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People pose for a photo at the lighted “Invest in Utah” sign at the recent Utah Economic Outlook & Public Policy Summit in Salt Lake City. (Brice Wallace/Salt Lake Business Journal)

Chamber leader: Investment requires looking to the future

Brice Wallace
Salt Lake Business Journal

The event was billed as a 2026 economic outlook, but the leader of Utah’s largest business association called for the Legislature, businesses and others to think beyond this year as they work to improve the state.

Derek Miller, president and CEO of both the Salt Lake Chamber and the Utah Chamber, put an emphasis on future generations of Utahns and stressed the need “to recognize that investment means making the hard choice because it is the right choice.”

“It is about making decisions that take effort, collaboration, even sacrifice, always with future generations in mind,” he told the crowd at the 2026 Utah Economic Outlook & Public Policy Summit in Salt Lake City. “We aren’t just looking in Utah for short-term rewards. We want long-term outcomes — outcomes that allow families, communities and businesses to succeed, not temporarily, but sustainably. That requires sacrifice, transparency and, of course, working together.”

The event’s theme was “Invest in Utah,” and Miller asked the crowd to consider what Utah’s future generations “need from us today to succeed.”

“Utah’s success never happened by chance,” he said. “It has always come from leaders choosing to build the future together, choosing to invest.”

Miller cited several examples from Utah’s past. They include decades-long investment in “Utah’s beautiful recreational jewels,” including Alta, Snowbird, Solitude and Brighton in the Cottonwood canyons. “And yes, growth once again requires us to plan for the continued access and enjoyment of our canyons — decisions that we make now will determine quality of life for future generations.”

The Daybreak community, nearly two decades old, was built through intentional planning, infrastructure investment, and anchor partnerships. With Utah facing unprecedented housing shortages today, “we should be asking ourselves, ‘How do we make investments and projects like that again?’”

He also noted the formation of the Economic Development Corporation in 1987, established as a way for state and local government and private industry to attract high-value companies and spur expansion of local Utah businesses. While Utah then had 1.7 million people, an economy heavily dependent on manufacturing and mining, and many college graduates leaving the state for bet-

ter opportunities elsewhere, community and business leaders chose to invest in a long-term strategy to diversify Utah’s economy.

“And it worked,” Miller said. “Today, Utah enjoys one of the most diverse economies in the nation. We consistently rank at the top of ‘best of states’ lists, both for business and quality of life. And for nearly 40 years, that organization those businesses created, EDCUtah, has been the bridge between the private sector and government, helping companies continue to grow in Utah.”

Those examples, he said, demonstrate “how we must plan for the state we want to become, not the one we used to be.”

Utah’s population, economic and industry growth provide “incredible” opportunities but also challenges that require proactive leadership and long-term thinking, he said.

“Utah’s long-term success depends on deliberate choices to invest in Utah, in our people, our infrastructure, our communities and our shared prosperity,” Miller said. “Investment is the key that unlocks the solutions to our challenges. As one example, investing in more infrastructure will give us more access to

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Golden Arches expands again

C&R Management has opened its 33rd McDonald’s location at 4224 N. 1650 E. in Eagle Mountain. This is the company’s second location in that community, with the ribbon-cutting held Dec. 12. C&R has plans for at least two more restaurants along the Wasatch Front in coming months.

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Utah awarded franchise for professional women’s softball team

Tom Haraldsen
Salt Lake Business Journal

Last summer, the upstart Athletes Unlimited Softball League played games in various parts of the country, including at Dumke Family Softball Stadium at the University of Utah. All four games there were sellouts, which undoubtedly helped lead to the announcement that the AUSL’s formal organization into a six-team league has awarded a franchise to the Beehive State.

The Utah Talons celebrated at a press event Jan. 26 at The Depot in Salt Lake City. League

Commissioner Kim Ng and ESPN sportscaster and Utah native Holly Rowe introduced the Talons’ general manager, Lisa Fernandez. She was joined by Talons infielder Hannan Flippen, a former star for the UofU, and Talons pitcher Megan Faraimo.

“As a little girl growing up and playing softball in Bountiful, and wishing I’d had more opportunities since we didn’t even have a high school softball team (at Woods Cross High), my greatest dream was to go on and play college softball,” Rowe said. “That didn’t happen for me, but I’ve spent the last 25 years covering women’s college softball, and we’ve been growing this sport through love and sweat and creating a

platform for these women. So, to see it come to fruition and have this day a professional softball team in our state, this little girl from Bountiful is so proud.”

The league will consist of six teams. In addition to the Utah Talons, AUSL teams are based in Durham, North Carolina (Carolina Blaze); Rosemont, Illinois (Chicago Bandits); Oklahoma City (OKC Spark); Hillsboro, Oregon (Portland Cascade); and Round Rock, Texas (Texas Volts). Teams will play a 25-game schedule in June and July, with Utah’s home opener set for June 9 against Chicago. All home games will be played at Dumke Family Softball Stadium.

UofU head softball coach Amy Hogue, who spoke at the press event, said she received a call about 18 months ago from league commissioners who were looking to lock in locations and wanted to check out the Utah facility. “I felt it would sell itself,” she said, but she was still nervous when officials came for a site inspection. Ng said the league already knew about the field and the support that Utah fans have given women’s softball. She said choosing Utah “was an easy one to make.”

With Fernandez, Flippen and Faraimo, the Talons have a formidable foundation for success. While playing for the Utes, Flippen was a three-time All-American and two-time Pac 12



Utah Talons players Megan Faraimo and Hannah Flippen, ESPN’s Holly Rowe and Talons GM Lisa Fernandez speak at a press conference introducing the professional women’s softball team that begins play in Salt Lake City this June. (Tom Haraldsen/ Salt Lake Business Journal)

Conference Player of the Year. She also participated in the MLB Home Run X Derby held at The Ballpark at America First Square in South Jordan this past summer. Ng called her “one of the best clutch players in the league,” and Flippen, who came to Utah from her native California, said she was very happy to “be coming back home here to play.” Faraimo is one of four UCLA Bruins

pitchers to win at least 100 games in their collegiate careers.

Rowe said the AUSL has the vast majority of the country’s best softball players, with 93 percent of the U.S. national softball team playing in the league.

Season tickets start at about \$200 and individual game tickets and group tickets are also available on the team website at <https://theausl.com/talons/>.

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more land to build more homes.”

Investing in the state will require developing workforce and education, building modern transportation infrastructure, supporting the business environment, addressing housing issues, enhancing livability and protecting natural resources, he said.

Many of those themes are echoed in the Utah Chamber’s legislative priorities for 2026: education and workforce; energy and critical minerals; environment and public health; the Great Salt Lake; health care; homelessness and public safety; housing affordability; natural resources and growth; tax and regulatory environment; technology, innovation and AI; transportation and infrastructure; and the 2034 Olympic and Paralympic Winter Games.

Miller called for businesspeople to be involved in setting the state’s future. “We build community on common ground and working together. We must avoid silos and instead always work collaboratively,” he said.

“I am confident that Utah will continue turning challenges into opportunities, if — if — we do it together. Utah’s future will be shaped by the investments we make now — in people, in policy and in partnerships. As we begin today, I invite you to engage with curiosity, collaborate with respect, and commit to a shared purpose. That purpose is to ‘Invest in Utah.’”

The Utah Chamber’s public policy guide is available at <https://www.ut-chamber.com/legislative-priorities/>.

The Utah Economic Outlook & Public Policy Summit was hosted by the Utah Chamber, Salt Lake Chamber and the University of Utah’s Kem C. Gardner Policy Institute.

Utah Olympic Plaza to host watch party on Feb. 6

The Utah Olympic Legacy Foundation (UOLF) will hold a live Olympic Watch Party on Feb. 6, 8-10 p.m., at the Utah Olympic Park in Park City. To celebrate the start of the 2026 Winter Games, the foundation, along with the Alf Engen Ski Museum, will host the event at 3419 Olympic Parkway in Park City, accessible from Kimball Junction.

Food trucks, fire pits, a beer garden, hot chocolate and live music with a DJ will be part of the event, along with door prizes. In addition, the museum will host daily Olympic-themed activations that include hands-on crafts, interactive events and photo ops that celebrate the state’s Olympic legacy. Those activations will be held 11 a.m.-4 p.m. daily Feb. 13-16.





BUSINESS JOURNAL

SALT LAKE BUSINESS JOURNAL
PO Permit 891-300

The Salt Lake Business Journal is published weekly by Loyal Perch Media LLC, 9500 S. 500 West, Suite 205, Sandy, Utah 84070. Application to mail at periodical postage prices at Salt Lake City, UT. Postmaster: Send address changes to: Salt Lake Business Journal, 9500 S. 500 West, Suite 205, Sandy, Utah 84070.

For information about distribution please email hello@thecityjournals.com or call our offices.

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Subscription rate: \$85 per year.

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Our mission is to provide actionable news to C-level business executives throughout the Wasatch Front region.

PUBLISHER
Designed, Published & Distributed by:



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Tech and the arts combine for Summit event

Brice Wallace
Salt Lake Business Journal

The state’s biggest tech event closes out its first decade this week, but adding elements of entertainment, arts and culture.

“Summit” is being presented by Silicon Slopes, and, new this year, Visit Salt Lake. The innovation festival takes place Feb. 4-7 at the Salt Palace Convention Center in Salt Lake City, combining Silicon Slopes 10th technology event called Silicon Slopes Summit with VSL’s third Winter Roundup.

Summit programming will feature tracks in technology, sports, arts, culture and gaming, plus pitch opportunities for industry startups. Between sessions, the experiential hall and networking experiences are designed to turn chance encounters into meaningful connections, organizers said. The four-day event culminates Saturday when Winter Roundup

transforms downtown Salt Lake into one of the city’s largest outdoor celebrations, offering sports, music, fashion, food and storytelling.

“Summit’s expanded programming reflects Utah’s evolution as a competitive innovation hub,” said Clint Betts, CEO of Silicon Slopes. “We’re creating unprecedented opportunities for meaningful connections between founders, investors and industry leaders while showcasing the breadth of what we have to offer in our state. Every experience, keynote and activation connects back to our core theme of innovation driving the future and a shared ascent toward what’s next.”

“Working alongside Silicon Slopes has expanded our ability to drive economic impact and showcase the best of what Salt Lake has to offer,” said Kaitlin Eskelson, CEO of Visit Salt Lake. “This is a place where Olympic legacy, multimedia innovation and next-gen storytelling collide. Combined with Winter Roundup, Summit demonstrates that Salt Lake is a

must-visit destination for global visionaries across industries.”

Among keynote presenters at the event is Mark Cuban, famous for “Shark Tank,” Cost Plus Drugs and being an NBA owner. Other speakers are Dan and Mac Reynolds of Imagine Dragons discussing their new gaming venture, Night Street Games, and their upcoming release titled “Last Flag”; Jared and Jerusha Hess, filmmakers behind last year’s “A Minecraft Movie” as well as “Napoleon Dynamite,” “Nacho Libre” and “Austenland”; Will “King Willonious” Hatcher, writer, comedian and one of Time magazine’s “100 Most Influential People in AI”; Kenny Ortega, Emmy-winning director and choreographer (“High School Musical,” “Descendants”); CEOs Sean Desmond of nCino, Henry Schuck of Gong and Jean Oelwang of Virgin Unite; and Kat Kennedy of Kickstart Ventures; Rob Keith of Salesforce Ventures; and Kimmy Paluch of BetaBoom.

Tickets start at \$249 for general ad-

mission. For attendees who prefer an upgraded experience, the VIP and Founder passes start at \$999. A full schedule and registration are at visit www.summit.utah.gov.

The event partnership between Silicon Slopes and VSL was announced last summer.

Silicon Slopes Summit began in January 2017 as a two-day event. Despite being organized in about a month, it attracted 5,000 attendees to the Salt Palace. The next year, it drew nearly 14,300. Over the years, its keynote speakers include tech heavyweights, including Mark Zuckerberg, Tim Cook, Reed Hastings and Steve Ballmer, plus personalities such as Tony Robbins and Dwyane Wade.

Attendance slipped to about 8,000 people in 2022, when the summit was held at Vivint Arena (now the Delta Center) for the first time. The 2025 event was split between two days at Utah Valley University in Orem and two days at Edison House in Salt Lake City, with some activities at the Salt Palace.

Bill aims to have data centers report water use, projections

Brice Wallace
Salt Lake Business Journal

A bill passed out of committee in the state Legislature aims to keep tabs on large data centers’ water use.

HB76, sponsored by Rep. Jill Koford, R-Ogden, would require data centers larger than 10,000 square feet to report to the Division of Water Rights annually their water use and project future use, plus their water conservation measures. New data centers would need to report their projections prior to the start of construction. The division then would report nonproprietary information at its public website.

The bill was advanced from the House Economic Development and Workforce Services Committee to the full House by an 8-0 vote.

Koford said studies estimate that worldwide water use of data centers total “trillions and trillions” of gallons. The National Security Agency’s Utah Data Center in Bluffdale uses about 23 million gallons per month, while another center in West Jordan uses 85,000 gallons in that time, she said.

“Utah is a desert. We need to be smart about our water,” Koford told the committee. “This [bill] is just one way that we can actually, I think, set the standard for the nation in reporting and transparency in a really important industry and not be overly regulatory or burdensome to them.”

“I think this is important,” said Rep.

Troy Shelley, R-Ephraim. “Water is critical on all sides of the state. So I think it’s important. That one caution I would have is just make sure that we’re careful on extra regulation. Data centers are critical. ... The race to quantum computing and being able to master that is critical to this state, critical to this country. We cannot lose that race, so we need the data centers, but we need it to be responsible. ... We have to be responsible with our water as well.”

The substitute bill passed out of committee whittled the square footage threshold to 10,000 from 50,000 in the original bill. An amendment adjusted the time for new centers to report their water use projections.

Data center operators failing to comply with the bill would face fines of up to \$10,000 per day.

An Aspen Policy Academy study of Salt Lake Basin data center water use indicates that seven of the 22 data centers in the area used a total of 701.8 acre-feet of water in 2022 but that was down to 265.8 acre-feet for the first half of 2024. One acre-foot equates to 325,851 gallons. The NSA’s Utah Data Center used over 420 acre-feet in 2022 but was down to 152.6 acre-feet in 2024’s first half. Other data centers also showed decreases during that time.

That study said Utahns use, on average, 167 gallons of water per day, meaning the seven data centers used as much water as 3,752 people in 2022, with the NSA’s Utah Data Center accounting for 60 percent.

Koford and Rep. Paul Cutler, R-Centerville and vice chair of the committee, both said that many data centers are using technologies to reduce their water use.

“This [bill] will encourage folks to either upgrade their cooling systems or build to better standards, which I think is a great approach,” Cutler said.

During public comment about the bill, Alta Fairbourne, community water organizer at Utah Rivers Council, expressed concerns about confidentiality agreements between companies and cities affecting the data being reported to the state.

“There’s no reason why we should be incentivizing data centers to come to our state in this time of water crisis,” she said, calling water “a scarce and shared vital resource” in Utah. “Allowing for any secrecy around major new industrial water uses in the second-driest state in the country is an unjustified gift to special interests at the expense of the public’s water during the Great Salt Lake crisis.”

Kaelin Stanley, representing Mormon Women for Ethical Government, said the bill addresses concerns about water usage by large data centers. “HB76 is a “first-step accountability measure that improves transparency and coordination with water providers,” she said. “In addition, the bill increases oversight without restricting economic development.”

Seth Stewart of American Fork has concerns about the fine amount and worries the bill will make it so that small companies cannot compete with “the nationally bankrolled mega-corporations.”

Cutler said a 10,000-square-foot data center could be opened in, for example, a former retail location and “I’d like to make sure that we don’t slow them down.”

As for transparency, Evan Berrett, director of legislative affairs for Eagle Mountain, said water allocation data for data center projects there already is public information. Eagle Mountain has approved over 2,500 acres for data center development, but Meta has not used its full water allocation and other centers will rely on closed-looped systems or non-water cooling systems, he said.

“Fundamentally and ultimately,” Koford said, “this [bill] is an opportunity, I think, for data centers to tell their story. We have data centers who have become good partners. ... We’re asking for some projected water use. We’re asking for them to be open and transparent with what I believe is one of the state’s most precious resource, and many, many data centers are pivoting away from large water use. ... If the industry is moving that way, we’re asking to know what you’re doing. And that I don’t think should be overly burdensome, especially in a state where we have some challenges with water.”

Cutler called the bill “a great step for Utah.”

“It’s adding transparency,” he said. “And we can’t make good policy decisions if we don’t have good data, and you are helping us get good data on water use. And based on getting data on water use, we can start to make better policy decisions.”

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Linde to lead Sundance Institute as festival moves to Colorado

The Sundance Institute will have a new leader as its marquee event transitions from Utah to Boulder, Colorado.

David Linde will become CEO of the nonprofit organization following the final Utah edition of the Sundance Film Festival that ran Jan. 22-Feb. 1 in Park City and Salt Lake City. His appointment is effective Feb. 17.

The Sundance Institute board said that as CEO, Linde will lead all areas of the institute, an ecosystem of artist labs, grants and fellowships, Sundance Collab, public programs worldwide and the Sundance Film Festival.

“He will continue to advance the nonprofit’s foundational mission to elevate artist voices and connect their stories with audiences around the world,” the institute board said in its announcement of Linde’s appointment.

“For over 40 years, Sundance Institute has stood at the intersection of artistic excellence, audience impact and industry significance by playing a formative role in shaping the careers of filmmakers and uplifting independent work globally,” said Ebs Burnough, Sundance Institute board chair. “Following a period of interim leadership, we are pleased to appoint David Linde as our permanent CEO. Throughout his career, he has demonstrated exceptional leadership, strategic vision and a shared commitment to independent voices. David brings a rare combination of industry fluency, social cause manage-

ment and deep commitment to artists, positioning the organization to build on our legacy while advancing our mission for the future.”

“I am honored to join Sundance Institute as CEO to steward an organization that is essential to independent artists, the broader creative community and culture at large,” said Linde. “I look forward to working alongside the staff, artists, partners and the board to further advance the visionary programs and festival, while ensuring that bold, original storytelling continues to thrive and that the Institute’s truly central role for creative storytellers and their champions endures.”

A longtime advocate for artist-driven storytelling, Linde has collaborated with directors and creatives on numerous award-winning films and has built and led teams across the independent and studio sectors. He has been consulting for film and media companies in the U.S. and Europe while also executive-producing multiple titles since he ended his tenure as CEO of independent film and television production company Participant in 2024. His prior professional experience includes roles as chairman of Universal Pictures, co-founder of Focus Features, partner at Good Machine, and CEO and owner of Lava Bear Films.

Linde also serves on the board of trustees of the American Film Institute, the board of the British Academy of Film and Television Arts North America, and the



David Linde, new CEO of Sundance Institute.

board of directors of Film Independent. He served two terms on the board of the Academy of Motion Picture Arts and Sciences, including a stint as its treasurer.

The Sundance Institute, founded by actor Robert Redford in 1981, is a nonprofit organization dedicated to discovering, supporting and empowering independent film, theater and media artists around the world. It nurtures artists through year-round labs, mentorships and over \$3 mil-

lion in grants. The institute is best known for hosting the annual Sundance Film Festival, which has introduced new, independent cinema to audiences in Utah since 1978. The festival will make a permanent move to Boulder beginning with its 2027 season. This year’s festival ended on Sunday night, and Utah Business Journal will have a wrapup story about the event and how the Park City business community feels about its leaving in our Feb. 9 issue.

Dashboard: State ends economic year on ‘cautiously optimistic’ note

Utah’s Roadmap to Prosperity Economic Dashboard for December found rebounding consumer sentiment tempered by a softening labor market.

The dashboard, a joint effort of the Utah Chamber and the University of Utah’s Kem C. Gardner Policy Institute, reported data supportive of cautious optimism.

Released monthly, the Economic Dashboard records key data on the state’s economic outlook to provide actionable context for decision-makers and business leaders.

“Utah’s economy ends 2025 on a cautiously optimistic note. While consumer sentiment rebounded in December and

Utah continues to outpace national trends, our labor market is showing signs of softening,” said Derek Miller, president and CEO of the Utah Chamber. “As we enter 2026, these signals underscore the importance of sound policy decisions and continued collaboration to maintain Utah’s competitive edge.”

The three main findings reported for December included signs of a softening labor market, a rise in consumer sentiment and an outlier report on November air travel.

Despite year-over-year job growth in Utah (up 1 percent) exceeding the U.S. average (0.5 percent), deceleration in the

growth rate, coupled with an increase in Utah’s unemployment from 3.4 percent to 3.6 percent, suggests a softening labor market, according to Gardner Institute analysts.

Although the Zions Bank Consumer Sentiment Survey showed a 5.4 percent increase from November to December, the index remained 12.5 percent lower than the same time the previous year. Meanwhile, U.S. consumer sentiment was off 28.5 percent.

Likely due to the federal government shutdown, Salt Lake City International Airport recorded its lowest passenger count in November since February 2023, according to dashboard data. The number

of passengers passing through the terminal was down 1.3 percent from November 2024.

“Utah’s economy continues to demonstrate underlying strength, with our job growth still outpacing the nation and consumer sentiment seeing a welcome bump in December,” said Natalie Gochnour, director of the Gardner Institute. “The latest data, however, reveal signs of a moderating trend, particularly some softening in the labor market. This nuanced picture points toward a period of cautious optimism, as we anticipate economic growth will remain subdued in the coming months.”

Robertson replaces Edwards as executive director of BioHive

BioHive, an advocacy organization for Utah’s life sciences and health technology industries, has appointed Andy Robertson as executive director, effective Jan. 1.

Robertson has more than 20 years of life sciences experience, primarily in Utah, and has served as BioHive’s managing director for the past year, leading day-to-day operations and the group’s programs, events and partnerships statewide.

“Andy has already been leading BioHive with focus, discipline and momentum,” said Cindy Dunkle, vice chair of the BioHive board of directors. “His deep experience in Utah’s life sciences ecosystem, combined with his ability to execute and bring people together, makes



Andy Robertson BioHive

him the right leader to build on BioHive’s strong foundation, ensure continuity and continue strengthening Utah’s role as a national leader in life sciences and health technology innovation.”

Robertson has played a central role in expanding BioHive’s statewide footprint, strengthening partnerships across industry, academia and government, and ensuring continui-

ty of operations and programming during a period of leadership transition, Dunkle said.

Robertson succeeds former Executive Director Aimee Edwards, who stepped down from the role in September to become head of global policy and public affairs at nuclear technology company NuSano.

Edwards joined BioHive in 2022 and her tenure was marked by progress across programming, partnerships and statewide visibility. Most notably, she led the expansion of BioHive Live from a single-day event into a full week of programming engaging Utah’s life science industry, academic institutions, state and local govern-

ment, and community partners.

“Aimee made a significant and lasting contribution to BioHive,” said Jared Bauer, chair of the BioHive board of directors. “Under her leadership, BioHive Live evolved into a statewide experience that brought our partners and collaborators together in exciting new ways. We are deeply grateful for her service and leadership.”

“BioHive’s mission is to make Utah a top global hub for life sciences and health technology innovation, a place where talent thrives, companies scale, investors invest, patients benefit and community leadership helps shape the future of health care,” the organization said. BioHive is a 501(c)(3) public-private partnership.

Local company grows with support of USBCI program and Davis County Loan Fund

Becky Ginos
The City Journals

Sapphire Fountains constructs custom-design water features for both residential and commercial installations along the Wasatch Front. What started as a side business for owner James Harris in 2007 has grown into a full-time company.

“It’s been good, but we’ve definitely had growing pains and trying to figure out, ‘Hey, what does this all mean and what do we do next?’” said Harris. “I’m really, really grateful. I feel like things are moving forward for us and I’m really grateful for that.”

However, in order to sustain that growth, a small business like Sapphire Fountains needed more operating capital.

“Often when a young business starts to get a foothold, there’s this space there where you really could use some money to help you grow,” Harris said. “But you don’t have a very established credit history so with loans like this, traditional banks are more hesitant to step in. But you still need that.”

The Utah Small Business Credit Initiative (USBCI) program, part of the Governor’s Office of Economic Opportunity (GOEO), has an ongoing relationship with the Davis County Council of Governments (COG), which helped connect Harris to USBCI for a source of capital.

Harris said he has mostly been working with the Davis County Loan Fund. “This loan fund is something where they analyze your business and what they think the trend is. They’ll lend you the money and then they’ll try to help you have a proven track record of paying money back, and then they’ll transition you over to a traditional lender to finish out the loan.”

It’s kind of this leg-up situation, he said. “It’s where they think, ‘Yeah, we believe in you. We think you can do this. You just don’t have a history yet so we’re going to give you a loan and help give you a shot.’”

As part of the loan application, Harris said, he had to fill out a questionnaire about what his growth plans were for the company. “They want to have a sense of if what you’re doing is going to benefit Davis County, the cities within Da-



A Sapphire Fountains’ creation at the California State Fair this past summer. The company constructs permanent fountains and also rents them for special events locally and in other states. (Photo courtesy James Harris)

vis County and the people who are employees. Also, what your plans are to hire people and create jobs.”

Once he completed all of that, it was submitted to the state, he said. “When that got approved for the state side of it, I had to go in front of the Davis County Loan Fund committee. They interviewed me and a few days after that, they came back with a decision as to whether or not they’d give me the loan and they said ‘yes,’ which was great.”

Harris moved into a new facility at 85 W. 300 S. in Bountiful and hired a sales team. “That’s our home base,” he said. “We take care of our business activities there. We’ve got our new salesman there with us. Then we have one large area set apart where we build and test fountains.”

The company also rents fountains. “We have our rental side of our business,” said Harris. “Last week, we were testing some rental fountains that are now at the Davis Conference Center for the week. A couple of weeks before that, we were getting a fountain ready that went down to the MGM Grand in Las Vegas for their big exclusive New Year’s Eve party.”

Sapphire Fountains offers rentals in other states as well, he said. “So we’ll prep the fountains for those there but we build permanent fountains here locally. So parts and things

that need to be put together, we’ll do that in our shop and then take it to the job site.”

Harris said the company recently won the bid for a \$870,000 job. “I can’t say who it is, but I can tell you that it’s going to be a really amazing project. It’s something they (client) really care a lot about and they want it to be great and special and there are some really talented partners that are involved. It’s been a really fun thing for us to be a part of.”

Once it’s up and running, people are going to enjoy it for years, he said. “So it’s a really great opportunity.”

Without the loan, this would have been impossible, said Harris. “The thing I’m learning is most of Sapphire’s growth has just been bootstrapped. We spend a little money and we make a little more than we put it all back into the business. You can grow like that but it’s slow. Big projects like this, you have to invest a lot.”

Harris said they’re used to a job where they put out \$5,000. “That’s the only amount we have to leverage of our own money. Now all of a sudden you’ve got to spend \$150,000 to buy all the parts, resources that you need to do the job. You just can’t do anything like that if you don’t have the resources like what this loan fund money has provided for us. Without it, I don’t see any way we could’ve done this.”



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FROM THE COACH

Do you want the next colossal breakthrough idea?

Most leaders tell me they want breakthrough ideas — ideas that meaningfully differentiate their enterprise, create real value for customers and position their organization for long-term success. Yet far fewer leaders are willing to do what breakthrough ideas actually require.

Here’s the uncomfortable truth: Colossal breakthrough ideas rarely begin with answers. They begin with better questions.

In my coaching work with CEOs, founders and leadership teams, I’ve observed a consistent pattern. When organizations struggle to innovate, it is rarely because they lack intelligence, resources or ambition. More often, they lack a disciplined process for inquiry — one that moves deliberately from curiosity to creativity to execution.

Two thinkers provide particularly useful guidance here: Tim Brown of IDEO and Warren Berger, author of *A More Beautiful Question*. When their insights are integrated into a leadership discipline, they provide a powerful framework for breakthrough thinking.



The Three Phases of Breakthrough Thinking

Tim Brown describes innovation as unfolding in three essential phases:

1. Inspiration. Identifying a problem or opportunity that truly matters.

2. Ideation. Generating, testing and refining ideas.

3. Implementation. Translating ideas into real-world value.

While deceptively simple, most organizations fail because they rush prematurely to the third phase. Leaders feel pressure to “do something,” so they leap into execution without sufficient clarity or creativity upstream. The result is activity without innovation, and effort without differentiation.

Breakthrough leaders resist this impulse. They slow down to ask better questions at each phase.

Phase One: Inspiration begins with “Why?”

In the inspiration phase, leaders must discipline themselves to ask what Berger describes as the “Why?” questions:

- Why does this problem exist?
- Why does it matter, and to whom?
- Why has it not already been solved?
- Why are we uniquely positioned, or motivated, to address it?

“Why” questions challenge the status quo. They strip away surface-level assumptions and force leaders to confront uncomfortable truths. They demand depth instead of convenience.

In my experience, many leaders avoid this phase because it exposes ambiguity. Yet ambiguity is not the enemy of leadership — complacency is. If you cannot articulate a compelling why, no amount of execution will save the idea.

This phase directly aligns with what I call *Pathos*: the emotional and human realities that give purpose to leadership action. If the problem does not move you, or matter deep-

ly to others, it is unlikely to sustain momentum into marketability.

Phase Two: Ideation requires “What if?”

Once the right problem has been identified, Berger asserts that leaders must shift into ideation by asking “What if?”

- What if we viewed this challenge from the customer’s perspective?
- What if we examined it through the lens of another industry entirely?
- What if the real constraints to success were not what we assumed?
- What if long-held traditions — or “sacred cows” — no longer made sense?

“What if” questions are the engine of creativity. They expand possibilities without demanding immediate feasibility. In this phase, leaders must temporarily suspend judgment in order to surface options that would otherwise remain invisible.

This is where many organizations unintentionally sabotage innovation. They evaluate ideas too early, killing fragile concepts before they can mature. Effective leaders create psychological safety during ideation, recognizing that breakthrough thinking often sounds impractical, until it isn’t.

Phase Three: Implementation demands “How?”

Eventually, every breakthrough idea must confront reality. This is the implementation phase, where leaders must ask the third of Berger’s questions: “How?”

- How do we translate this idea into a strategy?
- How do we test it, refine it and scale it?
- How will we measure success — financially and otherwise?
- How does this idea align with our values and long-term vision?

This phase is where discipline matters most. Great ideas fail every day, not because they lack merit, but because they lack executional rigor. Implementation requires trade-offs, sequencing, accountability and persistence.

Leaders must bring their unique strengths and perspectives to the table while also testing ideas against logic, evidence and feasibility. Creativity without credibility is fantasy; credibility without creativity is stagnation.

In my “Strategic Process Model” — Plan, Act, Control, Evaluate, Revise — this is where leadership resolve is tested. Execution is rarely linear. It demands learning, adjustment and resilience over time.

Breakthrough Ideas Are a Leadership Discipline

Breakthrough thinking is not a creative accident. It is a leadership discipline.

Leaders who consistently generate meaningful innovation cultivate a culture of inquiry. They reward curiosity, tolerate ambiguity and insist on alignment between purpose, strategy and execution. They recognize that financial outcomes, while essential, are lagging indicators of whether real value has been created.

So, if you want the next colossal breakthrough idea, start here:

Slow down. Ask better questions. Move deliberately from *Why*, to *What if*, to *How*.

The quality of your questions will ultimately determine the quality of your outcomes — and the legacy of your leadership.

Richard Tyson is the founder of CEObuilder and author of *Align & Execute: It’s All About the Money, But It’s Not!* He helps leaders align purpose, people and performance through his PACER leadership models and “The Leadership Architect” framework.



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Work Daze

Diet your way to success

May I tell you about my diet?

It's simple, really. I eat keto on Monday, Wednesday and Friday. I eat paleo on Tuesday, Thursday and Saturday. On Sunday, I don't eat anything at all. Because I drink a gut-healthy mixture of kimchi, miso, kefir and kombucha, I've been able to triple the size of my gut, easy-peasy. I eat gluten for my glutes and ham for my hammies. I nibble flax seeds for snacks, put chia seeds in my hair and sleep on a bed of microgreens. To supplement my diet, I take mega-doses of creatine, theanine and Ashwagandha (excellent when mixed with chocolate syrup). I take a probiotic, a postbiotic and an in-the-middle biotic. I take vitamins B12, D, A, E, K, plus iron, calcium, omega-3s and plutonium. If I'm too busy, I'll substitute a Flintstone's chewable.

That's my diet. Am I losing weight?

No, but it sure does give me something to talk about at work.

If you think my situation is unusual, put down that piece of pie and let me draw your attention to "My Co-worker Won't Stop Talking About Her Diet," a recent article in the "Ask a Boss" section of New York Magazine.

"One of my colleagues, Emma, is a bit of a health nut," the reader's query begins. "Every few months she tries out a



different diet, often including descriptions of some foods as 'bad' and some as 'good' and how eating high-calorie food is 'being bad.' With such a large team in an open-plan office, these conversations can get quite loud and distracting."

"Emma" uses her diet obsessions to explain "why she's not partaking in team lunches, office snacks and so on." And now we know why Emma is a genius. Most of us would cut off a leg to avoid team lunches.

With a perfect body, you certainly don't need to diet, but here are a few of the advantages of pretending you do.

No. 1: Send Your Co-Workers Scampering.

If you need peace and quiet to do your work, teeing up a convo about your diet is guaranteed to send your co-workers running. By chasing away the chatty Cathys and loquacious Larrys, you'll be able to meet your deadlines and, most important of all, look like you're the only one working when the boss comes around to check.

No. 2: Avoid Toxic Teams.

Fact of office life: No one wants to work with someone who eviscerates them for eating a doughnut. The few who will try to get you to join their team can easily be scared away with a helpful comment, like "Let me print out a copy of my diet for you. Sure looks like you could stand to lose a few pounds."

No. 3: Avoid Lunches with Co-Workers.

It should only take one lunch to keep you off the invite list. When you arrive at your table, insist that your server remove the bread, the salt, the napkins and the tablecloth. Explain that recent studies show that laundry detergent puts on pounds. When asked if anyone has food restrictions, say you can eat anything, except dishes made with meat, dairy, flour, soy, nuts or flounder. Insist that everyone order whatever they want. Lay your EpiPen on the table, plug in your portable defibrillator and pull out a hunk of algae jerky. Don't forget to wish everyone a hearty "buon appetito."

(Do you order a drink? With your ice allergy, absolutely not, but everyone else definitely will.)

No. 4: Put a Damper on Office Parties.

An office party is an excellent venue to pronounce judgment on your co-workers'

eating habits. Highlight the dangers of ultra-processed carrot sticks and the environmental damage caused by the chick-pea cartels, using the dark web to sell black-market hummus.

No. 5: Become the Office Weirdo.

By the time everyone in your office has heard about your diet and the changes in your diet and the changes to the changes, you will have established yourself as the kind of out-of-the-box thinker companies claim they want. This could make you stand out when it's time for raises and promotions.

Unfortunately, your co-workers will eventually grow accustomed to your food fetishes and fantasies, at which point you can start taking Ozempic, which you will deny using and then admit using and then switch to Zepbound and then Wegovy and then back to something really weird, like eating normally and shutting up about it. You still may not lose weight, but if you want to drive people at work absolutely bonkers, it's guaranteed to work.

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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A New Paradigm in Healthcare

At Huntsman Cancer Institute, An Angio-CT

For patients across Utah and five surrounding states, cancer care often requires long miles, mountain passes, and hours on the road. Many travel four to seven hours each way to reach Huntsman Cancer Institute at the University of Utah (the U). It is one of the few places in the region offering advanced, minimally invasive cancer treatments.

The Siemens Healthineers Nexaris Angio-CT system is more than a technology upgrade. It represents a major shift in how health care can be delivered across the Mountain West.

The Challenge Was Clear

As Dr. Ziga Cizman, Interventional Radiologist at Huntsman Cancer Institute and Assistant Professor of Radiology at the U, explains, “Some of our patients have to travel quite far for their procedures. Having the ability to combine two types of image-guided treatments in one visit significantly improves their convenience. Patients who once needed multiple appointments, multiple drivers, and multiple days off work can now get everything done in a single session.”



Both physicians said the new technology enhances treatment options. “It empowers us to maximize the benefits for our patients,” says Dr. Wael Saad, Interventional Radiologist at Huntsman Cancer Institute and Professor of Radiology at the U. “It also removes barriers to care and enables our team to use imaging combinations even more effectively.”

A Better Workflow for Everyone

Nexaris Angio-CT solves this challenge by placing three imaging tools: real-time X-ray, CT scanning, and ultrasound—in one room, working together. For patients, it means fewer appointments and less time under anesthesia.

Suite is Reshaping Patient Outcomes

For doctors, it means starting a procedure using one imaging method and instantly switching to another if they see something unexpected.

“In a single-room solution, you don’t have to wonder, ‘Can I now use CT?’” says Dr. Cizman. “ You can just slide the patient into the CT scanner. That gives you more precise treatments and better outcomes down the road.”

“Having all the tools in one place doesn’t just make things easier—it makes care faster, safer, and more predictable. The medical team no longer needs to coordinate multiple rooms or move patients between spaces. Doctors can see exactly what they need to see, when they need to see it, using whichever imaging method is best.”

Dr. Saad noted, “This new flexibility doesn’t just improve convenience— it can change treatment possibilities. Already, cases are coming in that my physicians never thought could be combined. They’re asking, ‘Can we do this together now?’ It opens a lot of possibilities for us and for our patients.”

A Major Win for Rural and Hard-to-Reach Communities

For the communities Huntsman Cancer Institute serves (covering roughly a quarter of the continental U.S.) the impact is profound. “This is the first technology of its kind available across such a large area,” says Dr. Saad. “It will be impactful in reducing travel and procedure time.”

Huntsman Cancer Institute remains dedicated to advancing patient outcomes and broadening the horizons of cancer care. Siemens Healthineers expects that the Nexaris Angio-CT will support these efforts and help make new possibilities a reality.



The statements by Siemens Healthineers customers described herein are based on results that were achieved in the customer’s unique setting. Because there is no “typical” hospital or laboratory and many variables exist (e.g., hospital size, case mix, samples mix, level of IT and/or automation adoption), there can be no guarantee that other customers will achieve the same results.

NEWS ROUNDUP

Dinkler joins Springbrook Software as CEO

American Fork-based Springbrook Software, a provider of native cloud-based enterprise resource planning (ERP) software and payments solutions for local governments, has announced the appointment of Chris Dinkler as CEO.

Dinkler joins the company in an accelerated growth phase, as Springbrook expands its Cirrus cloud platform and advances its AI-driven Smart City initiative to support the digital transformation of local government.

Dinkler brings nearly three decades of experience leading high-growth software-as-a-service, ERP and workflow automation companies. His career has been focused on software that helps organizations manage core financial, operational and administrative processes more effectively, Springbrook said. Most recently, he served as president of Enverus, guiding its global go-to-market organization and helping scale the business beyond the \$500 million annual recurring revenue milestone while expanding its customer base to more than 8,000 organizations worldwide.

“I’m honored to join Springbrook at such

an important and exciting moment in its growth,” said Dinkler. “Local governments face increasing pressure to modernize, secure their operations, and meet rising citizen expectations. Springbrook already delivers the high-quality, modern solutions they need today, and we’re committed to taking that even further. My focus will be ensuring we stay ahead of what the market needs, both now and in the future.”

The company’s majority investor, Five Arrows, the alternative assets arm of Rothschild & Co., expressed confidence in the appointment.

“Chris brings the vision, operational discipline and customer-centric leadership that aligns perfectly with Springbrook’s strategic direction,” said William Heldfond, managing director at Five Arrows. “With Springbrook’s continued platform expansion and new purpose-built modules coming online, this is the right moment to welcome a leader who will further strengthen our ability to deliver world-class, purpose-built software and payments solutions for government.”

Dinkler succeeds Rob Bonavito, who has left the company.

NetDocuments acquires eDOCS from OpenText

Lehi-based AI-driven legal document management platform NetDocuments has acquired eDOCS from Canada-based OpenText.

The deal includes the full product portfolio and the eDOCS employee team, expanding NetDocuments’ global presence to over 90 countries.

“This acquisition enhances NetDocuments’ global ability to deliver leading legal technology by expanding access to secure, compliant and modern document management for organizations of all sizes worldwide,” NetDocuments said in a release announcing the acquisition.

NetDocuments will continue to support the on-premises eDOCS platform with no end of life planned, preserving existing workflows, customer relationships and partner engagements, the company said.

“We’re proud to welcome the eDOCS community to NetDocuments,” said Josh Baxter, CEO of NetDocuments.

“Customers and partners now have a dedicated home with a company committed to supporting what works today and helping legal professionals do their best work. Our focus is to provide stability and continuity first, while ensuring customers have access to a modern platform and a clear, seamless path to modernization when they choose to pursue it.”

Baxter said eDOCS customers can expect product improvements with the new ownership.

“This strategic combination allows upgrades to be accelerated with purpose-built migration tools, preserving institutional knowledge and established processes and delivering a streamlined upgrade experience when customers are ready,” he said.

Founded in 1998 and employing more than 400, NetDocuments supports more than 7,000 law firms, corporate legal departments and public sector organizations worldwide.

TPG to acquire majority stake in Cache County’s Conservice

TPG, a San Francisco-based global alternative asset management firm, has signed a definitive agreement to acquire a majority stake in Conservice, a utility management platform for the property management industry based in Cache County’s River Heights.

TPG will invest in Conservice through TPG Capital, the firm’s U.S. and European private equity platform, and will join current private equity investor, Boston-based Advent International, which will retain a significant stake after first investing in Conservice in 2020. In connection with the transaction, former investor TA Associates will fully exit its stake in the business.

Conservice provides mission-critical,

tech-enabled utility management tools to property managers throughout the U.S. The company’s integrated solutions streamline metering, billing, payment, procurement and analytics workflows across nearly 8 million units nationwide, linking operators with more than 20,000 utility providers. Conservice’s platform enables effective and accurate utility management, supporting efforts to increase energy efficiency, enhance utility-related operations and reduce costs, a TPG release said. Founded in 2000, Conservice has grown to over 4,000 employees who serve over 5.2 million locations across the United States.

“Conservice’s utility management offering integrates fragmented workflows

to drive better, faster and more accurate utility administration for residential and commercial property managers,” said Scott Hardy, CEO of Conservice. “With deep tech-enabled expertise, we are confident TPG is the right partner to support the continued growth of the Conservice platform. We look forward to building on the success we’ve achieved with Advent and TA as we continue to deliver superior solutions for the entire property management industry.”

“Over multiple decades, Conservice has developed a well-earned reputation as the leader in utility management as a result of its best-in-class team, expertise and technology. Its solutions continue to drive the

property management industry forward, optimizing workflows and providing the highest levels of accuracy and speed for property managers,” said Peter Munzig, a partner at TPG.

“We are excited to have the opportunity to support Scott and the Conservice team in continuing to invest in the company’s market-leading products, customer experience and technology to drive accelerated growth for the business and its customers,” added John Flynn, also a TPG partner.

Founded in 1992, TPG has \$286 billion of assets under management and maintains investment and operational teams around the world.

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Innovate UTAH



A Draper-based startup has introduced a new **layered material** designed for moisture management for sensitive equipment. **Dryout**, launched earlier this year, engineers the product into items like cases, bags, pouches, packs and similar items to provide active moisture removal.

Dryout technology helps protect everything from electronics, cell phones, tablets, earbuds and battery packs to photo and video gear, firearms, optics, night vision goggles, ammunition, medical devices, tools and more. Designed in three layers, the material absorbs up to 3,400 times more moisture than a silica gel packet and 11 times more than an electric humidifier. It can also be reused repeatedly.

“Moisture is one of the most persistent and expensive threats to mission-critical gear, whether that mission is outdoor adventure, hunting, traveling, military, aerospace or just daily life with electronic devices,” said **Romney Williams**, CEO of Dryout. “Until now, there hasn’t been an electricity-free moisture-management solution this powerful, reusable or versatile.”

Using a proprietary design, Dryout actively pulls and traps moisture, holding it away from gear, Williams said. The trapped moisture can later be released, so Dryout can be reused indefinitely to defend equipment from rust, corrosion, condensation, fogging, ingress and electrical failure.

Manufactured in 6-by-9-inch panels, Dryout can draw and absorb up to 32.4 grams of moisture from as far as 8 inches away and is ready for reuse in as little as 30 minutes.

The company offers collaborative design, development and production services to adapt the product to individual users’ needs.

Nu Skin Enterprises Inc., a Provo-based direct-sales beauty and wellness products company, has introduced **Prysm iO**, an intelligent nutritional wellness platform designed to provide insights into



personal health by helping users track their carotenoid levels, nutrients that combat oxidative stress in the body. Consisting of a device and an app, the product was made available through Nu Skin representatives late last year and will be made available to the public throughout 2026. Prysm iO uses advanced skin-scanning technology to provide a fingertip measurement of carotenoids, giving readings reflecting diet, fitness, lifestyle and supplementa-

tation. “Prysm iO isn’t just a device; it’s a shift toward intelligent, personalized wellness,” said **Ryan Napierski**, president and CEO of Nu Skin. “People are investing significant time, effort and money into their health but still asking, ‘Is what I’m doing actually working?’ Prysm iO gives them clear, real-time answers.”

Customer communications platform **Podium**, based in Lehi, has launched its **AI Operating System for Aesthetics** — the first unified platform purpose-built for aesthetic practices, the company said. The system integrates electronic medical records (EMR), patient communications, marketing automation and lead management — all powered by Avery, Podium’s AI “employee.” Unlike traditional EMRs built solely for operations, Podium’s new system helps practices grow and scale their business. Practices typically rely on three or more disconnected systems, wasting an average of eight hours per week switching between platforms while missing critical opportunities for revenue generation, according to Podium. “MedSpa teams waste time jumping between software systems and doing manual work that AI should handle,” said **Jason Brand**, director of product for MedSpa at Podium. “We built the AI operating system so practices can run and scale from a single platform, while staff focuses on patients and business growth.”



Lehi-based **Avetta**, a provider of supply chain risk management software, has launched **Avetta University**, a learning resource fully integrated into the AI-powered Avetta One platform. Designed to provide suppliers and contractors with health and safety e-training, it helps Avetta clients keep every link in their supply chains ready to work. Health and safety training is a cornerstone of effective risk management, Avetta said, but nearly a quarter of organizations admit they do not give adequate training to suppliers. Avetta University solves this challenge, offering an expertly curated course library that hiring clients can select from and direct their suppliers and contractors to complete before they begin work. “We’re committed to helping every company make health and safety a top priority, particularly suppliers and contractors who need flexible, accessible training that fits how they work,” said **Abid Yousuf**, chief customer officer at Avetta.



Barnes Bullets has announced the release of its new ballistic calculator app **TrueData**. The Mena-based ammunition manufacturer said with Doppler-verified ballistics, precise environmental inputs and tools that match real-world performance, TrueData equips hunters and shooters with the ability to make confident shot decisions and achieve data-driven accuracy. “This app has been a long time coming,” said **Andrew Sparks**, vice president of marketing and business development at Barnes Bullets. “We built, we tested, we refined and we think this app is the most complete and user-friendly ballistic calculator available. We ask that everyone download it, put it through the paces and submit feedback to help us make this thing even better.” The app can store rifle profiles for multiple guns and is available for free on both Apple and Android and can be found by searching for “TrueData Ballistics” in the relevant app store.



Salt Lake City-based **MARAbio Systems**, a precision immunology company specializing in detecting, treating and preventing Maternal Autoantibody-related Autism (MARA), has commercially launched the **MAR-Autism Test**, the first blood test to identify specific maternal autoantibodies that are causal for a subtype of autism.



MARA is estimated to account for up to one in five individuals with autism. MARA is caused by maternal autoantibodies that cross the placenta, disrupt the developing brain, and cause neurodevelopmental alterations and autistic symptoms. The test is the result of more than two decades of research and work at the U.C. Davis MIND Institute by Dr. Judy Van de Water, MARAbio’s founder and chief scientific advisor. “The commercial availability of the MAR-Autism blood test is a transformative advancement in the detection of autism, including the likelihood of autism in a future child,” said **Michael Paul**, MARAbio’s president and CEO.

Feasibly, a Park City-based startup, has launched with an AI-powered **real estate analysis platform** developed by market and financial feasibility veterans. The new firm said its product modernizes how developers, investors and lenders evaluate the viability of commercial development projects. Blending AI speed with human expertise, Feasibly’s patent-pending software delivers bank-ready market feasibility studies in days instead of months. “Feasibly’s founders spent decades conducting feasibility studies for complex development projects,” said **Brian Connolly**, founder and CEO of Feasibly. “Based on that experience, we built Feasibly with proven analytical methods, proprietary data and AI automation to make professional-grade feasibility analysis accessible to more builders, funders and planners.” At launch, Feasibly’s large language model will support six project types: multi-family, retail, hotel, office, sports, entertainment and mixed-use development. Future sectors to be released will include single-family residential, student housing, medical, storage and more.



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CONTESTS

• Nominations are being accepted until Feb. 16 for the **Utah Governor's Medal for Science and Technology**. The award recognizes the distinguished service, significant achievements and positive economic impact of individuals and companies in science, research, STEM education or deep technology. The awards program has been in place since 1987. Nominations are accepted in three categories: academic/research, education (K-12) and industry (individual or company). Details are available at grow@nucleusutah.org or nucleusutah.org/grow.

ECONOMIC INDICATORS

• **Utah** is ranked No. 2 on a list of “**Best States to Start a Business**,” compiled by **WalletHub**. It compared the 50 U.S. states across 25 key indicators of startup success, with data ranging from financing accessibility to labor costs to office-space affordability. Utah is ranked No. 6 for business environment, No. 2 for access to resources and No. 31 for business costs. It also was No. 2 for average growth in the number of small businesses, No. 6 for number of startup firms per capita, No. 19 for availability of human capital, No. 24 for office space availability, and No. 30 for cost of living. The top-ranked state overall is Florida. The bottom-ranked state is Rhode Island. Details are at <https://wallethub.com/edu/best-states-to-start-a-business/36934>.

• **Family vacations to Salt Lake City** cost 23.8 percent more than they did in 2019, the fourth-largest increase in the U.S., according to a new study on behalf of online booking platform **Luxury Link**. It looked into the cost for a four-night domestic trip for a family of four in cities across the country. The analysis examined four major expenses — airfare, lodging, meals and rental cars — comparing 2019 prices to the most recent available data for 2025. It considered data from the U.S. Department of Transportation, U.S. General Services Administration and Business Travel News. Nationally, the price is up 14.5 percent since 2019. In Salt Lake City, the cost is \$4,865, compared with the national figure of \$4,668. In Salt Lake City, the primary cost driver was meals, which increased by 42.9 percent (28.2 percent nationally). In Salt Lake City, rental car prices jumped more than 26 percent (8.7 percent nationally). The round-trip flight cost was up 20 percent (9.1 percent nationally). Lodging in Salt Lake City was up 13.6 percent (12.9 percent nationally). Details are at <https://www.luxurylink.com/blog/family-vacation-costs-risen-most/>.

• **Utah business owners** have said “**a culture of discipline**” is the **trait they value most**, according to a survey by financial media company **MarketBeat**. It was followed by a “value-driven workforce,” “high-trust networks,” “a business environment that supports a high quality of life,” and “pragmatic entrepreneurship.” When asked which single word best captures their state’s business culture, “hard-working” dominated, at 30 percent. Details are at <https://www.marketbeat.com/originals/poll-reveals-the-top-reasons-people-enjoy-doing-business-in-their-state/>.

• **Salt Lake City**, at No. 101 nationally, is the top Utah city for **composting**, according to a study by **LawnStarter**. It compared the 500 largest U.S. cities based on 11 total metrics, including access to both city-run and private composting services; average yard size; and policies driving compost access, like zero-waste initiatives. The worst-ranked Utah city is No. 496 **West Jordan**. The top-ranked city overall is San Diego. The No. 500 city is North Las Vegas, Nevada. Details are at <https://www.lawnstarter.com/blog/studies/top-cities-composting/>.

EDUCATION/TRAINING

• **Really Great Reading Co.**, a Maryland-based provider of evidence-based literacy solutions, has had its literacy suite approved through Utah’s **Instructional Materials Review Process** for Tier II and Tier III intervention. In addition, RGR’s programs, when paired with **Great Minds Arts & Letters**, have earned a Tier I recommendation through the Utah Instructional Materials Commission, expanding districts’ access to aligned core and intervention literacy solutions. Utah’s Tier I recommendation confirms that RGR’s programs align with the Utah Core Standards and meet the state’s criteria for high-quality instructional materials. This designation allows districts statewide to use RGR’s literacy solutions for core classroom instruction when paired with Great Minds. The RGR suite was previously approved for supplemental K–2 instruction in phonological awareness and phonics. RGR is also approved as a teacher resource for pre-K, supporting an approach for early and developing readers.

• Results will be released in February related to the **2025 Utah School Technology Inventory**, a program of the **Utah Education Network**, in partnership with the **Utah State Board of Education** and **Connected Nation**. UEN said the inventory is the sixth statewide and sixth in a row to achieve 100 percent participation among Utah’s public and charter schools. For the first time, the biennial survey included a dedicated section on artificial in-

telligence to better understand how emerging technologies are shaping teaching and learning in classrooms across the state. The results will include statewide, district, charter and school-level data and analyses. The inventory tracks how technology is accessed and used in Utah schools, including devices, connectivity, instructional platforms and digital learning environments. It provides a long-term look at trends, helping leaders understand how Utah classrooms are evolving.

EXPANSIONS

• **Rodatherm Energy Corp.** has announced plans to expand its operations in Beaver County. The \$40 million project is expected to create 10 jobs and generate 100 megawatts of electricity. Rodatherm is a geothermal energy company that combines horizontal drilling with heat pump technology to deliver low-cost, water-free electricity. Utah Associated Municipal Power Systems (UAMPS), its member communities and the Southern Utah Economic Alliance were instrumental in securing the project, which will be partially located in Millard County. Rodatherm was expected to begin drilling its first project in mid-January near Milford in Beaver County. The project announcement was made by the Economic Development Corporation of Utah. Jared Stewart, senior business development manager, led the project for EDCUtah.

INDOOR RECREATION

• **Escapology** has opened at 136 S. Rio Grande St. in The Gateway in Salt Lake City. It offers games rooms with unique storylines that customers select, including treasure hunts, pirate adventures, haunted houses, mysteries and more. Each offers an hour-long experience with challenges, twists and turns, and rapidly unfolding stories.

NONPROFITS

• **HealthTree Foundation**, a South Jordan-based nonprofit offering a platform for blood cancer education, support and research acceleration, has announced its inclusion in the **Centers for Medicare & Medicaid Services Health Tech Ecosystem**, specifically supporting the “Kill the Clipboard” initiative and advancing conversational AI assistance for patients. The CMS “Kill the Clipboard” initiative, launched in 2025, aims to eliminate outdated paper-based intake forms and fragmented data collection by enabling secure, seamless digital sharing of health records using FHIR standards, QR codes, Smart Health Cards/Links and other modern tools. It is designed to reduce the administrative burden on patients. HealthTree also supports the CMS focus on conversation-

al AI assistants, building on its existing AI-powered tool, Leif. Leif provides real-time, personalized guidance to help patients understand symptoms, explore treatment options, find clinical trials, manage side effects and connect with specialists.

PHILANTHROPY

• **All West Fiber**, based in Kamas, has donated \$4,500 to local food banks across its service areas in Utah and Wyoming. For eight consecutive years, the Internet service provider has supported various organizations that provide resources to individuals and families in need. Recipients in Utah are **Compassion Community Center**, Herriman; **Community Action Services**, Coalville; **Community Action Services**, Oakley; **Joyce Hansen Hall Food Bank**, Ogden; **Tooele Community Resource Center**, Tooele; and **Weber Cares Pantry** at Weber State University, Ogden.

• The **2026 “Shred For Red”** will take place March 28 at Deer Valley Resort. The eighth annual event is a family-friendly ski day supporting **Blood Cancer United** (formerly the Leukemia & Lymphoma Society) and its support for blood cancer patients and their families. Participants can ski alongside Olympians and Paralympians, explore on-mountain activities, and celebrate at an après-ski reception at Snow Park Lodge. Participants who meet fundraising minimums receive a full-day Deer Valley lift ticket (valid March 28), a Shred For Red bib, access to the scavenger hunt and downhill racecourse, and entry to the après-ski celebration. The minimums are \$1,000 for adults and \$300 for children under age 12. Details are at <https://pages.11s.org/events/home/shred>.

REAL ESTATE

• Two years after launching in Park City under the **Christie’s International Real Estate** brand, a locally owned brokerage firm is expanding to Salt Lake City and taking on a new name: **VUE Christie’s International Real Estate**. The change, the company said, is intended to reflect its broader geographic focus and to better position itself for continued growth. VUE Christie’s International Real Estate was founded in September 2023 by a team of five agents in Park City. The firm has grown to 80 agents in Park City and brokered more than \$1.5 billion in total sales. The firm’s new office is located in the 9th & 9th District in Salt Lake City and is expected to grow to 30 agents within the first year. Christie’s International Real Estate is based in New York City. Founded in 2012, it operates as a brand under the ownership of Compass, the largest residential real estate brokerage in the United States by sales volume.

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PEOPLE ON THE MOVE

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ASSOCIATIONS

• The **South Valley Chamber of Commerce** has named two of its leadership team members to new positions. **Jayme Jensen** is vice president-managing director and programs. Her responsibilities include organizing all annual chamber events, including the Titan Awards, Business Institute programs and Women in Business program, in addition to helping manage the day-to-day operations. Jensen had served as executive assistant to the president and CEO, Jay Francis, since joining the chamber in June 2021. Prior to her role with the chamber, she had more than 21 years of experience in human resources in the hospitality, industrial supply chain, transportation and technology industries. **Cory Covington** is the chamber's vice president of business development. He is responsible for recruiting new businesses to join the chamber as members and sponsors. Covington has over 20 years of experience in business development, communications, and media and public relations. He joined the chamber as business development director in August 2023. Prior to joining the chamber, he worked for the Utah Jazz as a member of its media relations team and as a producer of the pre- and post-game shows for the television broadcasts of Jazz games. He also spent three years doing business development for my529, Utah's college savings plan, where he worked with financial advisors in helping them invest their client assets. He graduated from the University of Utah with a degree in communications.

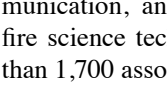


Jayme Jensen

Cory Covington

CONSTRUCTION

• **Big-D Cos.**, a Salt Lake City-based group of contractors, has promoted **Josh Lockhart** to vice president of human resources. He joined the company as director of human resources in 2024. Lockhart holds a Master of Human Resources degree from Utah State University, a bachelor's degree in business communication, and an associate degree in fire science technology. Big-D has more than 1,700 associates.



Josh Lockhart

EDUCATION/TRAINING

• **Rocky Mountain University of Health Professions**, Provo, has appointed **Ericka P. Zimmerman** as dean of the College of Health Sciences. She will oversee the College of Health Sciences' academic programs, including physi-



Ericka Zimmerman

cian assistant, counseling, nursing, the Doctor of Philosophy in Health Sciences, the Healthcare Leadership & Administration Certificate, and the Healthcare Professions Education Certificate. She will also provide oversight for Peaks, RMU's continuing education department, as well as academic program assessment. Zimmerman has more than two decades of experience in health sciences education, academic leadership and clinical practice, along with a record of scholarship and innovation in the health sciences field. Zimmerman joins RMU from Western Carolina University, where she spent 10 years as director of the School of Health Sciences. Prior to her time at WCU, she spent 13 years at the University of Charleston (West Virginia) as an athletic trainer, faculty member, program director and department chair.

LAW

• **Parker & McConkie Personal Injury Lawyers**, Salt Lake City, has added



Richard Lambert



Brent Ward

Richard N.M. Lambert and **Brent D. Ward** as of counsel for the firm's personal injury and civil rights practice. Lambert has more than five decades of litigation experience in state and federal courts. He began his career as a deputy district attorney in Ventura County, California, prosecuting major felony cases. He later served for more than 30 years as an assistant United States attorney for the District of Utah, holding senior leadership roles including criminal chief and senior litigation counsel. He also has remained committed to public service through pro bono representation, anti-discrimination and harassment training, and advocacy for victims of violent crime. He has also served in leadership roles with historical and community organizations, including as trustee and vice chairman of the Mormon Historic Sites Foundation. His education includes graduating from Brigham Young University. Ward is a veteran trial lawyer and former federal prosecutor with decades of high-level public service and litigation experience. He served as an assistant U.S. attorney before being appointed by President Ronald Reagan as U.S. attorney for the District of Utah, where he oversaw federal criminal and civil enforcement statewide. He later held senior leadership roles within the U.S. Department of Justice and in private practice, handling complex, high-stakes litigation involving fraud, public safety and civil rights. He also has served in leadership roles with bar organizations, task forces and community initiatives fo-

cused on accountability and justice. He is a graduate of the University of Utah S.J. Quinney College of Law.

LOGISTICS

• **Savage**, a Midvale-based global supply chain company, has appointed **Ben Bates** as executive vice president and general counsel. Bates has more than 20 years of legal experience, with a focus on mergers and acquisitions, corporate governance and commercial transactions. He joined Savage in 2012 and most recently served as vice president and deputy general counsel. During his tenure at Savage, Bates has led a series of strategic transactions for the business, advising the company's executive leadership and board on acquisitions, joint ventures, financings and divestitures. Before joining Savage, Bates was a partner in the corporate and securities practice at Stoel Rives LLP and previously worked as a corporate and securities associate at Kirkland & Ellis LLP. He also served as a foreign attorney in Tokyo, advising U.S. and Japanese companies on cross-border mergers, acquisitions and securities offerings. Bates earned a bachelor's degree in linguistics from the University of Utah and a Juris Doctor from the UofU S.J. Quinney College of Law. Established in 1946, Savage owns and operates Bartlett, Energy & Mineral Services, Rail Services, Refinery Services and Texon. Its companies have more than 4,200 employees in nearly 200 locations across the U.S., Canada, Mexico and Saudi Arabia.

MANUFACTURING

• The board of directors of **Merit Medical Systems Inc.**, a South Jordan-based health care technology company, has appointed **F. Ann Millner** as chair of the board. She has served as a director of Merit since 2015 and as the lead independent director since July 2021. She previously served as the chair of Merit's Governance and Sustainability Committee. Millner is a member of the Utah State Senate, to which she was elected in 2015. She served as the president of Weber State University from 2002 through 2012 and as the Regents Professor and professor of health administrative services at Weber State University from 2013 through 2025. She succeeds **Fred P. Lampropoulos** as board chair. He informed the board of his resignation as a director and chair of the board on Jan. 4, 2026. It followed the conclusion of his employment as executive chair of the board on Jan. 3 and his resignation as Merit's president and CEO on Oct. 4. Lampropoulos and Merit have entered into a consulting agreement through March 31. He founded Merit 38 years ago.

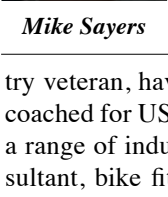
• **DoTerra**, a Pleasant Grove-based essential oils and wellness solutions company, has appointed **Steve Powell** as executive vice president of innovation



Steve Powell

RETAIL

• **Contender Bicycles**, a retailer of road, mountain and electric bikes and high-end cycling gear and apparel, has hired **Mike Sayers** as general manager. He will oversee retail, service and warehouse operations across Contender's Salt Lake City and Park City locations. Sayers is a longtime bike industry veteran, having raced professionally; coached for USA Cycling; and worked in a range of industry roles, including consultant, bike fitter and store manager. A lifelong cyclist who worked his way to WorldTour professional, Sayers competed in Europe and the U.S., racing events such as Liège-Bastogne-Liège, the Tour of Flanders, the Philadelphia Classic, the U.S. National Championships, and the Tour of California. Following his time with the BMC Pro Team, Sayers moved into team leadership as assistant sports director with BMC, and later held senior coaching roles with USA Cycling, guiding top American riders to multiple Olympic Games and World Championships. His industry experience also includes roles with Speedplay; managing a Trek retail location; and operating his own consulting, coaching and bike fitting business.



Mike Sayers

• Sandy-based **eHub**, a company focused on carrier orchestration and fulfillment intelligence, has appointed **Thomas Leishman** as chief AI officer. He will lead eHub's AI strategy, driving innovation across product, operations, customer experience and revenue growth. Leishman has more than two decades of experience in software engineering, data strategy and intelligent automation. His background includes leading research and development initiatives; building engineering teams; and architecting AI-powered systems for global companies across e-commerce logistics, home automation, benefits engagement and more.



Thomas Leishman

Calendar

Information about upcoming events may be sent to brice.w@thecityjournals.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. 2, 4-5:30 p.m.

“Get Hired With AI,” an AI Collective Salt Lake City event featuring a panel and Q&A session and designed for anyone navigating a job search and looking for clear, actionable advice to improve their chances of landing interviews. Location is SchoolAI, 2000 Ashton Blvd., Suite 500, Lehi. Free but RSVP required. Details are at <https://www.siliconslopes.com/c/events/>.

Feb. 2, 6-8 p.m.

“Safe Tech, Strong Minds” Town Hall, presented by Promise2Live and covering online scams, sextortion, stalking, digital threats and digital addiction, including insights from Dr. Dan Lathan on what constant technology exposure is doing to our brains. Location is Skyridge High School, 3000 N. Center St., Lehi. Free and open to the public. Details are at <https://www.siliconslopes.com/c/events/>.

Feb. 3, noon-1 p.m.

“Bites & Insights” Lunch, a ULI (Urban Land Institute) Utah event. Location is Hunt Electric Technology Building, 1811 S. Alexandra St., Salt Lake City. Free. Details are at <https://utah.uli.org/events-2>.

Feb. 3, noon-1 p.m.

“Tech Procurement: Reduce Costs, Strengthen Partnerships and Grow Deliberately,” part of Utah Tech Week. Panelists are Michael Shields, chief procurement officer at Tropic; Matt LeBaron, CEO at Pocketbook; Elise Hardle, software category manager at Adobe; and Lillian Hoff, sourcing specialist at Adobe. Location is Adobe, 3900 Adobe Way, Lehi. Details are at <https://www.siliconslopes.com/c/events/>.

Feb. 3, 6-8 p.m.

3x3 Networking Event, presented by Tech-Moms and Women Tech Council. Structured format brings small groups together for three rounds of focused conversation. Location is Ancestry, 1300 W. Traverse Parkway, Lehi. Details are at tech-moms.org/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, 10-10:30 a.m.

“Tariff Advantage: Importing Strategies to Lower Your Tariff Burden,” a World Trade Center Utah event designed for importers, manufacturers, supply chain leaders, finance leaders, and anyone exploring tools to reduce tariff exposure or improve operational efficiency. Event takes place online. Free, but registration is required. Details are at <https://www.wtcutah.com/events>.

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 & Com-

munities.” 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.

“Lunch & Learn: What Do You Need to Know about AI SEO?” presented by the South Jordan and West Jordan Chambers of Commerce. Speaker is Boyd Petersen, president of the South Jordan Chamber and leader of a digital marketing agency. Location is Legacy Retirement Center, 1617 W. Temple Drive, South Jordan. Details are at sj-chamber.org.

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 davis-chamberofcommerce.com.

Feb. 4, 11:30 a.m.-1 p.m.

“Wasatch Back Business University,” a Park City Chamber/Bureau event. Topic is “Customer Service That Never Closes.” Location is Utah Valley University Wasatch Campus, 3111 College Way, Heber. Cost is \$10. Details are at <https://www.parkcitychamber.com/events/>.

Feb. 4, noon-1 p.m.

“Walkable Wednesday,” a ULI (Urban Land Institute) Utah event that originally had been scheduled for Jan. 14. Ser-

aph was recently completed as Hines’ first office-to-residential conversion. The project transformed a 1960s-vintage office tower into a modern 217-unit apartment building, complete with Class A amenities. Location is Seraph, 136 E. South Temple, Salt Lake City. Free for members, \$20 for nonmembers. Details are at <https://utah.uli.org/events-2>.

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. 5, 9-11 a.m.

“HTH Collider,” a BioHive event that is part of Utah Tech Week. Location is Kiln, 26 S. Rio Grande St., Salt Lake City. Details are at <https://luma.com/wii4lcy7>.

Feb. 5, 3:30-5:30 p.m.

“From Breakthrough to Build,” a 47G Frontier Tech Network meeting, hosted by Torus during Utah Tech Week. Event will bring together industry leaders, founders and investors to explore pathways for scaling breakthrough technologies. Activities include opening remarks from Aaron Starks, CEO of 47G, and Gil Lee, CMO of Torus; a fireside chat with Nate Walkingshaw, CEO and founder of Torus, and Sha-Challe Manning, chief commercial officer of DARPA, discuss engaging breakthrough technologies across industry, government and research; a panel about capital and funding strategies moderated by Holland & Knight with JPMorgan, Torus and Pelion on financing frontier and dual-use tech; and networking. Location is Torus 5552 W. 700 S., Salt Lake City. Details are at https://luma.com/47G_Utah.

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.

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PUBLIC NOTICES

CONSTRUCTION ADVISORY
Kaysville City 200 North Reconstruction and Utilities Project - 500 East to Country Lane
KAYSVILLE - Phase 2 of Kaysville City's 200 North Reconstruction and Utilities Project is un- derway. Phase 2 work will occur on 200 North from 500 East to the Fruit Heights City border (Country Lane). The project continues efforts to improve roadway infrastructure and utilities, including:
• Replacing aging drinking water (culinary) and storm drain lines
• Installing new curb, gutter, and sidewalk where they do not currently exist
• Repaving the roadway
Schedule
Phase 1 work (Main Street to 500 East) is nearing completion with Phase 2 currently in the works. Pavement between 200 East and 500 East in Kaysville has the first asphalt layer on the ground, with final pavement occurring in Spring 2026. Landscape restoration has begun and will continue through the completion of the project.
Phase 2 began in early 2026 and is anticipated to continue through December 2026. Construction schedule is subject to change due to weather or unforeseen circumstances.
What to Expect During Construction
Construction will occur Monday through Friday during daylight hours, including winter months (dependent on weather). Temporary on-street parking restrictions and occasional driveway access interruptions are expected, along with lane restrictions, intermittent road closures, and detours. Residents may notice increased noise, vibrations, and dust. Advance notice of 24-48 hours will be provided to residents before any service or driveway interruptions. Drivers should expect delays and consider alternate routes where possible.
Contact Us
For questions or more information, contact the public involvement team at:
Phone: (385) 493-0814
Email: kaysville200north@jub.com
Publishing: 2/2/2026

ANNOUNCEMENT OF APPOINTMENT AND NOTICE TO CREDITORS

Probate No.
263700006

IN THE
Second Judicial District Court
DAVIS COUNTY
STATE OF UTAH

In the matter of the Estate of
THE ESTATE OF LYNN SVEDIN

Marcus Erik Svedin
Whose address is 214 East Shadowbrook Lane, 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 written claims to the Personal Representatives attorney of record, Brian Edwards 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 January 14, 2026
/s/ Marcus Erik Svedin
/s/ Brian Edwards
/s/ Taylor Stone
991 Shepard Ln Suite 210, Farmington, UT 84025

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KIMBERLY A. STAHL
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COUNTY OF OGLE
IN RE THE MARRIAGE OF:
BELEN BELMONTE VILLAPANDO,
Petitioner,
)
)
) Case No: 2025 DC 56
)
)
) VS.
IRVING RODRIGUEZ HERNANDEZ,
Respondent.
PUBLICATION NOTICE
The requisite affidavit(s) having been duly filed herein, NOTICE IS HEREBY GIVEN TO ALL RESPONDENT'S IN THE ABOVE ENTITLED ACTION, that said action has been commenced in said Court by the Petitioner, naming you as the Respondent therein and praying a Judgement of Dissolution of Marriage to be entered dissolving the bonds of matrimony between the Petitioner and Respondent and for other relief; that summons has been issued out of this Court against you as provided by law, and, that this action is still pending and undetermined in said Court. NOW, THEREFORE, unless you filed your answer or otherwise make your appearance in said action in this Court, by filing the same in the office of the Clerk of the Circuit Court on or before February 26, 2026. AN ORDER OF DEFAULT MAY BE ENTERED AGAINST YOU. IN TESTIMONY WHEREOF, I have hereunto set my hand and affixed the Seal of said Court on This day of January, 2026.
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Utah jobless rate stays level as job growth softens

Utah’s jobless rate stayed steady at 3.6 percent in December, duplicating November’s rate, which was up a couple of tenths of a percentage point from October.
Those numbers point to about 67,300 workers remaining outside the state’s total job count, according to data released by the Utah Department of Workforce Services (DWS).
Nationwide, the December unemployment rate dropped slightly to 4.4 percent following an adjustment of November’s rate down a tenth of a point to 4.5 percent by the U.S. Bureau of Labor Statistics in Washington, D.C.
Utah’s nonfarm payroll employment numbers for December showed a slowing 1.2 percent increase in those holding jobs over the past 12 months. The state’s economy added a cumulative 21,800 jobs since December 2024, bringing the current job count to 1,791,700.
“Utah’s economy remains ahead of the U.S. in job expansion and low unemployment,” said Ben Crabb, chief economist with DWS. “The low unemployment rate indicates the state’s labor market remains strong. However, the decline in the labor force participation rate and the employment-to-population ratio points to fewer people working

or looking for work, suggesting some workers are stepping away as the job market cools.”
DWS reported that December private-sector employment recorded a year-over-year expansion of 1.1 percent with a 16,700 job increase over the previous 12 months. Six of the 10 major private-sector industry groups posted net year-over-year job gains. The overall gains were led by the education and health services sector with a 7,400-job growth, while professional and business services gained 5,400 jobs, the financial activities group was up 2,900 jobs and construction added 2,900 jobs. The trade, transportation and utilities sector lost about 4,000 jobs and other services was down 1,100 jobs. Manufacturing (down 500 jobs) and natural resources (down 400 jobs) also experienced marginal year-over-year job losses.
In the past year, public-sector employment grew by 1.8 percent, adding 5,100 jobs despite federal government employment decreasing by 8 percent (down 3,300 jobs).
Additional information and analysis on Utah’s employment situation, including county-by-county statistics, are available at the DWS website, jobs.utah.gov.

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Senior Material Planner
Senior Material Planner sought by NRG Energy, Inc. in Lehi, UT to manually plan Warehouse orders when inventory levels are below inventory target. SALARY: \$78,187.72-88K/yr. Email resume to: recruiting@vivint.com Must specify Ad Code DLAS in subject line





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