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A group of pro-union workers, led primarily by teachers, rally at the Utah Capitol last year in opposition to HB267, a controversial law passed earlier in the year that had banned collective bargaining for most public employees. The law was repealed by lawmakers in a special legislative session in December. (Photo courtesy Utah Education Association)

Right-to-work Utah still has plenty of union activity

John Rogers

Salt Lake Business Journal

In a historically right-to-work state, union activity still garners headlines in Utah. Late December saw two such stories climb to prominence — one decidedly pro-union and the other spotlighting a rejection of the collective bargaining process.

Gov. Spencer Cox called a special session of the Utah Legislature in December to consider repealing a law that the body had passed in February banning collective bargaining for the majority of public employees — most notably teachers and public safety employees. The repeal of HB267 overwhelmingly passed both houses.

The bill, Public Sector Labor Union Amendments, was sponsored by Rep. Jordan Teuscher (R-South Jordan) and Sen. Kirk Cullimore (R-Sandy) and supported by notable anti-union groups such as the Utahns for Worker Freedom and Americans for Prosperity, who argued that law created a “level playing field” for public employees who are not union members and protects taxpayer resources.

A large coalition of labor groups formed a new organization, Protect Utah Workers, to coordinate opposition and organize a signature drive to put a repeal of HB267 on the ballot. Included were the Utah Education Association (UEA) and other teacher unions like the American Federation of Teachers-Utah; firefighter unions, including the International Association of Fire Fighters and the Professional Fire Fighters of Utah; police unions, such as the Salt Lake Valley Law Enforcement Association; public employee unions led by the American Federation of State, County and Municipal Employees; and several individual labor unions, including Teamsters Local 222, Communications Workers of America Local 7765 and United Steel Workers Local 392.

Protect Utah Workers launched a petition drive during which over 5,000 volunteers collected more than 320,000 signatures to qualify for a referendum on this year’s general election ballot that would have nullified the law.

Bill sponsor Teuscher also supported the action to repeal it in the special session. He said he believed the original legislation was good policy but was

“overshadowed by misinformation and unnecessary division.”

“Repealing HB267 doesn’t mean that we’re abandoning the principles behind it,” Teuscher said. “It means that we’re choosing clarity over confusion, collaboration over conflict, and long-term stability over short-term noise.”

Following the repeal vote, UEA President Renée Pinkney said that if the repeal hadn’t been successful at the Utah Legislature, it would have had a good chance of going through at the ballot box.

“We know that we have the people’s support behind us, and we are going to continue working forward and adhering to the work group,” Pinkney said. “We said that we would enter into talks with the Legislature and try and lower the temperature, and we will adhere to that agreement.”

“We want our students to be successful,” Pinkney continued. “We want them to thrive. We want them to reach their full potential, and we know that we can do that through collective bargaining with our employers”

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UNION from page 1

The second union-related story to make Utah labor headlines in December came with a vote by employees of Smith Power Products in Salt Lake City to toss the union from their shop. Fifty-eight Smith employees voted “overwhelmingly” to decertify the Operating Engineers Local Union No. 3 as their representative in a secret-ballot election administered by the National Labor Relations Board (NLRB). The union had represented Smith employees for more than 30 years.

Smith Power Products specializes in the sale, service and rental of heavy-duty engines, power generation systems and transmissions in the mining, oil, gas, and transportation industries. The

union represented primarily technicians and mechanics.

The decertification process was led by Smith Power Products employee Bryce Runia, who filed a petition with the NLRB in November. The Smith employees — 70 percent of those who voted to oust the union — received legal aid from attorneys at the National Right to Work Foundation.

“This case serves as another reminder that, in addition to the vast majority of workers who polls show are happily non-union, there are numerous other employees in Utah and across America who are currently trapped in a union against their will,” said Patrick Semmens, foundation vice president.

Utah is one of the 26 states with right-to-work laws, which make union affiliation and dues payment strictly voluntary.

The NLRB is a federal agency respon-

sible for enforcing federal labor law. This includes administering votes to install or remove unions in workplaces.

“My understanding is there was a feeling like the union wasn’t really doing much for them anymore, not a lot of communication, not a lot of results. And so, they decided to re-evaluate the situation,” Semmens said in a statement.

The Smith Power Products action is part of a recent modest trend toward union decertification. Petitions to end union representation are up 40 percent since 2020, according to NLRB data. While overall unionization rates have hit historic lows (9.9 percent in 2024), this trend is driven by dissatisfaction with union representation, delays in bargaining first contracts and shifting sentiments in specific industries, labor analysts report. Examples include high-profile cases in the cannabis indus-

try and among some Starbucks workers who filed for decertification after failing to reach a contract within a year.

When decertification elections are held, employees have voted to remove the union roughly 41 percent of the time, according to a Worklaw Network report. Although specifics are not available, the National Right to Work Foundation said there were other decertification votes in Utah in 2025.

Despite the rise in decertification efforts, Utah continues to see unionization efforts at companies within the state. In the past 12 months (through November), there have been 13 union elections filed in Utah and eight union elections held. In five of those elections, new union representation has been certified. There are currently four open representation cases and one more with a vote pending.

Hale Centre Theatre pays off municipal bond 17 years early

Tom Haraldsen
Salt Lake Business Journal

There’s probably no greater example of the importance of public-private partnerships than one celebrated in Sandy on Dec. 17. That was the day Hale Centre Theatre paid off the \$33.5 million construction bond it obtained from Sandy City in 2015.

Sandy Mayor Monica Zoltanski officially handed over signed documents to HCT co-founders Mark and Sally Dietlein signifying the payoff. She also handed them the ceremonial pen used for those signatures, retiring the 30-year bond 17 years prior to its maturity date.

“On behalf of generations before, and future generations, thank you so much for what you’ve brought to Sandy, enhancing not only our community and our arts, but also our economy, our culture and our quality of life,” the mayor said. “It is my honor to present a satisfied deed to the theater.”

“For all the board and trustees and all the actors, this building would not be here were it not for Sandy City, and of course the help of many donors,” Mark Dietlein said. “The partnership that we have felt and experienced over the years ... we cannot thank you enough and we’re very grateful. A huge ‘thank you’ to the city council, to Mayor Zoltanski and your administration, and your predecessors. For the trust and vision that Mayor Tom Dolan had that was huge in making this happen. We could not be

more grateful for this huge milestone day of celebration.”

“This amazing adventure started with a handshake over breakfast, and that trust level that we’ve had with Sandy City because of that handshake has proven true, top to bottom,” Sally Dietlein said. “There are few places you can go where that type of integrity holds up.”

Zoltanski said the retirement of a bond so early is “unprecedented. It shows the success of joint efforts. HCT couldn’t have done this without Sandy City, and the city could not have welcomed a greater landmark cultural mecca on its own. We’re not in the theater and arts business, but we know quality when we see it.”

She praised previous city leaders for having the foresight to bring the deal together, and thanked Mountain America Credit Union, one of HCT’s principal funding partners, for its support of the venue.

“Then of course is the community support, the success of the theater, and the programming that made it possible for the Dietleins to pay off the bond so much earlier than anyone could have expected,” the mayor said. “It’s good for the city, because now it increases our bonding capacity for future projects. We’re looking to do more to build out our city center, our commercial center here with sports entertainment making the mark in Sandy. Our challenge is to pick the right businesses, the right partnerships and to set the tone that enhances the quality of life in Sandy.”

HCT’s reach extends well beyond its



Sally and Mark Dietlein, co-founders of Hale Centre Theatre, accept documents from Sandy Mayor Monica Zoltanski for retirement of a \$33.5 million municipal construction bond, signifying payoff of the bond 17 years before its maturity date. (Tom Haraldsen/Salt Lake Business Journal)

stage, Zoltanski said. Through robust school programs, volunteer initiatives and community outreach, the theater has added to the educational experience of students across Sandy and throughout Utah.

The theater anticipates welcoming more than 700,000 patrons in the 2026 season. It will soon open another stage, The Beehive, for additional productions. HCT contributes over \$14 million annually to the community through payroll and invests more than \$15.75 million each year in locally sourced products and

materials. The shared community event parking structure has also become a key infrastructure resource, providing convenient, covered access for theater patrons and visitors coming to the district for business, dining and entertainment.

“Hale Centre Theatre is central to Sandy’s identity as the South Valley’s entertainment capital,” Zoltanski said. “This early bond payoff reinforces the strength of our shared vision: creating a vibrant, welcoming city where arts and culture, education and economic opportunity flourish side by side.”

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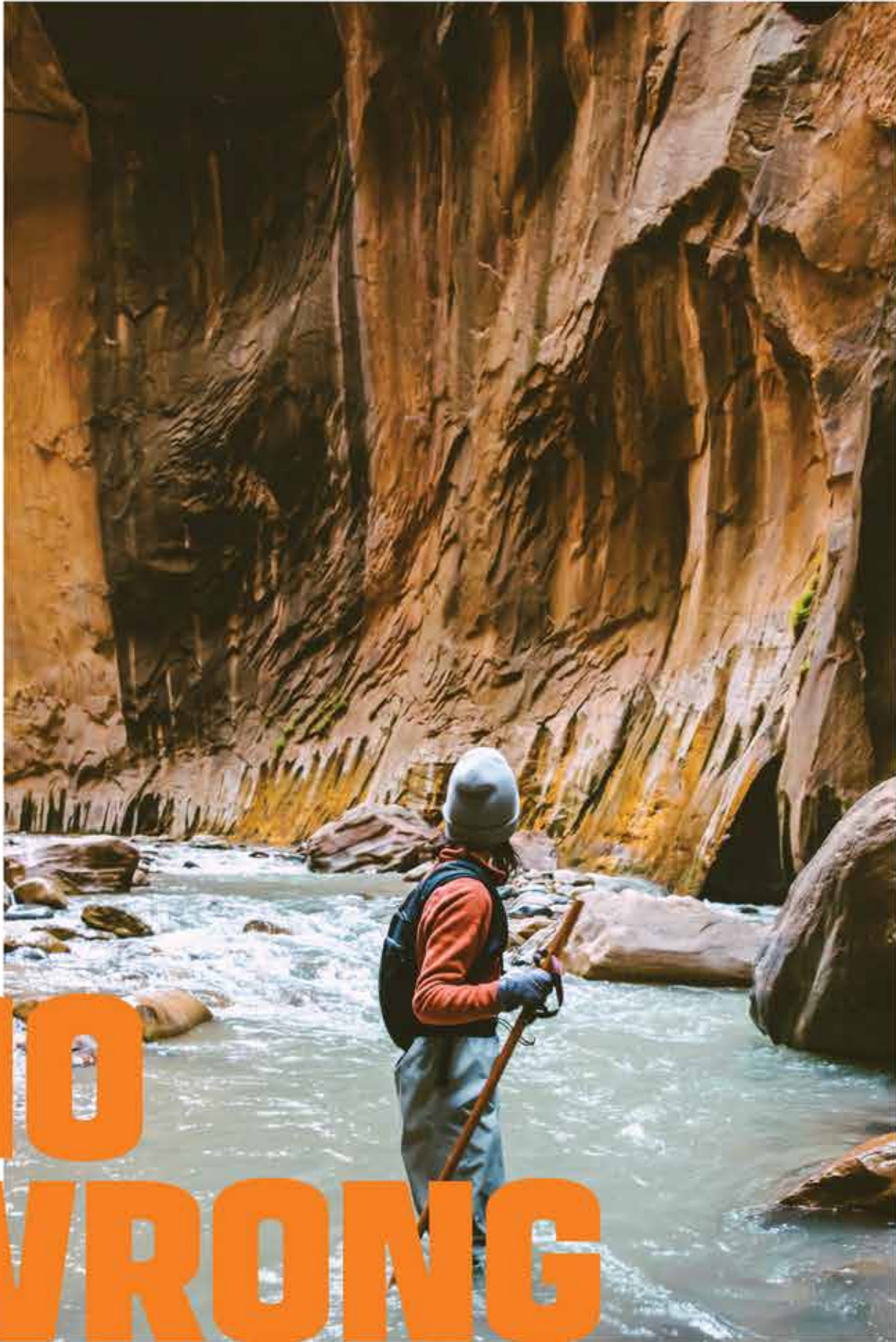
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Attendees at the recent “Trends” real estate conference in Salt Lake City listen to a discussion about how art, culture and technology can boost a place’s attractiveness and enhance its economy. The event was hosted by ULI (Urban Land Institute) Utah. (Brice Wallace/Salt Lake Business Journal)

Panel extolls virtues of art, technology, culture on a local economy

Brice Wallace

Salt Lake Business Journal

State officials often brag about the elements that keep Utah’s economy humming. A vibrant and plentiful workforce. Business-friendly regulations. An entrepreneurial and innovative mindset.

But an often-overlooked component is what people do away from the workplace.

A recent panel discussion in Salt Lake City concentrated on how art and other creative work has the potential to attract and retain newcomers needed for the growing Utah economy.

That creativity, combined with technology and culture, can be harnessed to make places where people want to live, work and connect, helping a community grow. More than just a place for fun, creative locations also can generate personal connections, innovation and creativity, speakers said.

Real estate developers can partner with artists to “build a city that people want to be in and build a city that people want to get out of their homes in,” Laura Hurtado, executive director of the Utah Museum of Contemporary Art, said during the recent “Trends” real estate conference hosted by ULI (Urban Land Institute) Utah. Arts also “can increase residential value and can build the kinds of cities you want to live in,” she said.

Hurtado acknowledged the difficulties in measuring a financial return on

a park or mural or museum. “Those are the things that elevate life, and they’re hard to gauge but hugely impactful,” she said, adding that they are more of a life experience and about vibrancy, can be sites of collaboration and participation, and “where people want to be and be actively a part of.”

“‘Creative communities,’ a ‘creative economy’ is kind of a new buzzword of an old concept,” said panel moderator Virginia Pearce, director of the Utah Film Commission. But Utah’s creative economy nonetheless had \$15 billion direct spending and supported 70,000 jobs in Utah in 2022. “It’s not a small industry,” she said.

Arts and culture are often what causes a person to become emotionally attached to a place, according to Dana Ware, chief creative officer at ARound, which develops technology-based experiences.

“This place is growing,” she said. “Whether we want it to or not, it’s growing. People are coming and they’re expecting some of these types of attractions. They want to be able to see: ‘What does Utah’s culture look like?’ ... And when they come, we should be facilitating that for them. They shouldn’t have to go hunt it down.”

Arts need to be a central part of real estate redevelopment, Hurtado said. “When we invest in artists, when we let artists do what they do best, our real estate thrives, our communities thrive, and they can be places where people want to be.”

Ware said the needed elements are de-

velopers, a location, an artist’s vision and then technology. Together, they can build a site and infrastructure that will facilitate interactions among people, benefiting a place, an economy and a mindset, panelists said.

“Creativity ... bleeds into everything,” Pearce said. “Creativity is not just a tool for artists. It’s a tool for businesspeople. It’s a tool for entrepreneurs. It leads to innovation, and you never know what’s going to come out of that.”

Those places can be “anchors” to create a comprehensive experience that feels and builds the fiber of a vibrant, thriving city where people want to be, Hurtado said.

And it doesn’t have to be in a big city. Pearce noted that Green River hosted the shooting of a Marvel movie last summer. Over four days, the production company spent \$3 million, took up every hotel room, used local people for the crew, and brought a sense of pride and participation that locals will remember. Helper has capitalized on its downtown and “vintage, cool feel of the city” to land several film projects and to build a thriving, destination arts community, she added. “It doesn’t take a lot to create that great a feel,” she said.

“I think ancillary cities outside of the big urban cores that we know are also having a moment because I think that people are realizing that you can live anywhere,” Pearce said. “You could do your job anywhere. ... We’re growing. We want to grow in the right ways. I think arts

and culture can really help that.”

The time is right for developers and artists to team up, panelists said. People who were stuck in their homes during the COVID pandemic now want to go to amusement parks, enjoy the arts and see other attractions as a way to connect with other people and connect with places. And downtown Salt Lake City is poised for “serious growth and serious reimagining of downtown” with a new entertainment district.

“I look at Utah and I think there are so many opportunities for us to be the state that shows people what you can do with innovation, arts and partnerships with developers,” Ware told the crowd. “Like, we really can become that state because there’s so much development happening, there are tons of artists, and you have a huge tech hub here as well. We have all of those partners sitting here in this room and we have that opportunity to try to figure out how to become the model for the rest of the world for what that can look like.”

At another gathering, the Utah Life Sciences Summit, Jefferson Moss, executive director of the Governor’s Office of Economic Opportunity, said quality of life is among the reasons for Utah’s great economy. He said that companies considering Utah as a location for operations have employees that “really care” that the state has mountains, outdoor recreation, entertainment and the arts. “All of those,” he said, “are so critical to the success of Utah.”

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MORE INFO

Utah life sciences industry continues to show strength

Brice Wallace

Salt Lake Business Journal

Utah continues to flex its life science industry muscles, with statistics and characteristics bolstering a belief that its growth will continue.

At the recent Utah Life Sciences Summit, hosted by the trade association BioUtah, speakers basked in the sunny stats and rosy outlook.

“As one of the fastest-growing life sciences hubs in the nation, we are well suited to shoot for the stars in terms of innovation, expansion and raising our national and global profile,” said Mark Paul, immediate past chair of BioUtah and executive director of the University of Utah Center for Medical Innovation. “While markets like Boston are declining, we continue to see very impressive growth.”

Utah’s life sciences sector has companies focused on medical devices, diagnostics, biotech, biopharmaceuticals, digital health and imaging. That sector has about 1,600 companies in the state, contributing over 180,000 direct and indirect jobs and nearly \$22 billion in state GDP.

“By any showing, this is an impressive measure,” Paul said.

Likewise, BioUtah membership reached 288 last year, up from 188 in 2022 and 244 in 2024. The state now has over 20 venture funds that invest in life sciences companies,” which Paul said represents “a significant increase from a decade ago.” Utah also has a 74 percent higher life sciences employment concentration than the nation, just behind Massachusetts and New Jersey.

Paul acknowledged the help from state government in establishing what is now the Nucleus Fund to provide state backed-venture capital for promising startups; the

Nucleus Institute to driving innovation through the power of academic, industry and government collaboration; the Talent Hub, a platform for talent development; and working with local leadership “to provide a welcoming and nurturing environment for life science innovation.”

“We’re very lucky,” added Jefferson Moss, executive director of both the Governor’s Office of Economic Opportunity and the Nucleus Institute. “This is an exciting time to be in this industry. ... Over the last few years, it’s been incredible to watch the growth and just the wonderful companies that are coming out of Utah and that continue to grow in Utah.”

Moss listed several attributes at the forefront of its strong life sciences growth, including having a young, highly educated workforce, with a median age of 32 years old. “When you look at other states and other countries, we’re seeing that decline. It’s critical that we continue to have that young workforce, for the success of these companies. In other words, keep having babies,” he jokingly told the crowd. “It’s working. Keep doing it. It’s something we’re really proud of.”

Utah also has a top education system that is among the most affordable; a regulatory environment based on limited government, with a goal to “keep it nimble and get out of the way”; stable government; tax credits and incentives; and a growing venture capital environment, he said.

The state also benefits from a low unemployment rate and economic diversity. “Even as different industries sectors kind of hum and flow and go through different transitions, because of the diversification, we continue to have an incredible economy,” Moss said.

Utah also is becoming an international business hub, aided by global connectivity from air, rail and highways, he said. “I’m hearing more countries, as their companies are thinking about coming to the U.S., it used to always be ‘We’re going to go to Boston,’ ‘We’re going to go to



Mark Paul, immediate past chair of BioUtah, addresses the crowd at the recent Utah Life Sciences Summit in Salt Lake City. Paul and others spoke about the economic contributions of the life sciences industry in Utah. (Photo courtesy BioUtah)

San Francisco.’ That’s typically been the case, but we’re seeing more and more of them looking outside of those hubs,” he said.

Quality of life is among the reasons, he said, adding that companies’ employees “really care” that the state has mountains, outdoor recreation, entertainment and the arts. “All of those are so critical to the success of Utah,” he said.

Utahns also tend to collaborate, convene and connect. “Even as a growing state, and we’re getting bigger, we still act like a small state,” he said.

Utahns also are nice, he hears from companies considering the state for expansions. “Again, one of those things that I wouldn’t have thought of as a competitive advantage,” Moss said, “but our niceness apparently is a really big thing for people.”

Report: H-1B visa wages relatively low in SLC metro area

The median wages earned by people with H-1B visas in the Salt Lake City metro area is \$96,400, which is relatively low compared to the national median and those of other large metros, according to a new study.

The analysis of nearly 400 metros and all 50 states was completed on behalf of immigration law firm Manifest Law using data from the U.S. Department of Labor’s Foreign Labor Certification Performance Data in order to determine the cities with the highest wages for H-1B visas. Using data from the first three quarters of 2025, the latest data available, researchers ranked locations by the median annual wage for certified H-1B visa applications.

The H-1B visa program is considered a crucial path for skilled foreign workers in U.S. industries. The study ranks U.S. metros by median H-1B wage and includes breakouts by occupation, employer and state. The rankings reveal which U.S. cities and tech companies

pay the most for specialized foreign talent.

The Salt Lake City metro’s workers’ median wage is No. 197 nationally, 48th among all large metros, and compares with the national figure of \$123,828. Salaries for those local workers ranged from \$75,000 to \$129,000, compared with a national range of \$93,765 to \$163,477.

The Salt Lake City area had 1,946 H-1B visa applications, part of a national total of 468,476.

The largest H-1B sponsors in the Salt Lake City metro (by worker count) were Goldman Sachs and Co., the University of Utah and Goldman Sachs Services. Nationally, the largest sponsors were Amazon.com Services, Cognizant Technology Solutions US and Ernst & Young.

The H-1B visa program allows American employers to hire foreign workers in specialty occupations requiring theoretical or technical expertise. Employers

frequently turn to this visa category when they are unable to find qualified domestic candidates, especially for roles requiring advanced degrees in science, technology, engineering or mathematics.

Nationally, specialty physicians and tech workers receive the highest H-1B wages: Five specialty physician occupations report a median H-1B wage over \$300,000, while 12 of the top 15 highest-paying companies operate in the tech space.

H-1B wages are highest in the three West Coast states, California (\$167,534), Washington (\$157,600) and Oregon (\$138,086). Meanwhile, the lowest H-1B wages are concentrated in the Northern Great Plains region, with South Dakota, North Dakota and Montana all with median H-1B visa wages under \$80,000 per year.

H-1B prevailing-wage rules require employers to pay H-1B workers the higher of either the actual wage paid to similarly qualified U.S. workers at the company or the prevailing wage for the

occupation in that geographic area.

Manifest Law said the environment for H-1B approvals is set to undergo significant change, primarily driven by the \$100,000 one-time fee for new applications made from outside the United States, effective as of Sept. 21, 2025.

“This financial barrier, coupled with pending rules to significantly raise prevailing wage levels, a benchmark used to determine the minimum wage for each H-1B worker’s occupation and location, and a proposed wage-weighted lottery prioritizing highly paid workers, could collectively dampen demand and reduce the overall volume of new filings,” it said. “These shifts could incentivize employers to fill roles domestically, adopt automation solutions, or more heavily rely on renewing existing H-1B visas, which will not be affected by these changes.”

Details about the study are at <https://manifestlaw.com/blog/cities-with-highest-wages-for-h-1b-visas/>.

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Flower Child to open new location in Riverton

Peri Kinder
The City Journals

Riverton's dining scene is about to get greener. Flower Child, a fast-casual restaurant featuring vibrant, healthy menu options, is scheduled to open at Mountain View Village in early 2026. Following the success of the restaurant on Foothill Drive in Salt Lake City, this will be the chain's second location in Utah.

Created by Sam Fox, an 11-time James Beard Award-nominated restaurateur, Flower Child has gained a following throughout the country, with locations in 15 states. Fox believes the new site fits the restaurant's brand and Riverton's vibe.

"We've seen firsthand how much Utah values an active, outdoor lifestyle, and Riverton was a natural next step for Flower Child," he said.

The 3,700-square-foot restaurant, located at 4422 W. Tree Sparrow Drive, will feature a patio, Flower Child's bright design and open-kitchen format, and a welcoming space for dining. Guests can order in-store or through the Flower Child app with curbside pickup and delivery options.

Since its inception, the brand has been dedicated to creating made-from-scratch meals, using high-quality and healthy ingredients, with a menu that caters to all dietary lifestyles. Guests can choose

from customizable salads, bowls and wraps, using a variety of protein options, veggies, grains and fruit.

Fan-favorite dishes include the gluten-free mac and cheese with aged white cheddar and parmesan; the chicken enchiladas with guajillo chile, smoked gouda, poblano cream, organic black beans, roasted corn and avocado; the Mother Earth Bowl with ancient grains, sweet potato, portobello mushroom, avocado, cucumber, broccoli pesto, charred onion, leafy greens, red pepper miso vinaigrette and hemp seed; and the Flying Avocado Wrap with smoked turkey, gouda, romaine, tomato and avocado hummus.

Plus, all the desserts are gluten-free, including the chocolate chip cashew chicken, the double-chocolate almond brownie and the lemon olive oil cake.

For those following vegetarian, gluten-free or vegan diets, Flower Child's extensive options make it easy to find something to fit each requirement.

"Our goal has always been to create a place where everyone — whether they're fresh off the trails, gathering with family, or simply looking for a meal or dessert that makes them feel good — can enjoy food that is wholesome, yet full of flavor," Fox said.

Flower Child's loyalty program offers points for every \$1 spent that can be redeemed for rewards. Loyalty members also receive birthday treats and special offers. Catering is available for group or corporate events.

For more information about Flow-



The fast-casual restaurant offers healthy menu items, including bowls, salads, desserts and drinks. (Photo courtesy Flower Child)

er Child, visit Iamaflowerchild.com or follow its social media platforms on Facebook, Instagram and TikTok @EatFlowerChild.

Additional details, including opening date, hours of operation and media previews, will be shared closer to the restaurant's debut in early 2026.

Layne's Chicken Fingers continues westward expansion

Peri Kinder
The City Journals

Utahns love their chicken fingers and Scott Davis is betting the crispy, dunkable tenders from Layne's Chicken Fingers will soon become a family favorite.

Started in Texas in 1994 (two years before Raising Cane's), the original Layne's location, near Texas A&M in College Station, is a popular hangout for students and college sports fans. Mike Layne started the fast-casual restaurant, then sold it to Mike Garratt, who operated it until 2023, when Garrett Reed purchased the brand, ushering in significant growth for the company.

Davis opened two Layne's Chicken Fingers locations in 2025: in Clearfield (846 W. 1700 S.) at the beginning of the year and in Herriman (5402 W. 13400 S.) in November. He's looking to expand the restaurant's presence to 15 cities in Utah over the next several years.

"I was originally from Dallas, but my wife and I came to Utah a couple of years ago and fell in love with it," Davis said. "My wife's entire family are Aggies, that's where the brand started, and it's one of those brands that develops a cult-like following. It's just a great concept. I love the food. There's a simplicity to the brand that is very desirable."

The two Utah locations are the first Layne's spots west of Texas and will go head-to-head with other popular chicken-finger restaurants in the state. Davis said Layne's menu will quickly stand out for its flavorful chicken, variety of sauces (including jalapeno ranch and cream gravy) and the assortment of hand-spun shakes.

He thinks Utah's demographics, which include large families with lots of kids, create the perfect situation for a successful foray into the state.

"I was convinced that if we brought the outstanding products that we have at Layne's to the Utah market, it would be extremely successful," Davis said. "It was a matter of us getting our name out there and people understanding who we are and really what we're about."

The next location where Davis is looking to expand is in Riverdale, which he hopes to open in the third quar-



In November, Layne's Chicken Fingers opened a Utah location in Herriman at 5402 W. 13400 S. It's the second restaurant in Utah for the popular brand. (Photo courtesy Layne's Chicken Fingers)

ter of 2026. He's also scouting additional locations in Northern Utah where he feels the brand will make the biggest impact.

Community involvement is a vital part of the Layne's mission. It's important to Davis to be involved with local schools, businesses and nonprofits to ensure the restaurant is known for more than just good food.

"Even though it's a fast-growing brand, I really want to be part of each individual community," he said. "We've got a fundraiser going here, generating revenue for a foundation that's in Herriman. We want to

get involved and not just be another national brand that doesn't engage with local communities."

Nearly a quarter of jobs at the Utah Layne's locations are for part-time team members, including students from nearby high schools. Davis wants a teen's first job to be memorable, for all the best reasons.

"We want that great, positive environment they can look back on," he said. "We want to make sure that we combine not only the great food, but a great environment, for our customers as well as our team members."

To learn more, visit layneschickenfingers.com.

Work Daze

Career disasters you just might want to avoid in 2026

You're one of the lucky ones. You have a job. You also have a worry. Will the job you have at the start of 2026 be the job you have at the end of 2026?

Considering the challenges to your career trajectory from expected developments in technology, economics and politics, there are dozens of potential career disasters facing a normal, non-paranoid person. (If such a person exists.)

If a career disaster is expected, you can prepare for it. You can start applying for a new job or start training for a whole new career. Never forget: The world needs more snake-milkers.

But it's the unexpected that can blow up your job and maybe derail your career. I've got five good bad examples, which I sincerely hope won't happen to a nice person like you, but probably will.

No. 1: Your Boss Decides They Like You.

If you've watched your required minimum of holiday rom-coms, you know it only takes an instant for a close personal connection to happen over a hot chocolate or a hot snowman. Certainly, you don't want your boss to fall head over heels in love with you, but if, one magical day, your manager spots you across a crowded coffee room, they definitely can fall in like with you, all over again.



BOB GOLDMAN

They did hire you, after all, so those positive feelings could reignite.

If the magic does happen, play hard to get. Explain that you're too busy with work to go to lunch or dinner. As for that visioning walk on the beach at sunset, you'll have to take a rain check.

Play it right and your new relationship could lead to a promotion where good business practices require the two of you to spend more "together time." Still, be careful. Bosses are notoriously fickle and they could just as quickly fall out of like. But you'll always have that walk on the beach.

No. 2: You Finally Do Something Right.

Do enough stuff for long enough and you will eventually do something that moves the needle. What's important is to be prepared. Make sure your desk is piled high with "top secret" file folders and your whiteboard sports a Picasso-worthy hotchpotch of arrows, graphs and Venn diagrams. You can point to this material

as the "data" you carefully analyzed to make your breakthrough contribution to the bottom line. Trust me, they'll never figure out it was a complete accident.

No. 3: You Get a Great Job Offer.

There's nothing that boosts your ego like an out-of-the-blue job offer. I'm not talking to those spammy emails offering you the opportunity to earn \$150K a year by working four hours a week monitoring web traffic in Kazakhstan. (That job has already been taken — by me.)

You don't want to accept the offer, of course. Starting a new job means you might actually have to do some work. Instead, use the offer to improve your current job conditions. All it takes is telling one person in marketing and the office gossip network will do the rest. You should definitely tell your manager. Let them know that even though the job pays more and includes a mountain of yummy perks and in-the-money stock options, you're turning it down.

"I am fully invested in this company," you declare. "If there's one thing I'm all about, it's loyalty."

Management will appreciate your commitment. It won't stop them from firing you as 2026 wears on, but they'll definitely feel bad about it.

No. 4: You Take a Job Away From AI.

AI has many abilities and, if it sets its mind to it, there's no question that in the next 12 months it will learn to do your job faster and better and cheaper than you. But no matter how many fancy-schmancy chips are cranking away in nuclear-powered data centers, AI can't match your soft skills. It can't suck up to management as well as you and it cannot pretend that the CEO's most recent brainstorm isn't a bunch of hokum. AI can't spread rumors about your co-workers, or bring a chocolate-covered pretzel gift basket to the head of HR.

Want to pull the plug on the AI system threatening your job? The solution is simple. Play your cards — and your pretzels — right.

No. 5: You Start Listening to My Advice.

Resolve right now to ignore the 52 weeks of bad advice coming your way in 2026. Fact is, you don't need me to blow up your career. Your own screw-ups are more than enough.

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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CENTRAL BANK

CELEBRATING 135 YEARS OF COMMUNITY BANKING



University Avenue, Provo in the early 1900s

For 135 years, Central Bank has proudly served Utah County with a commitment to strong relationships, financial stability, and community-first values. Since 1891, our success has been rooted in a simple philosophy: when you genuinely care for people and the communities they call home, trust endures and growth follows. That belief continues to guide every decision we make, from how we serve our customers to how we invest in the communities around us.

Central Bank's story began with two institutions built on local trust and shared purpose. In 1891, the Springville Banking Company was established to provide residents with a safe and reliable place to save and borrow at a time when financial security was essential to community growth.

In 1902, the State Bank of Provo was founded by sixteen individuals from diverse backgrounds, including farmers, tradesmen, and professionals, who shared a vision for dependable, relationship-driven banking. Both banks earned strong reputations for knowing customers personally, practicing sound financial management, and serving as trusted partners in their communities.

These two legacy institutions joined together in 1966 to form Central Bank and Trust, creating a stronger, more resilient bank with expanded lending capacity and greater financial stability.



Springville Banking Company, 1891

Throughout periods of economic change, including times of national uncertainty, Central Bank maintained a disciplined, responsible approach to banking, qualifying early for FDIC insurance and navigating downturns without relying on government bailout funds. This consistency reflects a long-standing commitment to independence and prudent financial stewardship.

Today, Central Bank combines modern banking technology with the personal service that has defined us from the beginning.

Customers enjoy convenient tools such as mobile and online banking, advanced ATMs, and digital financial management resources while still receiving attentive, relationship-focused service. Our concierge-style Customer Relationship Bankers provide a seamless experience, helping customers navigate their financial needs with care, clarity, and familiarity.



Central Bank Provo Office

Beyond banking services, Central Bank remains deeply invested in strengthening the communities we serve. Our employees dedicate countless hours to volunteering in local programs, and the bank proudly supports educational, nonprofit, and civic organizations throughout Utah County. These efforts reflect our belief that being a community bank means showing up, giving back, and building meaningful connections.

As Central Bank marks 135 years of service, we remain proudly independent and deeply connected to the people we serve. Our mission continues to be guided by time-tested values, local decision-making, and meaningful relationships. With a strong foundation and a clear focus on our communities, Central Bank looks ahead with confidence, committed to providing secure, responsive, and personalized banking for generations to come.

Strong. Local. Secure.



Central Bank's newest location in Saratoga Springs, 2023

A LOOK AT THE PAST 135 YEARS

1891



Springville Banking Company is Founded
Milan Packard establishes the Springville Banking Company in, 1891, laying the groundwork for a legacy of community-focused banking that continues today.

1930



Strength through the Great Depression
Unlike many banks, Springville Banking Company withstands the Depression without government debenture capital and becomes the first bank in Utah to qualify for FDIC insurance.

1966



A Historic Merger Creates Central Bank & Trust
Springville Banking Company and State Bank of Provo merge, combining more than 140 years of collective strength, stability, and service.

1969-2023



Serving a Growing Utah County
Opened 12 locations to serve a growing community. Each new location reflects Central Bank's commitment to staying strong, local, and accessible to the communities we serve.

2026



Modern Banking with a Personal Touch
Central Bank continues to offer the latest in digital banking, while preserving the friendly service that has defined us since 1891.

Batchelor honored as Davis Chamber of Commerce 2026 Athena Award recipient

Becky Ginos
The City Journals

The Davis Chamber of Commerce Women in Business Committee has selected Julie Batchelor as the recipient of the 2026 Athena Leadership Award. The award is given to women who contribute service to the community, demonstrate professional excellence and assist other women to achieve their leadership potential.

"I was very surprised and very honored, and I even cried," said Batchelor. "Since I started, Women in Business has been one of my passions in the chamber itself. So when I spent those years doing it, I sat on the Athena selection committee for maybe 15 years, honoring the great women in our community."

Batchelor said when they honored her, it took her breath away. "These are the Athena principles that I love so much."

Currently, Batchelor works as an independent contractor in the advertising

and marketing industry. She has also had positions at Franklin Covey, Omega Corp. and Sysco International Foods.

"All during that time, my family ran a restaurant in Ogden," she said. "We closed the restaurant in 2003. In 2004, I started selling direct advertising with Hometown Values magazine. One of the first things I did was to start attending the chamber Women in Business meetings. I got super-involved in that. I love Women in Business."

Batchelor said she started to sit on some of the boards. "I was the Women in Business chair in 2010, so I was on the committee for five years before I was chair. I love networking at the chamber too, so I go to the networking meetings."

In 2011, Batchelor started her business, Batchelor Management. "I've had that for a long time," she said. "It allows me to work with lots of different companies and what I started to do in 2011 was finding the best fit for my clients."

In the early 2000s, Batchelor said, she



Julie Batchelor

would work with clients that needed a logo. "I'd say I need a high-resolution logo and they'd say, 'I think my business card guy has a copy of that.' At one point,

I was like, 'Why do they need a business card guy? Why do they need four different sales reps if I can help them?'"

Their advertising would be one rep to connect them to all the different areas they wanted to do, she said. "That includes Hometown, Value Pages, Val Pack and postcards. I've done that through many different companies. I also got a wholesale account doing business cards so they didn't have to have a business card guy anymore."

Batchelor is a lifelong Davis County resident and graduated from Layton High School and Weber State University.

"I still live in my childhood neighborhood," said Batchelor. "My parents live up the street."

In addition to her work with the chamber, Batchelor serves as a RAMP commissioner for Layton City. She will join the Davis Chamber Executive Board in 2026.

Sports were an important part of Batchelor's growing-up years and she took that love into adulthood, coaching youth sports.

"My family grew up playing ball," she said. "All of us. My brother became the head football coach at Layton High. My daughter grew up and played a lot of softball. My oldest niece is 34 now and we started coaching just even in the recreation world when she was 8."

As her daughter Gracie was growing up, Batchelor and her husband coached her in Junior Jazz and basketball. "I even coached my little nephew in soccer," she said. "But he's not little anymore — he's 25. We coached a lot over the years and we loved it. I want girls to love ball as much as I do and I hope while they do it they'll learn the fundamentals. That's our coaching style. It ended up being about 24 years of coaching."

Batchelor's experience in her parents' restaurant showed her how important advertising was. "I knew how successful it could be and how it could help business and especially small business," she said. "Direct mail has gone up but it hasn't doubled and tripled and quadrupled. So I feel that you can find something in everyone's budget. That's what I love, too. I believe that people shouldn't go broke advertising and I want to help them maintain their budget and get the biggest bang for their buck."

Besides her business, Batchelor works to support the teen centers in the Davis School District. "I do have one passion — it's the teen centers. I love to donate to them."

It started with pantry packs at East Layton Elementary, where she was the PTO president. "That was a passion, and then when my Gracie went to Central Davis Junior High, they didn't distribute pantry packs there at the time," she said. "So we worked to get pantry packs there. I think just between education and knowing that kids can't learn if they're hungry, it just became a passion of mine."

Batchelor will be honored Feb. 24 at the Davis Chamber Athena Award Luncheon at the Davis Conference Center. For more information about the Athena Award, visit <https://www.athenainternational.org/leadership-award-events>.






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Human-performance products company to expand in Summit County

Brice Wallace

Salt Lake Business Journal

A wellness supplements company will supplement its existing operations in Summit County by adding 240 high-paying jobs over the next eight years.

Park City-based AmpHP Inc., doing business as Momentous, is expected to spend \$10.6 million on the expansion project.

“We chose Utah as our home because it provided the perfect foundation for us to live ‘The Momentous Standard’ every day,” Jeff Byers, CEO and co-founder of Momentous, said in a prepared statement. “The entrepreneurial environment here allows us to work alongside incredible talent to drive the quality and trust we’re known for, and the access to outdoor activities attracts the exact people we’re committed to serving. Being here strengthens our ability to build what’s

next in human performance — and to do it the right way.”

AmpHP is a human performance company whose flagship product, PR Lotion, uses skin absorption technology to deliver nutrients like bicarb to athletes. The company was established in 2015 and operates under the name Amp Human. In 2021, Amp Human merged with the performance nutrition company Momentous and now operates under the Momentous brand.

Momentous delivers high-quality, science-backed and rigorously tested supplements to athletes, teams and active people. Its customer base includes professional and collegiate athletes across various leagues and endurance sports, including Ironman and Tour de France competitors.

Lauren Festante, senior vice president of finance at Momentous, said the company’s vision is to “help people feel, think and perform better every day.” Her comments came during a meeting of the Governor’s Office of Economic

Opportunity board, during which the company was approved for a state tax credit for the expansion.

“Momentous helps people perform better, whether that’s a professional athlete, a soldier, a first responder, a parent or anyone simply trying to feel good, and Utah is a perfect place to build a company with that mission,” she told the board. “We’re grateful for your support, excited to partner together and proud to build a high-performance brand right here in our backyard.”

Utah, she said, “has been a perfect home for our growth. Summit County gives us the energy, the talent and the active culture that fuels our brand.”

The state tax credit incentive is for up to \$1.7 million over eight years. New total wages from the expansion project are estimated at nearly \$173.9 million, based on average wages of \$158,199 for the new positions. New state tax revenue is projected to be more than \$6.8 million over eight years.

“Utah’s goal is clear: grow opportunity and shared prosperity across every corner of our state,” Jefferson Moss, GOEO executive director, said in a prepared statement. “When companies like Momentous expand in Park City, they’re contributing to real jobs, stronger rural communities and long-term statewide growth.”

“Momentous is one of 3,587 pay-rolled business locations that fuel the engine room of Summit County’s economy,” said Jeffrey B. Jones, economic and housing director for Summit County. “With the right support, they are not just surviving, they’re thriving. Summit County appreciates the businesses that operate in our community and strives to see them succeed and expand.”

GOEO does not provide upfront cash incentives. Each year that an incentivized company meets the obligations in its contract with GOEO, it will qualify to receive a portion of the new, additional state taxes the company paid to the state.

Chamber Dashboard: Utah economic indicators remain steadier than national trends

Utah continues to perform well economically compared to the rest of the United States. That is the conclusion reached by the Salt Lake Chamber with the release of its November 2025 Roadmap to Prosperity Economic Dashboard.

The chamber, with data developed by the University of Utah’s Kem C. Gardner Policy Institute, releases the Dashboard monthly to fuel business leaders’ understanding of Utah’s economy. The tool prioritizes key data on the state’s economic outlook and actionable context for decision-makers.

With the federal government shutdown ending in November, data visibility resumed, giving Dashboard readers a better look at key indicators.

Among the indices reported on the Dashboard was Utah’s Zions Bank Consumer Sentiment report for November. While Utah consumer sentiment rose 3.4 percent to a value of 75.8, the gap between Utah and the U.S. continues to widen as the U.S. index fell by 4.9 percent, to its lowest level since June 2022.

“Utah continues to perform relatively well compared to national trends, with consumer sentiment in Utah holding

steadier than in much of the U.S.,” said Derek Miller, president and CEO of the Salt Lake Chamber and Utah Chamber.

Also contained in the report was an analysis of the state’s unemployment rate, which ticked up to 3.4 percent. This rate remained below the U.S. average unemployment rate, which increased from 4.3 percent to 4.4 percent for the same period. Dashboard authors concluded that the increases signal a softening labor market.

“While unemployment in Utah has edged up modestly, the state remains well below the national average,” said Miller.

The report also concluded that indi-

ces that maintained their levels or grew slightly were led by health care and public-sector gains.

“It makes me uncomfortable when health care and government employment outpace other sectors,” said Natalie Gochnour, director of the Gardner Institute. “In the coming months, I will be keeping a close eye on Utah’s tech and construction sectors as critical indicators of our economic health.”

The full Roadmap to Prosperity Economic Dashboard can be accessed at <https://slchamber.com/resources/roadmap-dashboard/>.

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NEWS ROUNDUP

Utah awarded \$195 million to modernize rural health care

The U.S. Centers for Medicare and Medicaid Services (CMS) has announced that the state of Utah will receive more than \$195 million in fiscal year 2026 under the Rural Health Transformation Program.

The \$50 billion national initiative, established under the Working Families Tax Cuts legislation, also known as the One Big Beautiful Bill Act, is designed to modernize health care delivery in rural communities across the country.

"This is a historic opportunity to make generational investments in the health and wellness of rural Utahns," said Tracy Gruber, executive director of the Utah Department of Health and Human Services (DHHS). "We look forward to partnering with our state's rural health systems to expand access to high-quality care, modernize infrastructure and grow our essential clinical workforce."

In 2026, all 50 states will receive first-year awards ranging from \$147 million to \$281 million. According to DHHS, the federal funding will be used by the state to increase availability of primary, maternal and behavioral health services; upgrade

rural facilities with advanced digital tools and telehealth infrastructure; improve recruitment and retention for health professionals in rural areas; and implement community-focused models like improving access to locally sourced foods and school-based wellness programs to prevent chronic disease.

With 25 of Utah's 29 counties designated as rural, the need for targeted, locally driven solutions is clear, a DHHS release said. Many Utahns living in rural counties may travel more than an hour to receive hospital care and four to six hours one way to see a specialty provider. Adults in frontier counties experience the state's highest rates of diabetes and high blood pressure, and the share of rural and frontier Utahns reporting poor mental health in the past 30 days has increased by 47 percent since 2015.

By reducing administrative barriers and strengthening local control, the program is designed to improve health and well-being and ensure dependable health care remains closer to home for Utah families, DHHS said.

Zions Bank names second new CEO in less than two years

Paul Burdiss, who was named CEO of Salt Lake City-based Zions Bank in April 2024, retired at the end of the year, the bank announced in a late December release. Nate Callister, the bank's executive vice president and executive director of commercial banking, will succeed him.

But Burdiss "has agreed to consult with the company in coming months to promote a smooth transition in leadership," Harris Simmons, the CEO and chair of Zions Bancorporation, the bank's holding company, said in the statement.

Burdiss joined Zions in 2015 as chief financial officer before becoming CEO in 2024. He previously worked at Dallas-based Comerica for roughly 22 years and moved to SunTrust, where he served as treasurer, according to his LinkedIn profile.

"We extend our most sincere thanks to Paul Burdiss for his years of service to the company and Zions Bank. He has been instrumental in building a

very strong finance team for the company, and more recently in continuing to strengthen Zions Bank's position as the Intermountain West's premier banking organization," Simmons said.

Callister is a relatively recent addition to \$89 billion-asset Zions, joining the bank in June. He previously served as an executive vice president and head of Utah commercial banking at Wells Fargo, where he spent 20 years over two stints. He also worked for three years as managing director of commercial banking at Community Banks of Colorado.

Callister "brings a wealth of banking expertise and strong relationships in the community, and I wish him great success in his new role," Simmons said.

Zions Bancorporation NA reported approximately \$89 billion in total assets and annual net revenue of \$3.1 billion in 2024. Zions operates under local management teams and distinct brands in 11 western states: Arizona, California, Colorado, Idaho, Nevada, New Mexico, Oregon, Texas, Utah, Washington and Wyoming.

PEOPLE ON THE MOVE

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

ADVISORY

• **J.P. Morgan Wealth Management** has named **Amy Reback** as regional director for the Mountain region. She will lead financial advisors and market directors in Chase branches across Utah, Colorado, Wyoming, Montana and eastern Washington as part of the firm's growth strategy. Reback has nearly 30 years of industry experience, most recently serving as chief executive director for the Global Equity Organization in Denver. Prior to that, spent two decades at Charles Schwab.



Amy Reback

ASSOCIATIONS

• **Marc Porter**, distinguished professor of chemical engineering at the University of Utah, has been named a fellow of the **National Academy of Inventors**, one of the highest honors awarded to academic inventors. The designation recognizes researchers whose work has led to practical technologies used outside the laboratory. Much of Porter's recent work focuses on developing diagnostic tests that are faster, simpler and more affordable than traditional lab-based methods. Earlier research that he conducted for NASA helped develop tools to monitor water quality aboard the International Space



Marc Porter


Station. Porter joined the University of Utah in 2007 after training as a chemist and spending much of his career working across disciplines. His research has led to numerous patents and the creation of several startup companies that bring university research into practical use.

HEALTH CARE

• **ARUP Laboratories**, a Salt Lake City-based nonprofit reference laboratory, has named **Adam Barker** as president and chief operations officer of the company's Reference Business Unit. Barker will oversee ARUP's core business of providing a set of esoteric laboratory tests and related services to hospitals and health systems nationwide. Barker joined ARUP in 2010 as a medical microbiology fellow and has been COO since 2022. Before becoming COO, he was a medical director, associate director of research and development, director of R&D, and chief scientific officer. Barker has led platform consolidation efforts involving mass spectrometry, next-generation sequencing and molecular testing. He has worked with vendors to secure supply lines to optimize operational stability amid growth. The advanced automated processes Barker has helped establish support workflow improvements that reduce turnaround times to quickly get test results to clinicians and their patients. Barker's appointment as Reference Business Unit president completes the leadership triumvirate of the multidivisional structure that ARUP began transitioning to in July 2023.




Adam Barker




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Lehi's Civica to supply generic medicines under contract with VA

Civica, a Lehi-based nonprofit pharmaceutical company founded to help mitigate the risks associated with generic drug shortages, has been awarded a Federal Supply Schedule contract by the U.S. Department of Veterans Affairs (VA) to supply it with essential generic medications via the VA Federal Supply Schedule Program.

As part of the contract, Civica's products will be available for purchase through the Pharmaceutical Prime Vendor program. The products will be available to all the VA's medical centers and outpatient clinics, as well as other federal agencies, including the Department of Defense.

The Veterans Health Administration is the largest integrated health care system in the United States. It operates 1,363 health care facilities, including 170 medical centers and 1,193 outpatient clinics.

"Civica is proud to be a partner to the VA and to the millions of Americans the system serves," said Jennifer Spalding, chief commercial officer and general counsel of Civica. "Providing essential generic medicines to the VA will help its centers and clinics ensure a safe and steady supply of essential generic medications and allow them to protect the health of veterans and their families."

Drug shortages are a persistent challenge to the U.S. health care industry, according to the Civica website. The American Society of Hospital Pharmacists reports hundreds of drugs on regular shortage, including many critical sterile injectables frequently used in urgent care settings. Shortages often force hospitals to expend additional resources, including staff time to find, procure and administer alternative

The CivicaScript not-for-profit gener-

ic drug company concept was launched in 2018 as Civica Rx by a group of seven health systems including Utah's Intermountain Health. The group's expressed goals at founding were to prevent and mitigate drug shortages and to significantly reduce the cost of high-priced generics. Civica Rx evolved to CivicaScript in 2020.

In addition to Intermountain Health (then known as Intermountain Health Care), the founding health systems included Catholic Health Initiatives (now CommonSpirit Health), HCA Healthcare, Mayo Clinic, Providence St. Joseph Health, SSM Health and Trinity Health. Three philanthropies were also part of the founding group: the Gary and Mary West Foundation, the Laura & John Arnold Foundation and the Peterson Center on Healthcare.

Today, more than 60 health systems, hospitals, philanthropic organizations and

insurance companies have affiliated with CivicaScript, including most of Blue Cross Blue Shield member associations nationwide. Civica supplies more than 70 essential medicines frequently found in the FDA Drug Shortages Database to over 1,400 hospitals, supporting care for over 90 million patients. Dan Liljenquist, chief strategy officer at Intermountain Healthcare, is the board chair at CivicaScript.

CivicaScript's business model is to manufacture low-cost generic medicines, then work with payers, pharmacy benefit managers and pharmacies across the country to pass along the cost savings to patients. The model focuses on transparency and collaboration throughout the value chain from manufacturing through dispensing — with every stakeholder along the way knowing the price of the medicine and driving savings through to the patient.

INDUSTRY BRIEFS

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

ARTS/ENTERTAINMENT

• **Angel**, a Provo-based media and technology company, has announced that its animated movie "David" achieved the highest-grossing faith-based animated theatrical opening of all time and earned the best three-day theatrical opening in Angel's history. It grossed \$22 million at the opening weekend domestic box office. "David" will premiere in more than 40 international markets in the coming months. Last year, Angel acquired the "David" franchise and intellectual property in partnership with 2521 Entertainment. This included the animated musical film and accompanying five-part animated television series.

CONSTRUCTION

• **Rocky Mountain Mechanical**, a Salt Lake City-based commercial HVAC, plumbing, piping and controls contractor, is expanding its specialty work in food and beverage processing facilities as Utah continues to attract new manufacturing investments. The company, which recently opened a satellite office in Ogden, is adding welders, plumbers, pipefitters, HVAC installers, service technicians and project support staff statewide. Recent projects include a national bakery facility in Ogden and additional food-processing work in Salt Lake City.

CORPORATE

• **Co-Diagnostics Inc.**, a Salt Lake City-based molecular diagnostics company, has effected a reverse stock split of its common stock at a ratio of 1-for-30 shares. The reverse stock split was to become effective Jan. 2. Co-Dx's common stock will continue to trade on the Nasdaq Capital Market under the symbol "CODX." The company said the reverse stock split was intended to enable the company to regain compliance with the \$1 minimum bid price requirement for continued listing on the Nasdaq Capital Market. The split was approved by company stockholders on Dec. 5, with the ratio determined by the board of directors.

ECONOMIC INDICATORS

• **Two Utah main streets** were among the country's most **travel-worthy Christmas shopping destinations**, according to a survey of shoppers commissioned by **CashforCars.com**. It asked respondents how many miles they would drive to reach their favorite festive shopping street. The Utah locations are **Main Street in Park City**, at No. 85 nationally at 2 hours and 8 minutes, and **No. 119 Main Street in Moab**, at 1 hour and 51 minutes. The top-ranked location overall is Market Square in Portsmouth, New Hampshire, at 6 hours. Details are at <https://www.cashforcars.com/blog/news/how-far-people-drive-christmas-shopping/>.

• **Two Utah events** are on a list of places where people would spend their **last-ever New Year's Eve**, according to a survey by life insurance agency **Choice Mutual**. They are top-ranked **Moab Under the Stars** and **No. 2 Last Hurrah**. Details are at <https://choicemutual.com/blog/financial-new-years-eve-destinations/>.

LABOR

• A vote by 58 workers at **Smith Power Products** in Salt Lake City decertified **Operating Engineers Local Union No. 3** during a secret ballot election administered by the **National Labor Relations Board**. The decertification effort was led by employee Bryce Runia, who filed his petition with the NLRB with free legal aid from **National Right to Work Foundation** staff attorneys. The election took place among all full-time employees employed in the Parts and Service Department of Smith Power Products. Seventy percent of the workers' votes were cast against the continued presence of Operating Engineers union officials in the workplace.

MILESTONES

• **Angel**, a Provo-based media and technology company, has surpassed 2 million paying Angel Guild members. Guild members act as virtual co-producers, greenlighting what films and television series get produced and

distributed in theaters and on the Angel app. The milestone was surpassed less than a year after passing 1 million members in March. Since the beginning of 2025, Angel has introduced 430 new films, television episodes, and specials.

RECOGNITIONS

• **Leavitt Group**, a Cedar City-based national brokerage firm, has been named a **Best Place to Work in Insurance** for the second consecutive year by **Business Insurance**, recognized in the large employer category (1,000 or more U.S. employees). The recognition is based on a confidential employee survey and a review of workplace practices, including leadership, culture, engagement, training and benefits. Eligibility for the award requires passing an assessment process that includes a confidential employee survey and an in-depth review of company practices and policies. Best Companies Group assembles the data points and analyzes them according to eight core focus areas: leadership and planning; corporate culture and communications; role satisfaction; work environment; relationship with supervisor; training, development, and resources; pay and benefits; and overall engagement. Leavitt Group has a network of more than 85 agencies and more than 280 locations across 28 states.

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CALENDAR

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

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

“The Utah Pay Gap: Facts, Myths & The Numbers That Matter,” part of a free, four-part “Lunch & Learn” series titled “Closing the Gap” presented by A Bolder Way Forward’s Gender Pay Gap Spoke. Location is Silicon Slopes, 2600 W. Executive Parkway, Suite 140, Lehi. Details are at <https://www.siliconslopes.com/c/events/>.

Jan. 13, 11:30 a.m.

“Lunch & Learn: The Model Wars Are Missing the Point: What Actually Ships Production-Ready AI Code,” a Silicon Slopes AI Chapter event. Speaker is Tyler Folkman, chief AI officer at Job-Nimbus. Location is Silicon Slopes, 2600 W. Executive Parkway, Suite 140, Lehi. Details are at <https://www.siliconslopes.com/c/events/>.

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

Professional Development Series, a ChamberWest event. Speaker Courtney Rae, head of stakeholder outreach at the Utah Office of Artificial Intelligence Policy, will discuss “AI for Business: How Utah Helps Business Balance Risk, Innovation and Protection.” Location is Hampton Inn & Suites, 3923 W. Center Park Drive, West Jordan. Cost is \$35. Details are at chamberwest.com.

Jan. 14, 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.

Jan. 14, 11:30 a.m.

Business Development Series, presented by the West Jordan and South Jordan chambers of commerce. Speaker Deb Gabor, speaker, author and agency CEO, will discuss “Irrational Loyalty: Becoming the Only Brand That Matters.” Location is Legacy Retirement Center, 1617 Temple Lane, South Jordan. Cost is \$15 for members, \$20 for nonmembers. Details are at westjordanchamber.com.

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

“Point of Leadership: State of the Cities,” presented by the Point of the Mountain Chamber of Commerce, Lehi and Saratoga Springs and featuring Mayor Paul Binns of Lehi and Mayor Chris Carn of Saratoga Springs. Location is The Rooftop, 139 Hunters Grove Lane, No. 400, Lehi. Details are at thepointchamber.com.

Jan. 14, 11:30 a.m.

“Rising Together: Women Empowering Women,” part of the 2026 Women & Leadership Project Executive Speaker Series and featuring Melanie Jones, CEO of the Women’s Leadership Institute; Bettina Smith Edmondson, Layton City Council member and community advocate; and Connie Sokol, author, speaker and founder of Balance Redefined and Born to Lead. Event takes place online. Free (advance registration is required). Details are at <https://www.usu.edu/uwlp/events/upcoming-events>.

Jan. 14, 5-7 p.m.

“Business After Hours,” an Ogden-Weber Chamber of Commerce event.

Location is Weber State University, Lindquist Alumni Center, Dumke Hall, 1235 Village Drive, Ogden. Free for members and first-time guests, \$35 for nonmembers. Details are at ogdenweberchamber.com.

Jan. 14, 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>.

Jan. 15, 7 a.m.-3 p.m.

“What’s Up Down South” Southern Utah Economic Summit, aimed at providing business and community leaders with the latest economic insights for planning in the year ahead. The summit includes keynote speakers, skill-based workshops and networking opportunities. Location is Dixie Convention Center, 1835 S. Convention Center Drive, St. George. Cost is \$200. Details are at <https://whatsupdownsouth.org/>.

Jan. 15, 9 a.m.-2:30 p.m.

“Supply Chain Uncertainty,” a “Global Gateway” event presented by World Trade Center Utah and the United Natural Products Alliance and is the first session of a new quarterly series designed to help Utah companies navigate global tools, risks and strategies — starting with the ingredient supply chains behind the dietary supplement industry. The discussion will introduce an initiative to modernize and strengthen the integrity of imported ingredients that support both local manufacturers and the broader U.S. market. Location is World Trade Center Utah, 60 E. South Temple, Suite 300, Salt Lake City. Details are at <https://luma.com/582lmyeq>.

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

Annual Meeting/January Luncheon, a Davis Chamber of Commerce event. Location is Megaplex Theatres at Legacy Crossing, 1075 W. Legacy Crossing Blvd., Centerville. Details are at davischamberofcommerce.com.

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

Mental Health Town Hall, presented by Silicon Slopes and Promise2Live. Theme is “Safe Tech, Digital Addiction, Sextortion, AI and More.” Speakers are Brandy Vega, founder, Promise2Live; Dr. Dave Morgan, doctor of mental health; Dr. Dan Lathen, neuroscientist and founder, Cortex Evolution; and Joe Marvullo, director of technology and men’s mental health lead, Promise2Live. Location is Silicon Slopes, 2600 W. Executive Parkway, Suite 140, Lehi. Details are at <https://www.siliconslopes.com/c/events/>.

Jan. 15, 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>.

Jan. 16, 7:30 a.m.-noon

Utah Economic Outlook and Public Policy Summit, presented by the Kem C. Gardner Policy Institute at the University of Utah, Salt Lake Chamber and Utah Chamber and focusing on economic forecasting and public policy. Keynote speakers Utah Gov. Spencer Cox and former U.S. Sen. Kyrsten Sinema, will discuss policies and partnerships that will shape the economic future of Utah and the U.S. Keynote speaker Tim Shriver will discuss “The Business Case for Dignity.” Shriver is an author, Impact Scholar at the University

of Utah, chairman of Special Olympics International, co-creator of the Dignity Index, and founder and CEO of Project UNITE Inc. Location is Grand America Hotel, 555 S. Main St., Salt Lake City. Cost is \$150 for members and \$200 for nonmembers. Details are at slchamber.com.

Jan. 16, 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.

Jan. 20, 9 a.m.-2 p.m.

“AI in Ecom,” a Commerce Catalyst event with the theme “How AI is Changing Search, CX, Content Creation and Acquisition.” Event includes keynotes, breakout sessions with industry experts, and networking. Speakers include Stephanie Hileman from 1-800-Contacts, Jon Ricketts from Ekom.ai, and Nate Larkin from Gladly.ai. Location is Anata Inc., 1657 N. State St., Lehi. Cost is \$35. Details are at <https://ticketspotapp.com/e/kj3mw>.

Jan. 20, 11:30 a.m.-1 p.m.

“B.Y.O.L. (Bring Your Own Lunch) & Learn,” a Point of the Mountain Chamber of Commerce “Business Essentials” event. Topic is “The Big Beautiful Bill: Preparing Your Business for 2026.” Presenters are from Martin Tax & Advisory. Location is Kiln, 2701 N. Thanksgiving Way, No. 100, Lehi. Details are at thepointchamber.com.

Jan. 20, 11:30 a.m.-1 p.m.

“Arrive Prepared: The Compensation Strategies Driving Salary,” part of a free, four-part “Lunch & Learn” series titled “Closing the Gap” presented by A Bolder Way Forward’s Gender Pay Gap Spoke. Location is Silicon Slopes, 2600 W. Executive Parkway, Suite 140, Lehi. Details are at <https://www.siliconslopes.com/c/events/>.

Jan. 21, 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.

Jan. 21, 11:30 a.m.

“Strategic Voices: Women Leading Public Policy Change,” a Women & Leadership Project event featuring U.S. Rep. Celeste Maloy and economist Natalie Gochnour discussing the strategic approaches women bring to policymaking. Event takes place online. Free (advance registration is required). Details are at <https://www.usu.edu/uwlp/events/upcoming-events>.

Jan. 21, 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>.

Jan. 21, 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>.

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

“Negotiate Like a Pro: Tools & Tactics to Earn Higher Salaries,” part of a

free, four-part “Lunch & Learn” series titled “Closing the Gap” presented by A Bolder Way Forward’s Gender Pay Gap Spoke. Location is Silicon Slopes, 2600 W. Executive Parkway, Suite 140, Lehi. Details are at <https://www.siliconslopes.com/c/events/>.

Jan. 27, 8-9:30 a.m.

Annual Membership Breakfast Meeting, a ChamberWest event. Chamber leadership will share information, provide highlights for 2026 and lead in celebrating and recognizing community leaders. Location is Viridian Event Center, 8030 S. 1825 W., West Jordan. Cost is \$30 for members, \$40 for nonmembers. Details are at chamberwest.com.

Jan. 27, 11 a.m.-1 p.m.

Business Women’s Forum 2026: “The Support Exchange: Rewriting the Rules of Success by Giving and Receiving,” Speaker Seantae Jackson, public speaker, nonprofit founder and medical trauma survivor, will discuss how women can transform their careers and communities through intentional cycles of giving and receiving. Location is Salt Lake Marriott Downtown at City Creek, 75 S. West Temple, Salt Lake City. Cost is \$40 for members and \$60 for nonmembers through Jan. 20, \$50 for members and \$70 for nonmembers thereafter.

Jan. 27, 11:15 a.m.-1 p.m.

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

Jan. 27, 1-2:30 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>.

Jan. 27, 4-5:30 p.m.

“AICX Live,” a gathering built for CX leaders. CX leaders from brands like Signals, OrderProtection, Rhone and &Collar will share what’s actually helping their teams, what they’ve stopped doing, and how they’re navigating AI in customer experience today. Open to the public but tailored for CX, support and post-purchase professionals. Location is FilmLaab, 12441 S. 900 E., Suite 190, Draper. Details are at <https://www.siliconslopes.com/c/events/>.

Jan. 28, 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.

Jan. 28, 11:30 a.m.-12:30 p.m.

“Leadership Levers: Driving Women’s Career Progress,” a Utah Women & Leadership Project event that takes place online. Details are at <https://www.usu.edu/uwlp/calendar/>.

Jan. 28, 5-6 p.m.

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

CALENDAR

Jan. 28, 5-6:30 p.m.

“Connect After Hours,” a South Valley Chamber of Commerce event. Location is Utah Mammoth Practice Facility, 10450 S. State St., Sandy. Cost is \$15 for members, \$25 for nonmembers. Details are at southvalleychamber.com.

Jan. 28, 5:30-9 p.m.

2026 Chamber Open House, a Utah Valley Chamber of Commerce event. Location is The Grid, 593 S. Evermore Lane, Pleasant Grove. Free. Details are at [the-chamber.org](https://chamber.org).

Jan. 28, Feb. 25, 5:30 p.m.

Information Sessions for the Executive Certificate of Global Business Management course offered by Salt Lake Community College. Information sessions take place online and are free. Course is offered to business executives, professionals, working staff, entrepreneurs and qualified students who want to increase their knowledge and improve their strategies in global business practices. Course begins March 18. Application deadline is March 13. Course cost is \$1,145, with scholarships and discounts available. Classes can be taken in-classroom (at SLCC’s Miller Campus in Sandy), online or a hybrid. Registration can be completed at <https://themillatlscc.com/education/executive-certificate-global-business-management/>. Details are available by contacting Venita Ross 801-957-5336 or Venita.Ross@slcc.edu.

Jan. 28, 6-7 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>.

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

Membership Engagement Event, a Point of the Mountain Chamber of Commerce event featuring a member kickoff and the swearing-in of the board. Location is Fox Hollow Golf Club, 1400 N. 200 E., American Fork. Details are at thepointchamber.com.

Feb. 2, 9 a.m.-2 p.m.

The Point Classic Pickleball Tournament, hosted by The Picklr and the Point of the Mountain Chamber of Commerce. Location is The Picklr, 629 Saratoga Road, Building 2, Saratoga Springs. Cost is \$90 per team. Details are at thepointchamber.com.

Feb. 2, 11:30 a.m.

“Leading with Compassion,” part of the 2026 Women & Leadership Project Executive Speaker Series and featuring Utah First Lady Abby Cox. Event takes place online. Free (advance registration is required). Details are at <https://www.usu.edu/uwlp/events/upcoming-events>.

Feb. 4-7

Summit 2026, presented by Silicon Slopes and Visit Salt Lake. Theme is “Innovation Doesn’t Slow Down.” Event includes keynote presentations, cross-industry conversations, hands-on labs and more. Location is Salt Palace Convention Center, 100 S. West Temple, Salt Lake City. Early-bird pricing starts at \$299. Details are at <https://www.visitsaltlake.com/summit/>.

Feb. 4, 11 a.m.-2:30 p.m.

“Utah Business of Health Event,” hosted in partnership with the Utah

Worksite Wellness Council, Get Healthy Utah and Utah Community Builders. Theme is “Back to What Matters: Building Stronger People, Workplaces & Communities.” Location is Zions Bancorporation Technology Center, 7860 S. Bingham Junction Blvd., Midvale. Cost is \$35. Details are at <https://utahworksitewellness.org/events/utah-business-of-health-event-attendees-2/>.

Feb. 4, 11:30 a.m.

“Trailblazing Justice: A Conversation with Christine Durham on Women, Leadership and the Law,” part of the 2026 Women & Leadership Project Executive Speaker Series. Durham is a former chief justice of the Utah Supreme Court. Event takes place online. Free (advance registration is required). Details are at <https://www.usu.edu/uwlp/events/upcoming-events>.

Feb. 4, 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.

Feb. 5, 9-10:30 a.m.

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

Feb. 6, 8-10 a.m.

“First Fridays Speed Networking,” presented by the West Jordan and South Jordan chambers of commerce. Location is Legacy Retirement Center, 1617 W. Temple Lane, South Jordan. Details are at sj-chamber.org.

Feb. 9, 11:30 a.m.-12:30 p.m.

“Women Leading Behind the Walls: Leadership in Utah’s Correctional Facilities,” a Utah Women & Leadership Project event that takes place online and features Sharon D’Amico and Kristin Keisel, two wardens leading correctional facilities in Utah. Event takes place online. Free (register online in advance). Details are at <https://www.usu.edu/uwlp/calendar/>.

Feb. 10, 8:30-11 a.m.

2026 Economic Summit, an Ogden-Weber Chamber of Commerce event, in partnership with Bank of Utah. Speakers are Michael Jeanfreau, senior economist, Utah Department of Workforce Services; and Tim Mahedy, founder and chief economist, Access/Macro. Location is Ogden Eccles Conference Center, 2415 Washington Blvd., Ogden. Cost is \$25 for members, \$35 for nonmembers. Details are at ogdenweberchamber.com.

Feb. 10, 9-11 a.m.

“Pay the IRS Less Without Going to Jail,” a Small Business Development Center event that takes place online. Cost is \$24. Details are at <https://clients.utahsbdc.org/events.aspx>.

Feb. 11, 8:30-11 a.m.

2026 Economic Summit, a Davis Chamber of Commerce event, in partnership with Bank of Utah. Speakers are Michael Jeanfreau, senior economist, Utah Department of Workforce Services; and Tim Mahedy, founder and chief economist, Access/Macro. Location is Davis Tech Allied Health Building, 435 Simmons Way, Kaysville. Cost is \$35 for

members, \$50 for nonmembers. Details are at davischamberofcommerce.com.

Feb. 11, 11:15 a.m.-1 p.m.

“State of the Chamber” Luncheon, a South Valley Chamber of Commerce event that will feature highlights of the chamber’s key achievements from 2025 and its vision for advancing business success and strengthening the South Valley economy in 2026 and beyond. Location is Salt Lake Community College, Miller Campus, Karen Gail Miller Conference Center, Building 2, 9750 S. 300 W., Sandy. Details are at southvalleychamber.com.

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

“Leadership in Times of Grief & Crisis,” a Utah Women & Leadership Project event that takes place online and features Astrid S. Tuminez, president of Utah Valley University. Event takes place online. Free (register in advance). Details are at <https://www.usu.edu/uwlp/calendar/>.

Feb. 11, 5-7 p.m.

“Business After Hours,” an Ogden-Weber Chamber of Commerce event. Free for members and first-time guests, \$35 for nonmembers. Details to be announced at ogdenweberchamber.com.

PUBLIC NOTICES

NOTICE TO WATER USERS

The CLAIM(S) FOR DILIGENCE below were filed with the Division of Water Rights in Davis County. These are informal proceedings per Rule R655-6-2. Persons challenging this CLAIM may file an action through the district court. Persons with information protesting the filing of the following claim(s) may file such statements with the State Engineer, Box 146300, Salt Lake City, UT 84114-6300, on or before Feb. 1, 2026. A \$15.00 FEE WILL BE CHARGED FOR EACH SUCH PROTEST FILED. Please visit waterrights.utah.gov or call (801)538-7240 for additional information.

31-3841 (D7260): Clark Water Company propose(s) using 581.08 ac-ft. from the North Cottonwood Creek (Farmington) for IRRIGATION; STOCKWATERING.

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 Feb. 1, 2026 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.

NONUSE APPLICATION(S)

31-5238 (U16672): Weber Basin Water Conservancy District is/are seeking a nonuse period for 0.4396 cfs OR 267.66 ac-ft. from groundwater (Farmington Bay Area) for IRRIGATION; STOCKWATERING.

31-5306 (U16672): Weber Basin Water Conservancy District is/are seeking a nonuse period for 0.0043 cfs OR 2.62 ac-ft. from groundwater (Farmington Bay Area) for IRRIGATION; STOCKWATERING.

Teresa Wilhelmsen, P.E.

State Engineer

Published in Utah Business Journal on Jan. 5 & Jan. 12, 2026

Feb. 12, 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 \$34. Details are at <https://clients.utahsbdc.org/events.aspx>.

Feb. 13, noon-1 p.m.

“Silicon Slopes Conversation,” a Silicon Slopes event featuring Jeff Burningham, founder and chairman, Peak Capital Partners and Element Ventures. Location is Silicon Slopes, 2600 Executive Parkway, No. 140, Lehi. Details are at <https://www.siliconslopes.com/events>.

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

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

Feb. 18, noon-1 p.m.

“Body Language and Subconscious Communication,” a Women’s Business Center of Utah “Solve the Business Puzzle: event. Speaker is Hollie Dance, a communication and body language expert. Event takes place online. Free. Details are at wbcutah.org.

ANNOUNCEMENT OF APPOINTMENT AND NOTICE TO CREDITORS

Probate No.
253700729

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

In the matter of the Estate of
THE ESTATE OF BESSIE CHAPMAN

Robert Anthony Chapman
Whose address is 157 South 1700 West, West Point, Utah 84015 has been appointed Personal Representative of the above-entitled estate. Creditors of the estate are hereby notified to:
(1) deliver or mail their written claims to the Personal Representative at the address above;
(2) deliver or mail their written claims to the Personal Representatives attorney of record, Brian Edwards and Taylor Stone at 991 Shepard Ln Suite 210, Farmington, UT 84025
(3) file their written claims with the Clerk of the District Court at Farmington District Court, 800 W State St, Farmington, UT 84025 in Davis County, or otherwise present their claims as required by Utah law within three months (90 days) after the date of the first publication of this notice or be forever barred.

Dated this December 16, 2025

/s/ Robert Anthony Chapman

/s/ Brian Edwards

/s/ Taylor Stone

991 Shepard Ln Suite 210, Farmington, UT 84025

LEGAL NOTICE DEADLINE

Monday by 5 P.M.
week of publication

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