor Kirra Michel leading a free, outdoor class for the public with 200-plus people in attendance. Every multi-family building in Utah City is equipped with Peloton Bike and Peloton Row equipment, and Utah City will be among the first communities nationwide to introduce the new commercial Peloton Tread+ Pro in January 2026. Residents will find both private Peloton-powered workout pods and gyms featuring the brand's complete suite of fitness equipment.

RECOGNITIONS

• The **Utah Office of Tourism** and the **Utah Tourism Industry Association** recently honored the **2025 Utah Tourism**

ism Hall of Fame inductees at the annual Utah Tourism Conference held in Bryce Canyon. Honorees are selected based on their history of contributions to the state's tourism industry through leadership and long-standing contributions to their region or to the entire state. Beginning in 1985, the Hall of Fame has recognized 134 recipients. Inductees this year are **Olivier Barthez**, account manager for France, Belgium and Luxembourg for the Utah Office of Tourism; **Kym Buttschardt**, owner of Roosters Brewing Co. & Restaurant Group; and **Lance Syrett**, general manager of Ruby's Inn in Bryce Canyon. Barthez has been instrumental in elevating Utah's profile among European travelers. As the Utah Office of Tourism's representative in France (also overseeing Belgium and Luxembourg), Barthez leads



Olivier Barthez



Kym Buttschardt



Lance Syrett

Orchestra Tourism, a communications and PR agency specialized in promoting U.S. destinations, and has spearheaded partnerships that showcase Utah's iconic landscapes and cultural heritage to new audiences abroad. Buttschardt is a restaurateur and community leader whose contributions have greatly impacted Utah's tourism landscape. She helped spur downtown Ogden's renaissance by transforming historic 25th Street from a declining rail-era district into a vibrant gathering place for locals and visitors alike. The success of her brewpubs and eateries not only revitalized Ogden's city center but also created a backdrop for festivals, farmers markets, concerts and events, many of which the Buttschardts organize or support. In addition to running a growing restaurant group, she has taken on key tourism leadership roles, currently serving as chair of the Utah Office of Tourism board of directors. Syrett is a fourth-generation ambassador of Utah hospitality as the great-grandson of the lodge's founders. He also has served the tourism industry through various leadership roles, including as chair of the Utah Office of Tourism board of directors and chair of the Garfield County Tourism & Travel Council, while lending his expertise as a board member of the Utah Tourism Industry Association.

• **Wesley Sundquist**, Samuels Professor and chair of the Department of Biochemistry at the University of Utah, has been awarded the **World Laureates Association Prize in Life Science or Medicine** for his discoveries related to essential pathways that help sort and move proteins within cells. The WLA Prize, established in 2021, recognizes the world's leading researchers and technologists. With a 10 million yuan award, equivalent to about \$1.41 million, the WLA Prize is one of the largest scientific awards in the world. Sundquist shares the honor with Scott Emr, professor of



Wesley Sundquist

INDUSTRY BRIEFS

molecular biology and genetics at Cornell University. Research in Sundquist’s lab first showed that the HIV virus uses a cellular pathway called ESCRT (endosomal sorting complexes required for transport, pronounced “escort”) to escape host cells. The Sundquist lab’s work also characterized this pathway in humans.

• **Gov. Spencer Cox** and the **Governor’s Office of Economic Opportunity**



Korey Wright

presented annual awards at the recent One Utah Summit in Cedar City. The awards recognize individuals and companies that have significantly contributed to Utah and beyond in economic development, local communities and industry. The **Businessperson of the Year** is **Korey Wright**, owner of Bar-W Beef. Wright expanded his family’s multi-generational cattle ranching legacy and built a world-class beef processing facility for ranchers throughout the state. His leadership helped create new jobs in the Nephi community and strengthen Utah’s food supply chain, demonstrating a powerful commitment to local industry, community well-being and economic resiliency. The **Business of the Year** is **The Creamery**. Founded in 1952 by local farmers, The Creamery has been a cornerstone of the rural Utah economy for over seven decades. It sources dairy from neighboring family farms and produces its products locally.

• The **Women Tech Council** recently announced the recipients of the **2025 Women Tech Awards**, honored for their work in transforming technology and shaping the future of the industry. Award recipients are **Strategic Innovator Award, Kori Ann Edwards**, chief strategy officer, 47G, for turning strategic insight into measurable impact; **Public Sector Innovator Award, Lynne Yocom**, fiber optics director, Utah Department of Transportation, for modernizing public infrastructure through technology; **Tech Leadership Award, Shawwna DelHiero**, chief information officer, SoundHound AI, for guiding her teams through the cutting edge of AI; **Distinguished Engineer Award, Mou Nandi**, CEO and co-founder, Monere, for engineering solutions that matter; **Growth Accelerator Award, Mary-Lou Smulders**, chief marketing officer, Dedrone by Axon, for driving market expansion through smart innovation; **Leadership Excellence Award, Kathryn Armstrong**, chief science officer, USANA Health Sciences, recognized for visionary leadership; **Biotech Disruptor Award, Evita Weagel**, CEO and co-founder, Eris Biotech, for revolution-

izing biotech with bold new solutions; **Research Trailblazer Award, Amy McDonnell**, neuroscientist, University of Utah, for pioneering research shaping the future of neuroscience. **Rising Star Awards**, presented to young professionals already making waves in their fields, were presented to **Abbey Lasater**, senior data scientist, Swire Coca-Cola; **Alexis Cook**, infrastructure product manager, Awardco; **Amelia Shelton**, group product manager, Lucid Software; **Anindita Roy**, vice president of research, Seek Labs; **Kristen Hansen**, strategy and operations, Leland; **Melissa Daniels**, nuclear engineer, Nusano; and **Sierra Melanson**, data analyst, Mobly. **Student Pathway Awards** were presented to **Adrienne Madsen**, Utah Valley University; **Jordyn Wilder**, University of Utah; **Kat Harvey**, Salt Lake Community College; **Kate Grandia**, Utah State University; **Rachel Serre**, Brigham Young University; and **Sarah Silvest**, Weber State University. Honored with **Impact Awards** were a group of leaders who have volunteered with **SheTech** for five or more years, mentoring over 15,000 students through workshops, internships and hands-on STEM programs.

• The **Davis Technical College Foundation** recognized exceptional individuals and organizations for their dedication to transforming students’ lives during its recent annual **Life-Changer Luncheon**, held on the Davis Technical College campus. Honorees are **Haven J. Barlow Legacy Award, George S. and Dolores Doré Eccles Foundation; Community Partner Award, Utah Food Bank; Industry Partner Award, CR Lighting and Electric Inc.; Education Partner Award, Weber State University; and President’s Award, Troy Wood**. In the 2024-25 school year, Davis Tech awarded 510 scholarships totaling \$463,199 from funds raised by the foundation and its charitable donors.

• The **University of Utah** has announced the recipients of the third annual **Innovation Awards**, which recognize the efforts of UofU students, staff, faculty and startups in pursuing impactful research and contributing to the university’s culture of innovation. Recipients are **Startup of the Year, Trace AQ**, a UofU spinout that delivers advanced forecasting and air quality solutions to provide accurate and reliable intelligence to communities, corporations and health care systems; **Founders of the Year, Vahe Bandarian and Karsten Eastman**, co-founders of the UofU startup Sether Therapeutics, who have developed their PolyMacrocyclic Peptide Discovery Platform that revolutionizes peptide-based drug treatment; **Innovator of the Year, Alana Welm**, senior director of basic science at the Hunts-

man Comprehensive Cancer Center and chair of the University of Utah’s Department of Oncological Sciences, who works on developing groundbreaking models of human breast cancer; **Breakthrough of the Year, Tommy Gambles**, postdoctoral research associate in the College of Pharmacy at the UofU and co-founder of Thera-T Pharmaceuticals, who has helped develop a new class of immunotherapy for blood cancers that could significantly improve patient outcomes; **Investigator on the Rise, Tao Gao**, assistant professor of chemical engineering at the UofU, who has developed a novel electrochemical absorption and desorption process for lithium extraction, enabling efficient and sustainable lithium recovery from brines and leachates; **Lifetime Achievement Award, Bob Palais**, research professor in the Department of Mathematics at the UofU, who has devoted decades of experience to his study of DNA melting analysis; **Global Impact, Wes Sundquist**, Samuels Professor and co-chair of the Department of Biochemistry at the UofU, who has labored for over 12 years to turn an antiviral treatment into a twice-a-year therapy to prevent HIV infection in high-risk individuals; **Excellence in Innovation Graduate Student Award, Prince Minkah**, recipient of the Skaggs Graduate Research Fellowship, who has tackled the issue of therapy resistance in aggressive solid tumors; and **Excellence in Innovation Undergraduate Student Award, Brynne Byars**, a biomedical engineering student at the UofU, who has collaborated with Sunac Therapeutics on the lab’s translational research in finding a cure for osteoarthritis.

• **BambooHR**, a Draper-based company offering a platform for HR, payroll and benefits, recently held Connect 2025, its annual customer event. The company showcased over 30 innovations to its platform and honored people with the **2025 HR Experience Maker Awards** for demonstrating dedication, creativity and leadership in building thriving workplaces. Each winner received a \$2,000 vacation stipend. Winners are **Problem Solving, Kim Annetts**, HR and quality manager at Mills CNC; **Heart & Soul, Krystal Eason**, director of people operations at Saxbys; **Employee Experience, Afiah Mustafa**, manager of people analytics and rewards at QS Quacquarelli Symonds; **Business Growth, Travis McCracken**, human resources manager at Global Laser Enrichment; **Strategic Leadership, Caroline Marcus**, manager of HR at Anaqua; and **Career Advocate, Destiny Schindler**, human resources and facilities manager at Elemental Enzymes.

• **Supplemental Health Care**, a Salt Lake City-based provider of health care and education staffing, has been included

in a list of **“Largest Education Staffing Firms in the U.S.”** compiled by **Staffing Industry Analysts**. SHC is a health care and education workforce solutions provider that connects health care and school professionals with opportunities.

SERVICES

• **Tommy’s Express**, based in Michigan, has announced that locations in Layton and Saratoga Springs have transformed the car wash tunnels into a “Tunnel of Terror” Halloween experience, continuing through October. They will feature masked employees, jump scares and haunting sounds. Dates, times and costs vary by location. Details are at <https://tommys-express.com/tunnel-of-terror/>.

SPORTS

• To mark the leadup to the **Bank of Utah Championship**, Utah’s annual PGA Tour event that took place Oct. 23-26 at Black Desert Resort, the resort and the Ogden-based bank hosted a statewide trophy tour Oct. 2-10 at several locations. The trophy was designed and created by O.C. Tanner, a Salt Lake City-based employee rewards and recognition company.

SURVEYS

• The **Utah Women & Leadership Project** is conducting a statewide study to explore more deeply Utahns’ understanding, awareness, attitudes, concerns and perceptions around challenges that women and girls face. All Utahns age 18 or older are urged to participate. The form is at https://usu.co1.qualtrics.com/jfe/form/SV_d52a11WlepTEAwC. Questions may be directed to Susan Madsen, the primary researcher for the study, at uwlp@usu.edu, susan.madsen@usu.edu or 435-797-0873.

TRANSPORTATION

• **AIP Capital**, an Ireland-based alternative investment manager focused on opportunities in asset-based finance, and **Breeze Airways**, a Salt Lake City-based air carrier, have closed a \$47.5 million secured debt financing through AIP’s Private Credit strategy. The financing is secured by a diversified collateral package comprising the airline’s spare parts inventory, a spare engine, and a flight simulator, AIP said. The financing will support Breeze’s growth strategy. AIP Capital’s Private Credit business, through its global origination capabilities and long-term investor relationships, provides tailored financing solutions secured by aircraft and non-aircraft collateral to airline customers around the world. Breeze Airways operates more than 300 year-round and seasonal routes to 81 cities in the United States, Mexico and the Caribbean.



Calendar

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

Oct. 28, 11:30 a.m.

Professional Development Series, a ChamberWest event. Speaker Clay Kelley, chief revenue officer, Stratus HR, will discuss “Networking Notworking.” Location is The Grace Co., 6748 S. Redwood Road, West Jordan. Cost is \$35. Details are available at chamberwest.com.

Oct. 28, 11:30 a.m.-1 p.m.

Women in Business Luncheon, an Ogden-Weber Chamber of Commerce event. Speaker is Heather West, founder and CEO, Wellnest Fertility. Location is Jeremiah’s, 1307 W. 12th St., Marriott-Slaterville. Cost is \$25 for members and first-time guests, \$35 for nonmembers. Details are at ogdenweberchamber.com.

Oct. 28, 11:30 a.m.-1 p.m.

Women in Business, a South Valley Chamber of Commerce event. Speaker Amanda Covington, chief corporate affairs officer at The Larry H. Miller Cos., will discuss “Foundations of Leadership: Cultivating Excellence for Any Industry.” Location is Siempre Utah, 1283 E. Mike Weir Drive, Draper. Cost is \$23 for members, \$35 for nonmembers. Details are at southvalleychamber.com.

Oct. 29, 8:30-10 a.m.

“Global Gateway: Risk-Ready Finance,” a World Trade Center Utah event focused on global finance topics, from tax policy shifts to tariff strategy. Discussion participants are Shawn Marchant, tax principal at Tanner; Derek Drysdale, international tax partner at Tanner; and Bryce Judy, co-founder of Tarifflo. Location is World Trade Center Utah, 60 E. South Temple, Suite 300, Salt Lake City. Free (registration is required). Details are at luma.com/9vrf0cwj.

Oct. 29, 10:30 a.m.-5 p.m.

2025 Ivory Prize Summit, presented by the University of Utah and Ivory Innovations. Event will challenge how people think about disruptive innovation, provide opportunities to learn from leading entrepreneurs, and provide networking opportunities with others focused on improving housing affordability. Event also features winners and finalists from the 2025 Ivory Prize in Housing Affordability in the areas of construction and design, policy and regulatory reform, and finance. Location is Robert H. and Katharine B. Garff Building, University of Utah, 1731 E. Campus Center Drive, Salt Lake City. Details are at www.ivoryinnovations.org/event-details/2025-ivory-prize-summit.

Oct. 29, 11:30 a.m.-1:30 p.m.

Annual Bowling Lunch, presented by the Point of the Mountain, Pleasant Grove/Lindon, Utah Pacific Islander and Valley Crossroads chambers of commerce. Location is Jack & Jill Lanes, 113 S. 600 E., Lehi. Details are at thepointchamber.com.

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

“Witches, Werewolves and Women in Business,” a Davis Chamber of Commerce Women in Business luncheon. Location is Lagoon, 375 N. Lagoon Drive, Farmington. Cost is \$25 for members, \$35 for nonmembers. Details are at davischamberofcommerce.com.

Oct. 31, noon

“Lunch & Learn,” a Silicon Slopes event featuring Jay Elliott, CEO of Parrot Health. Location is Silicon Slopes, 2600 Executive Parkway, Suite 140, Lehi. Free. Details are at <https://app.siliconslopes.com/events>.

Nov. 4-5

Zero Gravity Summit, a technology and national security summit presented by 47G, in partnership with Torus and Strider Technologies. Themes are defense tech, advanced air mobility, new space economy, and energy production and grid security. Event features more than 150 exhibitors showcasing cutting-edge technologies and solutions. Speakers include Nikki Haley, former U.S. ambassador to the United Nations and former South Carolina governor; Chris Rocheleau, deputy administrator of the Federal Aviation Administration; Utah Gov. Spencer Cox; and Peyton Manning, former NFL quarterback. Location is Salt Palace Convention Center, 100 S. West Temple, Salt Lake City. Regular registration cost is \$300. Details are at <https://zerogravitysummit.com/>.

Nov. 4, 9 a.m.-noon

“Cash Flow is King” Workshop Series,” a Small Business Development Center event. Location is Salt Lake Community College, MCPC 101, Sandy. Cost is \$89. Details are at <https://clients.utahsbdc.org/events.aspx>.

Nov. 5, 11:30 a.m.-1 p.m.

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

Nov. 5, 11:30 a.m.-1 p.m.

“Wasatch Back Business University: Taxes & Financial Efficiency,” a Park City Chamber/Bureau event. Location is Blair Education Conference Center, 900 Round Valley Drive, Park City. Cost is \$10. Registration is required. Details are at <https://www.parkcitychamber.com/events/>.

Nov. 5, 11:15 a.m.-2 p.m.

“Business Forum,” an Ogden-Weber Chamber of Commerce event. Topic is “Profitability In Times of Economic Uncertainty.” Location is Weber County Commission Chambers, 2380 Washington Blvd., Ogden. Free for chamber members, \$10 for nonmembers. Details are at ogdenweberchamber.com.

Nov. 5, 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>.

Nov. 6, 9-10:30 a.m.

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

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

2025 Tourism Fall Forum, presented by the Park City Chamber & Visitors Bureau and other stakeholders. Event will

focus on what the 2024-25 ski season has in store for the Park City area, with updates from local organizations, the Utah Office of Tourism, Ski Utah, Blue Room Research and a Winter Weather Tourism Fall Forum. Location is Stein Eriksen Lodge, 7700 Stein Way, Park City. Cost is \$80. Details are at <https://uk.eventsforce.net/parkcity/106/register>.

Nov. 6, 11:45 a.m.-1 p.m.

“Lunch & Learn,” presented by Utah County area chambers of commerce. Speakers are Seth Jenson, director of the Entrepreneurship Institute, and Dylan Matsumori, director of the Excellence and Innovation Initiative (e2i). Topic is “Innovate. Partner. Grow. Reinventing the University-Local Economy Connection at UVU.” Location is Utah Valley University, 511 Clark Building, 800 W., University Parkway, Orem. Details are at thepointchamber.com.

Nov. 6, 4-5:30 p.m.

“3x3 Connection: Strategies in the Age of AI,” a Women Tech Council networking event. Participants will rotate through three small-group discussions focused on the following topics: “Career Growth and Strategies,” “AI Readiness” and “Leading Teams Through Change.” Location is Lucid Software, 10355 South Jordan Gateway, No. 300, South Jordan. Cost is \$15. Details are at [https://luma.com/gh3dl4hy](http://luma.com/gh3dl4hy).

Nov. 7, Nov. 14

“Government Affairs Boot Camp 2025,” a Salt Lake Chamber event designed for new and experienced government affairs professionals, company executives and public policy advocates to learn how to improve their effectiveness and understanding of advocating in the state of Utah. Nov. 7 is at the Utah State Capitol Board Room, 350 S. State St., Salt Lake City. Nov. 14 is at the Aspen Room in the East Senate Building at the same address. Each day’s schedule is 9 a.m.-2 p.m. Cost \$750 for members and \$1,000 for nonmembers; \$850 for members and \$1,100 for nonmembers the week of the event. Details are at slchamber.com.

Nov. 7, 11:30 a.m.-1 p.m.

“Grow with AI Series: Part 1,” a Small Business Development Center event. Location is Young Dodge. Details are at <https://clients.utahsbdc.org/events.aspx>.

Nov. 7, noon

“Silicon Slopes Conversation,” featuring Jeff Burningham, founder and chairman of Peak Capital Partners and Element Ventures. Location is Silicon Slopes, 2600 Executive Parkway, Suite 140, Lehi. Free. Details are at <https://app.siliconslopes.com/events>.

Nov. 7, 6-10 p.m.

UMA Manufacturing Awards Gala 2025, a Utah Manufacturers Association event. Social hour starts at 6 p.m., followed by a 7:15 p.m. dinner, 8 p.m. awards presentation and 9:30 p.m. product box pickup. Location is Utah State Fairpark, 155 N. 1000 W., Salt Lake City. Details are at Eventbrite.com.

Nov. 10, 8 a.m.-3:30 p.m.

Women & Business Conference and Athena Awards Luncheon, a Salt Lake Chamber event. Theme is “Be-

lieve. Become. Build.” Keynote speakers are Holly Rowe, ESPN commentator, and Shannon Bahrke, two-time Olympic medalist. Location is Grand America Hotel, 555 S. Main S., Salt Lake City. Cost (breakout sessions, conference and lunch) is \$180 for members and \$250 for nonmembers. Details are at slchamber.com.

Nov. 11, 2-3:30 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>.

Nov. 12

2025 Utah Life Sciences Summit, a BioUtah event. Keynote speaker is Melissa Holyoak, a commissioner of the FTC and a nationally recognized leader in consumer protection and constitutional law. Location is Hilton Salt Lake City Center, 255 S. West Temple, Salt Lake City. Registration can be completed at <https://whova.com/portal/registration/fdTGHWyCpFkE0v-72xlaH/>.

Nov. 12, 7:30 a.m.-4:30 p.m.

Trends Conference, a ULI (Urban Land Institute) Utah event that is a gathering of industry leaders, innovators and investors exploring what’s next in housing, retail, capital markets and real estate innovation. Theme is “Converge 2025: Capital, Community and Change: Where Markets Meet Momentum.” Location is Hyatt Regency Salt Lake City, 170 S. West Temple, Salt Lake City. Cost ranges from \$230 to \$440. Details are at <https://utah.uli.org/events-2>.

Nov. 12, 8-9 a.m.

“Eliminating Regulatory Pain Points with Your SBA Regional Advocate,” a Salt Lake Chamber event. Trent Staggs, regional advocate for Utah in the SBA’s Office of Advocacy, will discuss regulatory pain points for companies. Location is Salt Lake Chamber office, 201 S. Main St., Suite 2300, Salt Lake City. Free (registration is required). Details are at slchamber.com.

Nov. 12, 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.

Nov. 12, 11:15 a.m.-1 p.m.

“Let’s Do Lunch,” a South Valley Chamber of Commerce event that will celebrate Leadership South Valley graduates. Speaker Brandon D. Fugal, chairman of Colliers International – Utah, will discuss “Lead with Purpose. Impact with Passion. Inspire with Action.” Location is Embassy Suites South Jordan, 10333 S. Jordan Gateway, South Jordan. Cost is \$23 for members, \$35 for nonmembers. Details are at southvalleychamber.com.

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

“Chamber Connections,” a Davis Chamber of Commerce networking event. Location is Davis Chamber, 450 S. Simmons Way, Kaysville. Free. No RSVP needed. Open to the public and Davis Chamber members. Details are at davischamberofcommerce.com.

Calendar

Nov. 12, 5-7 p.m.

“**Business After Hours,**” an Ogden-Weber Chamber of Commerce event. Location is BluSky Restoration Contractors, 1708 W. 4800 S., Riverdale. Free for members and first-time guests, \$35 for nonmembers. Details are at ogdenweberchamber.com.

Nov. 12, 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>.

Nov. 13, 7:15 a.m.-3 p.m.

Annual Fall Business Conference, a ChamberWest event with keynote speakers, six interactive breakout sessions, networking and exhibitor booth. Keynote presenters are Robert Spendlove, senior vice president and senior economist at Zions Bank, and Utah Rep. Jeff Burton. Location is Utah Cultural Celebration Center, 1355 W. 3100 S., West Valley City. Cost is \$99 for members, \$125 for nonmembers and members registered after Nov. 6. Details are at chamberwest.com.

Nov. 13, 8 a.m.-3 p.m.

2025 Growth & Prosperity Summit, a Utah Valley Chamber of Commerce event featuring keynote speakers and panels that will address Utah County’s biggest challenges and

opportunities. Panels include topics such as business environment, workforce development, transportation and infrastructure, water, housing, health care, natural resources and education. Location is Utah Valley University, Sorensen Student Center, 800 W. University Parkway, Orem. Cost is \$40; \$15 for students, faculty and staff. Details are at <https://thechamber.org/events/2025-growth-prosperity-summit/>.

Nov. 13, 8:30 a.m.-5 p.m.

“**Employer Tax Workshop,**” a Small Business Development Center event. Location is Salt Lake SBDC at Salt Lake Community College. Cost is \$30. Details are at <https://clients.utahsbdc.org/events.aspx>.

Nov. 13, 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>.

Nov. 18, 11:30 a.m.-1 p.m.

Women in Business Luncheon, an Ogden-Weber Chamber of Commerce event. Speaker Rebecca Robley, owner, Online and Organized, will discuss “Leveraging Technology.” Location is Jeremiah’s Lodge & Garden, 1329 W. 12th St., Marriott-Slaterville. Cost is \$25 for WIB members and first-time guests,

\$35 for nonmembers. Details are at ogdenweberchamber.com.

Nov. 19-20

Annual Convention, a Utah Mining Association event. Theme is “Elevating the Industry.” Event will feature insights from mining industry experts at plenary sessions, technical sessions, networking, industry updates and instruction. Location is Marriott City Center, 220 S. State St., Salt Lake City. Details are at <https://utahmining.org/498-2/>.

Nov. 19, 11:30 a.m.-1 p.m.

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

Nov. 19, noon-1 p.m.

“**Solve The Business Puzzle,**” a Women’s Business Center of Utah event. Presenter Dianna Adams, chef, mentor, speaker, author and founder of The G.R.I.E.F. Foundation and Business & Beignets, will discuss “Visually Vibrant: Boosting Brand Visibility.” Event takes place online. Free. Details are at wbcutah.org.

Nov. 19, 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>.

Nov. 19, 6-7:30 p.m.

“**Driving Website Traffic for Free,**” a Small Business Development Center event that takes place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

Nov. 20, 8-11:30 a.m.

Workplace Mental Health & Well-Being Forum, a Utah Community Builders event exploring practical strategies for cultivating psychological safety, how to address mental health challenges before they escalate, tools and resources to integrate wellness into workplace culture, and the business case for prioritizing mental health. Location is One Utah Center, 201 S. Main St., second floor, Salt Lake City. Cost is \$50 for members and \$75 for nonmembers until Nov. 8, \$75 for members and \$100 for nonmembers thereafter. Details are at slchamber.com.

Nov. 20, 8:30 a.m.-2:30 p.m.

Annual Women in Business Summit, a Davis Chamber of Commerce event. Cost is \$65 for members, \$85 for nonmembers. Details to be announced at davischamberofcommerce.com.

Nov. 20, noon

“**Mental Health Town Hall,**” presented by Silicon Slopes and Promise2Live. Topic is “Grief and Loss: Finding Light in the Darkness.” Location is Silicon Slopes, 2600 Executive Parkway, No. 140, Lehi. Details are at <https://app.siliconslopes.com/events>.

Nov. 20, 6:30-8 p.m.

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

Nov. 21, noon

“**Silicon Slopes Conversation,**” featuring Allyse Jackson, founder and CEO of Beehive Meals. Location is Silicon Slopes, 2600 Executive Parkway, Suite 140, Lehi. Free. Details are at <https://app.siliconslopes.com/events>.

PUBLIC NOTICES

NOTICE TO WATER USERS

The applications below were filed with the Division of Water Rights in Davis County. These are informal proceedings per Rule 655-6-2. Protests concerning an application must be legibly written or typed, contain the name and mailing address of the protesting party, STATE THE APPLICATION NUMBER PROTESTED, CITE REASONS FOR THE PROTEST, and REQUEST A HEARING, if desired. Also, A \$15 FEE MUST BE INCLUDED FOR EACH APPLICATION PROTESTED. Protests must be filed with the Division of Water Rights on or before Nov. 23, 2025 either electronically using the Division’s on-line Protest of Application form, by hand delivery to a Division office, or by mail at PO Box 146300, Salt Lake City, UT 84114-6300. Please visit waterrights.utah.gov or call (801)538-7240 for additional information.

EXTENSION(S)

31-1837 (a37160): Utah Improvement Company is/are filing an extension for 1.373 cfs OR 834.72 ac-ft. from groundwater (3 miles west of Woods Cross) for DOMESTIC; IRRIGATION; OTHER: Waterfowl Habitat; STOCK-WATERING.

Teresa Wilhelmsen, P.E.

State Engineer

Published in Utah Business Journal on Oct. 27, 2025 & Nov. 3, 2025

NOTICE TO CREDITORS

SETTLOR AND CO-TRUSTEE, DAVID ROGERS, 703 E. SHORT ST. SOUTH WEBER, UT 84405, AND CO-TRUSTEE KYLE H. BARRICK, HEREBY PUBLISH NOTICE THAT THE FOLLOWING ASSET WAS TRANSFERRED INTO A UTAH DOMESTIC ASSET PROTECTION TRUST ON APRIL 3, 2025: PARCEL NO. 13-359-0313 IN DAVIS COUNTY, UTAH. CREDITORS ARE REQUIRED TO PRESENT CLAIMS TO THE ABOVE CO-TRUSTEES WITHIN 120 DAYS FROM THE FIRST PUBLICATION OF THIS NOTICE OR BE FOREVER BARRED.

Announcement Of Appointment and Notice to Creditors
In Second Judicial District in and for Davis County, State Of Utah
In the Matter of the Estate of Robert Leeland Baker Jr aka Robert L Baker, Deceased.
Case No. 253700548
Amanda Kay Cannon , whose address is 380 N 100 East Kaysville, UT 84037, has been appointed Personal Representative of the above-entitled estate. Creditors of the estate are hereby notified to: (1) deliver or mail their written claims to the Personal Representative at the address above; (2) deliver or mail their claims to the Personal Representative's attorney of record, Lonn Litchfield, 206 8 th Avenue, Salt Lake City, Utah 84103; (3) file their written claims with the Clerk of the District Court in Davis County, 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.

Publishing: 10/13/25, 10/20/25, 10/27/25

Serving Him and you~
Madonna Marron, TTEE
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ANNOUNCEMENT OF APPOINTMENT AND NOTICE TO CREDITORS
Probate No.
253902466
IN THE
Third Judicial District Court
SALT LAKE COUNTY
STATE OF UTAH
In the matter of the Estate of
THE ESTATE OF MARK HAMMER
Michelle Cable
Whose address is 2965 West 7140 South Street, West Jordan, Utah 84084 has been appointed Personal Representative of the above-entitled estate. Creditors of the estate are hereby notified to:
(1) deliver or mail their written claims to the Personal Representative at the address above;
(2) deliver or mail their written claims to the Personal Representatives attorney of record, Taylor Stone at 991 Shepard Ln Suite 210, Farmington, UT 84025
(3) file their written claims with the Clerk of the District Court at Salt Lake District Court, 450 S State St, Salt Lake City, UT 84111 in Davis County, or otherwise present their claims as required by Utah law within three months (90 days) after the date of the first publication of this notice or be forever barred.
Dated this October 01, 2025
/s/ Michelle Cable
/s/ Taylor Stone
991 Shepard Ln Suite 210, Farmington, UT 84025

LEGAL NOTICE DEADLINE

Monday by 5 P.M.
week of publication

Submit legal notices to:
Clientservices@thecityjournals.com

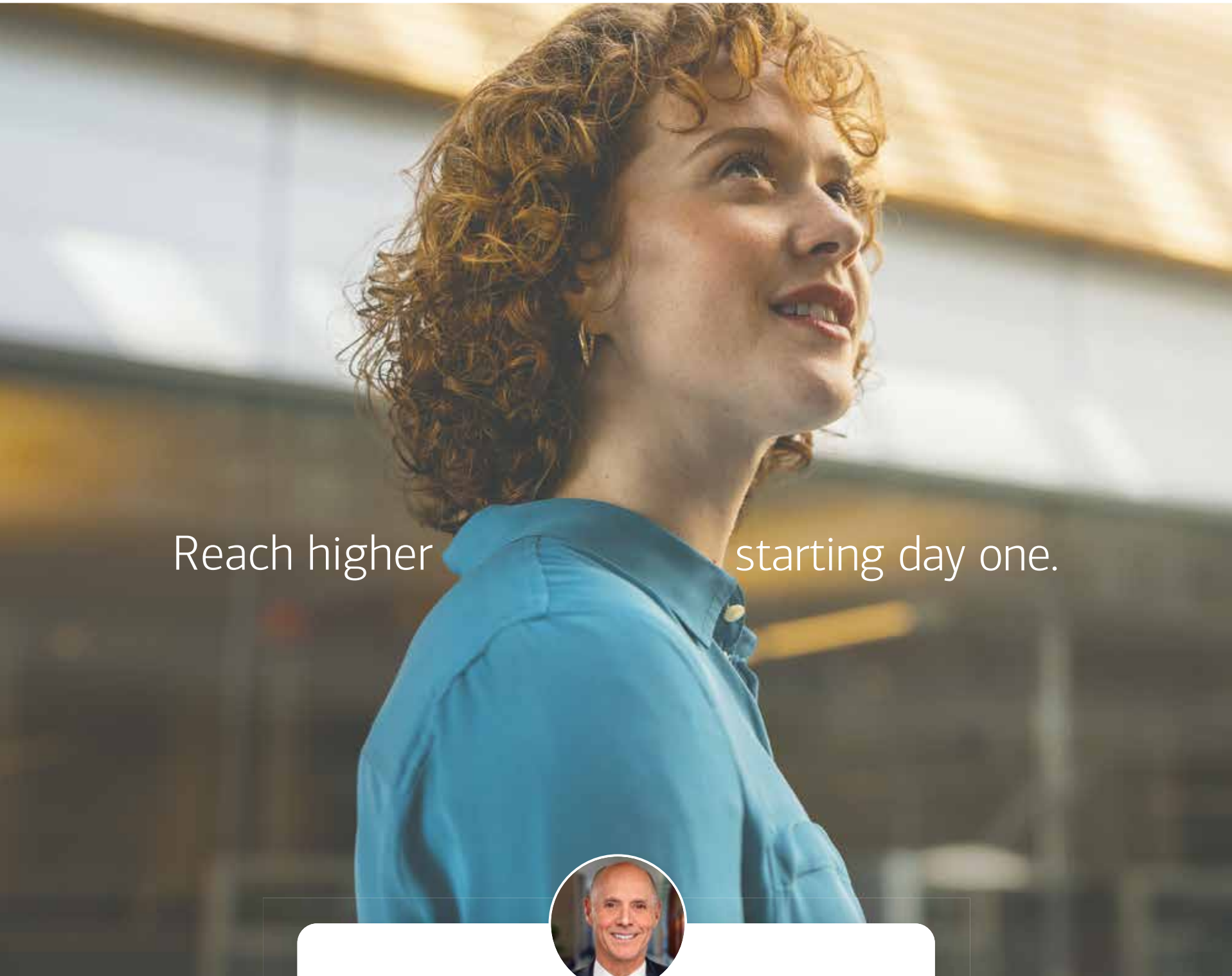
CAREERS

LEARNING & DEVELOPMENT SPECIALIST

to design neuroscience-based training for preschool staff, coach staff, and enhance child learning outcomes. Mon-Fri 40hrs/wk. Bachelor’s in Neuroscience, Cognitive Science, Psychology, or related field of study req’d. Mail resume to Serendipity Multicultural Center LLC, 5236 W Herriman Blvd, Herriman, UT 84096.

MANAGEMENT ANALYST

improve preschool admin procedures and systems, to enhance efficiency, reduce costs, and ensure policy and regulatory compliance. Mon-Fri 40hrs/wk. Bachelor’s in Business, Management or related field of study req’d. Mail resume to Serendipity Multicultural Center LLC, 5236 W Herriman Blvd, Herriman, UT 84096.



Reach higher starting day one.



\$25 in 2025

We're proud to announce we've raised our U.S. minimum hourly wage — delivering on our promise to reach \$25 by 2025. Together, we're helping our employees, customers and communities thrive.

Mori Paulsen
President, Bank of America Utah

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