

INSIDE

PARK CITY

Sundance Film Festival exits the state

Page 4

WEST VALLEY

Chamberwest sets plans for 65th year in business

Page 5

TOOELE

Australian firm acquires Dutch Mountain Mill

Page 23

Industry Briefs

Pages 18-19

People on the Move

Page 19

Business Calendar

Pages 21-22

BUSINESS JOURNAL

Lists

Private Companies—Cache County

Page 6

Top 30 Largest Utah Employers

Page 8

Salt Lake County Major Employers

Page 9

Utah County Major Employers

Page 10



An aerial photo shows the now-defunct U.S. Magnesium plant west of the Great Salt Lake in Tooele County. The state of Utah has purchased the site in a bankruptcy court auction. The purchase includes 144,000 acre-feet of water rights that will now be “returned to the lake.” (Courtesy U.S. Magnesium)

Utah buys bankrupt U.S. Magnesium plant and the water rights that come with it

John Rogers
Salt Lake Business Journal

The misfortunes of a major mineral producer on the Great Salt Lake have seemingly become a significant boon to the efforts of the state of Utah to secure the future health of the historic body of water.

A Delaware bankruptcy has approved the sale of most of assets of defunct U.S. Magnesium’s mineral extraction operation assets on the western shore of the Great Salt Lake in Tooele County to the state for \$30 million. U.S. Bankruptcy Judge Brendan L. Shannon overruled an objection that the transaction would end U.S. Magnesium’s efforts to reopen the facility.

The Judge ruled that the Utah Division of Forestry, Fire and State Lands’ bid to buy the 4,500 acres of land on the shore of the Great Salt Lake, along with U.S. Mag’s mineral rights contract with the state, for \$30 million was the highest and best offer to come out of a recent Chapter 11 auction.

The judge delayed his sale order to give Utah and the debtors time to work out a handful of objections, but overruled an objection from Wells Fargo Bank, a secured lender that had alleged the deal was

an about-face from U.S. Magnesium’s plan to find a going-concern buyer. The sale was to have closed last week.

Utah’s effort to win the bid for the U.S. Magnesium assets was based largely on the possibility of securing the water rights owned by the bankrupt company. Those rights amount to 144,000 acre-feet of water that will now remain in the quickly drying lake, according to Jamie Barnes, director of the Utah Division of Forestry, Fire and State Lands, when she updated legislators on the state’s efforts following the bankruptcy judge’s decision in late January. Utah’s Legislature is currently in its annual general session in Salt Lake City.

Officials have indicated that the \$30 million purchase price for the U.S. Magnesium assets will likely come from state’s “rainy day” funds and that no new appropriations from the Legislature will be necessary. Lawmakers approved the transaction last week.

U.S. Magnesium ceased operations at its Great Salt Lake facility in 2021 citing “adverse market conditions” and following a “catastrophic” equipment failure. The company had been extracting magnesium and other minerals from the lake at the site 40 miles west of Salt Lake City since 1972 under a mineral lease with the state.

U.S. Magnesium filed for Chapter 11 bankruptcy protection in September, estimating between \$100 million and \$500 million of liabilities and announcing plans to sell its assets in bankruptcy. Wells Fargo gave the company an \$11.5 million loan to fund the bankruptcy, taking a first position in any asset liquidation.

Adding to the company’s prebankruptcy troubles, in 2024, the state of Utah moved to terminate the mineral rights lease and the U.S. Environmental Protection Agency accused U.S. Mag of failing to take ordered environmental clean-up steps, according bankruptcy court documents.

U.S. Magnesium had lined up a “stalking horse” bid from LiMag Holdings LLC, an affiliate of its parent company. A stalking horse bid is a prearranged bid that sets a price floor for the sale of bankruptcy assets. LiMag’s offer drew fierce opposition from the unsecured creditors, while the Utah Department of Environmental Quality claimed the deal would allow the buyer to avoid environmental clean-up rulings.

Utah had initially offered \$15 million in the court-administered auction and battled back and forth with LiMag un-

see MAGNESIUM page 2

THE #1 BUSINESS BANKING SOLUTION

Experience better banking and lending at macu.com/business



Insured by NCUA. Loans on approved credit. Membership required—based on eligibility.

House committee advances bill on noncompete agreements

Brice Wallace
Salt Lake Business Journal

A bill that would alter existing law related to noncompete agreements between companies and employees advanced out of a legislative committee but with a promise it would be further refined in the legislative process.

HB203 was advanced to the full House of Representatives from the House Business, Labor and Commerce Committee by a 10-3 vote after the sponsor, Rep. Tyler Clancy, R-Provo, agreed to work with critics to improve the bill.

The changes spelled out in the bill would affect 95 percent of Utah workers, in part from banning noncompete agreements for employees earning less than \$155,000.

The Utah Chamber called for further study during the Legislature’s interim period because of its concerns about the bill’s “sweeping negative impacts” on companies and employees.

“Our businesses are growing jobs faster than any state because they have certain protections — the very protections that this bill aims to remove,” said Mary Catherine Perry, executive vice president over public policy and government affairs at the Utah Chamber and Salt Lake Chamber. “Why would businesses want to come to Utah if they know they can’t protect their sales lists, their manufacturing secrets or their training investments? From manufacturing to high-tech to biotech, large business, small business, there’s not a sector that this bill doesn’t touch.”

The bill advanced by the committee would prohibit an employer from enforcing a noncompete agreement (NCA) against independent contractors, students, interns, workers under age 18, nonexempt (low-income workers) and workers laid off by their

company. It requires upfront disclosure of NCAs during a job offer, and it provides a right of action for unlawful NCAs.

During the committee meeting, the bill had proponents and opponents, both on the committee and during public testimony, and several people urged more engagement to fine-tune its provisions. Some said NCAs are beneficial to companies and/or employees, while others said they are harmful.

Rep. Jordan Teuscher, R-South Jordan, said he believes some employers use NCAs to keep employees in their jobs and not allow them mobility, which is against free market concepts. While NCAs are a problem that needs to be solved, “I have no idea where the line should be drawn,” he said. He urged more negotiations on the bill, saying his goals are to not hurt companies or state corporate recruitment of companies but also to ensure “we stay the No. 1 state for economic outlook and mobility.”

Rep. Cory Maloy, R-Lehi and committee chairman, said he has been on both sides of the issue as a company official and employee. “Like a lot of people here, I don’t know where the line is and I can see it from both perspectives,” he said. “But it just seems like anytime these [NCAs] are there, it’s causing problems.”

Clancy said NCAs originally were related to protecting company’s insider information, proprietary knowledge, intellectual property and trade secrets, with companies paying employees a premium for an NCA that restricted their movement to other companies or starting their own business. But NCA provisions have been broadened, including applying to workers at retail and food establishments “and places where it doesn’t make sense to put workers under these restrictive NCAs,” he said.

“HB203 seeks to restrict the use of



Rep. Tyler Clancy

harmful NCAs and make sure that we’re only using them when absolutely necessary,” Clancy said.

He noted that NCAs would not include nonsolicitation, nondisclosure, confidentiality or training repayment agreements.

“We want businesses to thrive,” Clancy said. “We want businesses to invest in their workers and protect their assets that they’ve worked hard to earn. But at the same time, I believe that we can do this in a way that respects worker mobility and we can be more precise. Rather than using the sledgehammer tool, we can use the scalpel.”

The committee meeting included discussion of various scenarios involving NCAs, including those applied to interns, laid-off workers and low-wage workers such as restaurant waitstaff.

Employment lawyer Loren Scholnick said many people sign NCAs unwittingly, but NCAs were supposed to be for workers without negotiating power, such as house cleaners, carpet cleaners, billboard installers and skin spa workers.

“It definitely impacts people’s ability to sell their labor in the most effective and lu-

crative way they can,” she said. “This bill really gets at the problem of low-wage employees who are never supposed to be, in theory, subjected to such an onerous contractual provision.”

Sam Peak, labor and mobility policy manager at the Economic Innovation Group, said many companies make every employee sign an NCA, locking them into a position even if those employees are without access to valuable company information.

“Rather than protecting valuable trade secrets, noncompetes are most commonly used as a cost-free way of intimidating workers from pursuing better opportunities or launching their own businesses,” Peak said.

Peak and others said more employee freedom would boost the economy and spur entrepreneurship, including for franchisees and independent contractors, by allowing more people to start their own companies and give them the ability to recruit talent to help them grow.

However, Kelyvn Cullimore, CEO of Bi-oUtah, expressed worries that the bill will inhibit economic growth. He called for an interim-session study. “We aren’t opposed to lower-wage [provisions] — we understand that aspect of it — but that does not apply to our industry,” he said, adding that the bill “would be a sledgehammer to a problem that we think doesn’t need that.”

Others said they were concerned about how the bill would disincentivize workforce development.

Rep. Norman Thurston, R-Provo, said the bill would restore worker mobility and said the testifying companies had provided confusing comments about protecting their trade secrets.

“The problem,” he said, “is that what they’re doing is morally wrong, it’s hurting the backbone of our country, and we need to send a strong message that it needs to stop.”

MAGNESIUM from page 1

til its \$30 million offer seemed too steep for the stalking horse bidder. The sale to the state does not include assets on which Wells Fargo has a lien, such as inventory and equipment or U.S. Magnesium’s Salt Lake City headquarters.

“By securing these assets, the state is keeping more water in the lake, addressing long-standing environmental risks and supporting advanced mineral development,” said Gov. Spencer Cox in a social media post following the bankruptcy court announcement. He praised the Utah Department of Natural Resources for its involvement. “This is a commonsense in-

vestment in Utah’s future, and in one of our most important natural resources.”

Utah’s legislators generally praised the state’s move, including Rep. Jason Thompson, R-Logan, who praised the move as a pivotal step to protect the Great Salt Lake, secure water for Utah’s future and address long-standing environmental risks at the site.

“This is a huge win for Utah and for the Great Salt Lake,” said Thompson. “We are taking control of assets that have been tied to major environmental concerns and, most importantly, we are securing water that can help keep the lake alive. This is exactly what responsible stewardship looks like.”

“When the Great Salt Lake drops, Utah families feel it in real ways,” Thompson

continued. “It impacts air quality, wildlife habitat and the economy along the Wasatch Front. This purchase is about protecting public health, our environment and making sure these resources don’t end up in the wrong hands.”

The added value of the water rights that come with the state’s purchase lead the news about the transaction as water levels of the Great Salt Lake continue to make headlines. The lake’s current surface elevation around 4,190 feet is “scary low,” according to Brian Steed, Great Salt Lake commissioner and executive director of the Janet Quinney Lawson Institute for Land, Water and Air at Utah State University. The current measurement is nearing levels not seen since the lake hit a historic low of 4,188.5 feet in fall 2022.

The shrinking lake adversely affects Utah’s population, damaging everything from industry to community health, lake watchers say. As the water recedes, the lakebed is exposed, which contributes to poor air quality as storms whip up toxic, heavy metal-laden dust that spreads to population centers across the Wasatch Front. That can cause respiratory problems and other health issues.

Declining levels can also expose microbialites, organic deposits that are a crucial part of the lake’s ecosystem. Microbialites are essential for brine fly populations, the main food source for millions of migratory birds that stop on the lake. If the microbialites are exposed for long periods of time, it can prompt a chain reaction ultimately impacting the entire ecosystem.



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.

The views and opinions expressed in display advertisements do not necessarily reflect or represent the views and opinions held by Loyal Perch Media. This publication may not be reproduced in whole or in part without the express written consent of the owner.

Subscription rate: \$85 per year.

© 2024 Loyal Perch Media, Inc.

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

EDITOR-IN-CHIEF
Rebecca Olds | rebecca.o@thecityjournals.com

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

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

ADVERTISING EXECUTIVES
Dale Dimond | dale.d@thecityjournals.com
Mieka Sawatzki | mieka.s@thecityjournals.com
Marc Davis | marc.d@thecityjournals.com
Ryan Casper | ryan.c@thecityjournals.com

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

GRAPHIC DESIGN
Stacey LaMont
Ty Gorton

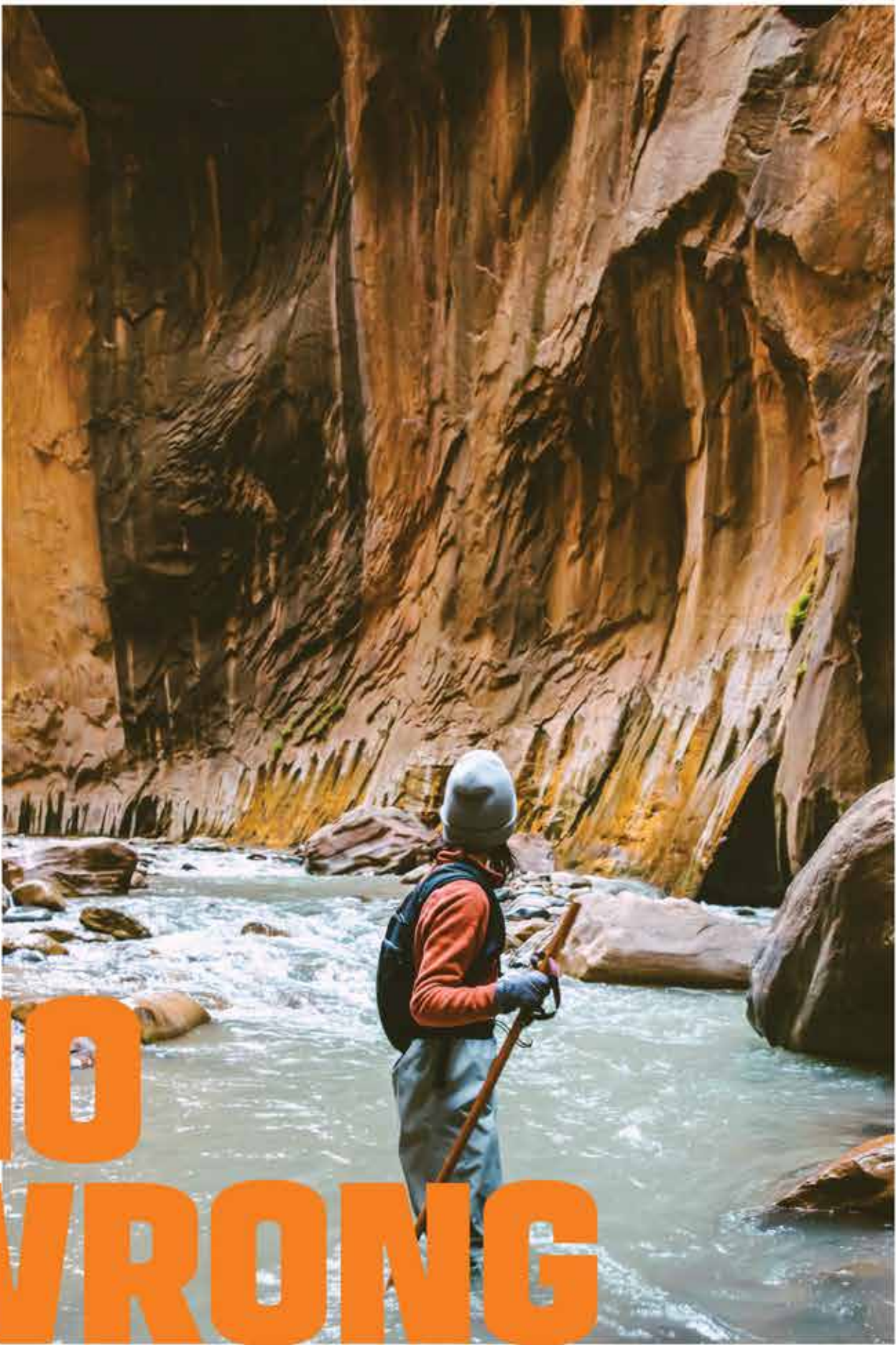
SALT LAKE BUSINESS JOURNAL
9500 South 500 West, Suite 205
Sandy, UT 84070
PHONE: 801-254-5974

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

PUBLISHER
Designed, Published & Distributed by:



Loyal Perch
MEDIA



NO WRONG TURNS

When the stakes are high, you can trust Cottonwood Commercial Title to get you safely to your destination.



COTTONWOOD
COMMERCIAL TITLE

[COTTONWOODCOMMERCIALTITLE.COM](https://cottonwoodcommercialtitle.com)



Sundance Film Festival ends in Utah, and its impact will be missed

Tom Haraldsen
Salt Lake Business Journal

Even as this year’s event unfolded, and the throngs of people strolled along Main Street and frequented the various venues in Park City during this year’s Sundance Film Festival, two thoughts prevailed: What will it be like this year without founder Robert Redford at the festival, and how will it go in the future once it moves to Boulder, Colorado, next year?

“It’s on everyone’s mind,” said Dan-icah Waldo, a filmmaker from New York who was attending her second SFF. “There’s still a lot of energy here, still a lot of excitement. But it does feel a bit different without Mr. Redford and the pending move compared to last year.”

After more than four decades in Utah, festival organizers announced last spring that Sundance would move to Boulder next year, essentially agreeing to a guarantee of about \$70 million from the state of Colorado and local partners for incentives and tax credits over 10 years. Half of that came from the city of Boulder, Visit Boulder and CU Boulder. Utah made a failed bid of \$54.1 million in public cash commitments over 10 years, with the Utah Legislature approving a rather paltry pledge of \$3.5 million annually.

In 2025, SFF was attended by 85,000 people, and out-of-state visitors spent about \$162.4 million and generated \$21.1 million in state and local revenue. But there were a lot of naysayers among state leaders who disdained the “liberal” messages of films and actors/directors who came to the festival. Sundance organizers were also worried about Park City’s limited capacity, snarling traffic jams during the festival, and its high prices for food and lodging. Colorado seemed much more open-minded and more welcoming. Boulder was in and Park City was out.

“Look, I get it,” said Kyle Harrison, a filmmaker and longtime Sundance fan who was attending his 10th SFF. “I’m willing to give Boulder a try next year, but I think Sundance will lose its iden-

tity outside of Park City. This has been its longtime home. It’s quaint and has an ambience that I don’t think Boulder will match. This is a mountain community, not a college town.”

Merchants along Main Street will certainly feel the difference. In one local store, the merchant told me that 11 days of Sundance can mean sales revenues that carry them through “mud season,” that 6-to-8-week period between the end of skiing and the arrival of spring/summer tourists. “Without Sundance going forward, those days are gone,” he said. “I’m afraid some of the stores and restaurants may be as well.”

Amy Redford, Robert Redford’s daughter who is on the festival board and was ever-present this year, said at a press event Jan. 21 that her dad “loved this place and its people.” She invited the media to look at the mountains, saying they added perspective to what she called “the bedrock that allowed us to build. Sundance Mountain Resort is the nucleus for all of this. The Sundance Institute, and all the developmental programs for filmmakers that my father created, will remain here.”

Director Judd Apatow was at Sundance again this year with a new film, and has been to SFF many times.

“I’m deeply saddened to see it leave,” he said in an interview with the Salt Lake Business Journal. “Things happen here that haven’t, or perhaps couldn’t, happen anywhere else. Projects pre-viewed, relationships formed, deals made. There’s a mystique to Sundance like no other place.”

As the festival grew to a close this year, as signage came down and event venues cleared, what didn’t end were the memories for so many who’ve attended the Sundance Film Festival over its four decades in Utah. The theme of this year’s festival was “Everyone has a story,” a phrase that Amy Redford told me her father used all the time.

“He’s not the only one who said it, but he is one of the few that did something about it,” she said.

Now, it will be Boulder’s turn to try and keep that spirit alive.



Thousands of visitors from both inside and outside of Utah attended this year’s Sundance Film Festival, as they have for more than 40 years. (Tom Haraldsen/Salt Lake Business Journal)



Amy Redford greeted the media at a press event as the Sundance Film Festival began, saying her father loved Utah and was grateful for the public’s support of the fest. (Tom Haraldsen/Salt Lake Business Journal)

FRIDAY
CONNECTIONS

MULTI-CHAMBER NETWORKING EVENT

Participating Chambers



Presenting Sponsor



Sponsors



ChamberWest celebrating 65th anniversary for westside businesses

Tom Haraldsen
Salt Lake Business Journal

The ChamberWest Chamber of Commerce is beginning its 65th year in 2026, and members celebrated past achievements and future plans at the annual Membership Breakfast Meeting on Jan. 27.

Chairman of the Board Ryan D. Nelson said the chamber is “in great position going forward. We added 96 new members in 2025, reviewed 157 bills that were before the Utah Legislature and offered 47 positions on those bills, and hosted 36 events.”

Those included two golf tournaments and an international trip. He said the chamber also has plans for a trip to Greece this year.

Barbara Riddle, president/CEO of the chamber, introduced the board of directors, who received unanimous approval from members in attendance. She also paid tribute to Connie Bailey, who recently retired after serving in the chamber office for 35 years.

Leaders then spoke about various committees they chair. Mikey Smith said the ambassadors helped welcome new businesses, conduct ribbon-cut-

tings and attended groundbreakings. He said the chamber has 21 ambassadors.

Cameron Wilkins, chair of Friday Connections, said working with other chambers continued to expand ChamberWest’s reach. He said one focus was helping promote nonprofit businesses with spotlight stories.

Chair Leslie Bell presented the date for the annual Job Fair, which will be held April 23 at Taylorsville High School. Bell said the Granite School District “is always very grateful for the support from the fair,” and looks forward to the annual event.

Stephen Smith, who chairs the Legislative Institute, said the chamber is already following 91 bills that have been filed for lawmaker consideration, as well as attending subcommittee hearings. He said this year’s legislative agenda “looks as busy as any we’ve seen in the past.”

The Leadership Institute, chaired by Jason Helm, continues to coordinate a 10-month program for training and education for businesses. Along those lines, the Professional Development Series, chaired by Steve Pluim, works with personal development as well, inviting guest speakers in for training opportunities.

The Women in Business committee,



ChamberWest members raise a toast, with sparkling cider, to 2026 as they plan events for the new year. (Tom Haraldsen/Salt Lake Business Journal)

chaired by Maggie Cline, continued to grow last year, offering eight events and being an integral part of the chamber’s spring conference.

Five new board members were approved for two-year terms: B. Mur-

phy from Anchor Financial Services, Mark Thorne from Thorne and Associates CPAs, Rick Clasby from the Utah Trucking Association, Ryan Perry from Rio Tinto, and Stephanie Lyon from Stratus HR.

Study shows economic figures for nonprofits

The number of nonprofits in Utah grew 6 percent in 2024, bringing the total number of tax-exempt organizations to 12,537, according to a new study from the Utah Foundation.

Of that total, 10,811, or 86.3 percent, are 501(c)(3) charitable organizations that have missions that serve religious, educational, charitable, scientific, literary, public safety, animal, and child well-being purposes.

Those charities hold over \$57 billion in assets, with the 17 largest charities holding nearly 70 percent, or about \$40 billion. The largest charities are hospitals, philanthropic organizations or educational institutions.

The study based its figures on IRS filings. It does not include religious income and assets, which are not reported to the IRS.

“Economic problems are often left to the ‘invisible hand’ of the free market,

trusting that each person’s self-interest will maximize the production of goods and services that we all need,” the report states. “We also look to governments when the market falls short. Yet we often overlook the role of nonprofits. These organizations help fill the gaps left by the market or government.”

On average, Utah has 3.03 charities per 1,000 people, below the U.S. figure of 4.75 charities per 1,000 people.

“Nonprofits are an important part of the strength of the state,” said Shawn Teigen, President of the Utah Foundation. “We are excited to have partnered with the Utah Nonprofit Association to provide a look at Utah’s charities from the perspective of IRS data.”

The report indicates that Utah’s charities add a relatively large value to the state. In terms of income and assets per capita, Utah outperforms the nation by about 75 percent, although this is not

equal across the counties. For example, Kane County ranks near the top of the list, largely due to Best Friends Animal Sanctuary.

More than half of Utah’s charities (56 percent) are small, with annual incomes under \$50,000. About 44 percent of organizations reported no income. Another 12 percent of organizations reported incomes between \$1 and \$50,000.

As with income, most charities have assets below \$50,000 per year. About 45 percent of organizations show no assets and 9 percent report assets between \$1 and \$50,000. Another 18 percent of organizations were not required to report assets. Of the remaining 28 percent of organizations, about 58 percent have assets under \$500,000. About 42 percent have assets of \$500,000 or more.

Charities’ assets by county (per 1,000 population) in 2024 include Wayne (\$45,479, due primarily to Wayne Com-

munity Health Centers), Salt Lake (\$45,379) and Kane (nearly \$40,000, due to Best Friends Animal Society). Beaver and Piute county charities had no assets.

Utah charities have assets of \$18,531 per 1,000 residents, above the nation figure of \$10,522.

Nearly 1,400 of Utah charities are focused on education. Next is arts, culture and humanities, at more than 1,100.

Most Utah nonprofit charitable organizations are independent entities, meaning that they are not affiliated with a national, regional or geographic grouping of organizations.

The report indicates that 41 percent of organizations receive a substantial part of their support from a governmental unit or the general public.

The report can be downloaded at <https://www.utahfoundation.org/reports/the-state-of-nonprofits-in-utah-a-view-of-charities-from-irs-filings/>.





“YOU BUILD YOUR BUSINESS ... WE’LL BUILD YOUR BUILDING.”

Owners and tenants who work with CMC can focus on growing their business while we manage the day-to-day design and construction process. We provide owner's rep services for all commercial projects, including ground-up builds, tenant improvements, and remodels.

- City approvals and permits
- Bidding and contracts
- Site selection
- Pre-construction
- Construction administration
- Relocation and start-up
- Cost segregation studies
- FF&E design and procurement

(801)201-0119 | www.cmcUT.com | 406 W South Jordan Parkway, Suite 440 South Jordan, UT 84095

PRIVATE COMPANIES HEADQUARTERED
IN CACHE COUNTY

Listed by Number of Employees

BUSINESS JOURNAL

List

	Company Name Address	Phone Web	No. of F.T. Employees	No. of Utah Locations	Year Est.	Type of Company/Services Provided	Top Executive
1	Cache Valley Electric 875 N. 1000 W. Logan, UT 84321	435-752-6405 cve.com	2,469	2	1915	Electrical contractor, commercial, industrial, service, line, low-voltage	James D. Laub CEO
2	iFIT Health & Fitness, Inc. 1500 S. 1000 W. Logan, UT 84321	888-308-9620 ifit.com	2,400	2	1977	Fitness equipment manufacturing company, treadmills, ellipticals, weight-based strength training equipment	Kevin Duffy CEO
3	Conservice LLC 750 S. Gateway Dr. River Heights, UT 84321	866-947-7379 conservice.com	2,000	1	2000	Comprehensive utility management and billing services to property owners and managers	Scott Hardy CEO
4	Malouf Cos. 1525 W. 2960 S. Nibley, UT 84321	800-517-7179 maloufcompanies.com	1,200	1	2003	Retail and e-commerce, mattresses, pillows, furniture, etc.	Sam Malouf CEO
5	Fox Pest Control 1047 S. 100 W., Ste. 210 Logan, UT 84321	844-491-0203 fox-pest.com	688	1	2012	Pest control	Mike Romney Bryant White Co-Founders
6	Gossner Foods 1051 N. 1000 W. Logan, UT 84321	435-713-6104 gossner.com	516	1	1966	Cheese, milk, ice cream, spreads, butter and other dairy products	Kristan Earl President & CEO
7	Campbell Scientific 814 W. 1800 N. Logan, UT 84321	435-227-9000 campbellsci.com	350	1	1974	Designer and manufacturer of data systems and measurement and control products for water, meteorology, solar energy, greenhouse gases, etc.	Paul Campbell President
8	Casper's Ice Cream 11805 N. 200 E. Richmond, UT 84333	435-258-2477 caspersicecream.com	320	1	1925	Food production of Fatboy Ice Cream Sandwiches, Fatboy Ice Cream Sundaes & Jolly Llama Dairy-Free	Russell Stokes CEO
8	Al's Sporting Goods Inc. 1075 N. Main St. Logan, UT 84321	435-210-5356 als.com	271	2	1921	Sporting goods retailer, bikes, camping gear, climbing gear, sporting gear, snow sports gear, etc.	Kris Larsen CEO
10	Cache Valley Bank 101 N. Main St. Logan, UT 84321	888-418-5333 cachevalleybank.com	252	21	1975	Banking services, tailored business solutions, mortgage services, real estate services, traditional banking	John T. Jones CEO
11	Bear Lake Community Health Centers, 1525 W. 2960 S., Ste. 109 Logan, UT 84321	435-946-3660 bearlakecommunityhealthcenter.org	200	1	2003	Primary medical care, OB/GYN, X-rays, behavioral health counseling, dental, pharmacy	Kathy Izatt CEO (Interim)
12	L.W. Miller Cos. 1050 W. 200 N. Logan, UT 84321	435-753-8350 lwmillers.com	200	1	1982	Trucking company, semi-truck repair services, hauling, dry bulk, liquid tanker, refrigerated, petroleum, livestock	Rex Miller North Salt Lake Terminal Manager
13	Juniper Systems 1132 W. 1700 N. Logan, UT 84321	435-753-1881 junipersys.com	181	1	1993	Manufacturing data collection and measurement solutions	Brad Benson CEO
14	Sharp Transportation 390 N. 900 E. Wellsville, UT 84339	435-245-6053 sharptrucking.com	170	2	1990	Freight transportation and brokerage, trucking and logistics	Zan Sharp President & Owner
15	Cache Employment & Training Center 275 W. 400 S. Logan, UT 84321	435-752-7952 cetcsupports.org	159	1	1961	Programs for people with disabilities including days-supported employment, seniors program, youth summer programs, behavior supports	Sandra Smith Executive Director
16	Sunshine Foundation 248 W. 300 N. Logan, UT 84321	435-752-0411 sunshineterminance.org	138	4	1948	Professional care-giving services including home health, assisted living, rehab, skilled nursing, physical therapy, hospice	Bryan Erickson CEO
17	Logan Coach 2990 S. 800 W. Nibley, UT 84321	435-752-3737 logancoach.com	100	1	1986	Trailer manufacturing specializing in horse trailers, stock & combo trailers, living quarters, motor sports, etc.	Scott Ward Regional Sales Manager
18	Wasatch Premier Hospitality 595 Riverwood Pkwy., Ste. 400 Logan, UT 84321	435-750-5151 theriverwoods.com	50	7	1988	Hospitality including Springhill Suites by Marriott, Riverwoods Conference Center, Four Seasons Event Center, restaurants	Dave Mehr
19	LeGrand Johnson Construction 1000 S. Main St. Logan, UT 84321	435-752-2001 legrandjohnson.com	49	4	1939	Asphalt, sand, gravel, ready-mix concrete, etc.	Anne P. Noonan President & CEO, Summit Materials
20	Miller Cos. LC 1836 W. 4600 S. Hyrum, UT 84319	435-245-3157 millercompanieslc.com	25	1	1944	Manufacturing company specializing in soils, fertilizers, mulches, plant food, composts, soil conditioners, pavers, wood chips	Floyd Faucette President
21	Utah Festival Opera Co. 59 S. 100 W. Logan, UT 84321	435-750-0300 utahfestival.org	18	2	1992	Operas, musicals; also owns Utah Theater movies and entertainment	Michael Ballam Founding General Director



**UTAH'S OLDEST ACTIVE
ELECTRICAL LICENSE**

Founded in Logan, UT



Careers built with the
same care we bring
to every project.



cve.com/careers

A TRADITION OF EXCELLENCE
SINCE 1915

TOP 30 LARGEST UTAH EMPLOYERS

Ranked by average annual employment



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

SALT LAKE COUNTY MAJOR EMPLOYERS
Ranked by Average Annual Employment



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



UTAH COUNTY MAJOR EMPLOYERS

Ranked by average annual employment

BUSINESS JOURNAL

List

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

Winder Farms returns home

Darrell Kirby
The City Journals

Winder Farms is back with its namesake family.

The long-time dairy with roots in West Valley City for nearly 100 years has been purchased from a private equity firm by a group of investors led by James Winder, whose great-great-great-grandfather, John R. Winder, started the dairy in 1880 on a family farm in what is now South Salt Lake.

“I started talking with this prior owner about two years ago. Eventually, we negotiated a price and agreement to buy the business,” Winder, now the company’s chairman and CEO, wrote in an email in which he answered questions from the West Valley City Journal. “The price was right, and I was further motivated to complete the transaction because I see significant upside possibilities for this iconic brand.”

As a result, the business ended up back in the hands of Winder and partners after 20 years under the ownership of Dolphin Capital and then a Utah-based private equity firm.

That brand has been synonymous, especially locally, for decades for milk products that were made even more visible to the public over the years by Winder’s home delivery service, first by horse and carriage and later by trucks and vans.

After its founding 145 years ago, Winder Dairy, as it was known back then, grew on a series of properties owned by various Winder family members and associates starting on the east side of the Salt Lake Valley and eventually settling for good on a farm in the Granger area in today’s West Valley City in the early 1930s. Word spread about the quality and richness of the milk pulled and processed from cows and chilled in cans kept in cold well water, since there was no refrigeration as we know it today.

To reach more customers, Winder launched home delivery by horse in the early years and then by trucks and vans. That lasted all the way until 2019 when delivery ended due to the cost. That occurred 15 years after Winder Dairy was sold to Dolphin Capital in 2004 in part to help the Winders pay off debt accumulated to help grow the company and adapt to changing market and customer trends. The dairy eventually rebranded to become known as Winder Farms because it offered a product line that went beyond just milk-based items.

James Winder is optimistic about the future of Winder Farms despite the fact that some may still remember it as part of a bygone era of the “milkman” bringing glass bottles of fresh milk to doorsteps. He cites a three-fold plan going forward: “Grow Winder’s online presence, which we have already started…… expand into more stores with existing retailers……and generally make our existing products more accessible to our loyal customer base.” Winder products can currently be found at all Smith’s stores in Utah, Harmons, and Associated Food Store locations under the Macey’s, Fresh Market, Dick’s, Dan’s and Lee’s names as well as other independently owned Associated Food Stores markets.

Home delivery is also being resurrected through more contemporary channels. “You can currently get Winder delivered by going to our website and clicking on a link that will take you to a third party like Instacart where you load your e-basket with Winder products and have it delivered within an hour or two,” Winder said. “Today’s online third-party logistics and home delivery expertise is far better than anything we had in the past,” he added.

The Winder family no longer owns the farm and buildings at 4400 West and 4100 South, which are mostly sitting idle. Winder hopes some parts of it can be maintained and restored as a his-



James Winder led a group of investors to purchase Winder Farms to return it to ownership by its namesake family. (Courtesy James Winder)

toric or tourist site. “I’d love to find a way to restore the property or go back to it in some way, but I think it would require more than Winder Farms deciding to raise capital,” he said. “It would likely require a combination of business investment, city and community investment, and cooperation from the current landlord in order for such a project to be economically viable. Currently, Winder Farms isn’t big enough to justify the project on its own.”

Winder said the primary objective right now is to let people know that the Winder Farms is alive and back in local hands.

“A big part of what we are doing is creating awareness that we are still here,” he said.

“It will likely take many years to do all that we want to do, but so far, since we acquired the business, sales have grown and we seem to be moving in the right direction.”

Logan’s Wealth Advocates acquired by Minnesota firm

Minneapolis-based Wealth Enhancement, a national independent wealth management firm, has announced it will acquire Wealth Advocates, a hybrid registered investment advisory located in Logan.

Wealth Advocates oversees more than \$476 million in client assets and is led by John Mickelson.

“Wealth Advocates embodies the principles of holistic planning that are central to Wealth Enhancement’s roundtable

approach to wealth management,” said Jeff Dekko, CEO of Wealth Enhancement. “We are pleased to welcome John and his team as we continue to broaden both our national footprint and presence in Utah — a high-growth market — in service of helping more families achieve their financial goals.”

Since its founding in 2017, Wealth Advocates has helped families with investment planning, tax planning, estate planning, insurance planning and in-

come planning. The firm specializes in working with business owners, retirees and current or former employees of the state of Utah, Intermountain Healthcare, Northrop Grumman and Utah State University.

“By leveraging Wealth Enhancement’s proven systems and processes, we can better help clients optimize their financial lives and pursue their goals with greater clarity and confidence,” said Mickelson. “We look forward to the op-

portunities this next chapter will bring.”

“Partnering with Wealth Advocates allows us to combine our strengths and further expand our team of talented advisors,” said Jim Cahn, chief strategy officer of Wealth Enhancement. “We’re excited about the collaboration and partnership with John and his team — now and in the years to come.”

The acquisition was expected to close on Dec. 31. Financial terms were not disclosed.



elevatedgroup.com

Utah’s Premier Copier/Printer Sales & Service Provider

Printers • Copiers • Wide-Format • Production





888-COPIER-0

Lehi's Route buys Texas returns and exchanges platform

Route, a Lehi-based post-purchase platform for ecommerce merchants, has announced the acquisition of Frate Returns of Austin, Texas.

Frate Returns is a returns and exchanges platform designed for e-tailers.

Route said the acquisition will give its customers a comprehensive solution that combines Route's package protection and tracking suite with Frate's intelligent exchange-first returns technology, giving merchants a single, vertically integrated platform to manage the entire customer journey after checkout.

"Acquiring Frate Returns builds on Route's position at the center of the post-purchase experience to create shopper confidence that fuels merchant growth," said Eric Kobe, CEO of Route. "The Frate team has built an exceptional product that turns a traditionally complex process into a seamless experience for shoppers and a growth engine for brands. By integrating their technology with Route's industry-leading package protection and visual order tracking, we are not just expanding our capabilities, we are redefining the standard for how merchants

engage with and retain shoppers long after the sale."

"Merchants today are looking to consolidate their tech stacks to reduce costs without sacrificing the customer experience," said Bailey Newton, co-founder and CEO of Frate Returns. "There is a critical market need to optimize the entire post-purchase journey, not just fragmented parts of it, and joining forces with Route allows us to amplify our impact by solving those challenges in one unified platform. I'm incredibly excited to combine our returns and exchanges capabilities with Route to drive massive value for merchants and shoppers."

Founded by Evan Walker and Mike Moreno in 2019, Route is used by 13,000 e-commerce brands.

"We founded Route to reimagine what's possible in e-commerce," said Walker. "Bringing Frate's technology into our family is a powerful catalyst forward in that evolution. As we continue to innovate for our customers and see our enterprise adoption accelerate faster than ever, I couldn't be more excited for Route to reach new heights with this strategic addition."

Holiday Oil shuffles and adds to its executive team

Holiday Oil, a Salt Lake City-based company that operates 76 convenience store and gas station locations across the Wasatch Front, has announced a number of leadership changes and new hires to its executive team.

Mike Wagstaff, a member of the company's founding family, has been named CEO and chairman of the board while James Peterson, the current Holiday Oil chief operating officer, assumes the role of president. Wagstaff has also been appointed vice chairman of the board.

Peterson will continue to report to Wagstaff and will lead store strategy, performance and day-to-day operations, the announcement said.

"We are energized by this leadership team and are confident in the bright future ahead of Holiday Oil," Wagstaff said. "With strong financial acumen, a high-energy leadership style and a deep commitment to employees and customers, Peterson is positioned to lead Holiday Oil Stores into its next phase of growth."

Holiday Oil also announced several other additions to its leadership team.

Ross Davidson, an attorney for more than 19 years with extensive experience in corporate governance, contracts, mergers and acquisitions and real estate, has been named general counsel. Most recently, he served as general manager of legal at Dyno Nobel in Salt Lake City. A seasoned human resources executive, including at PepsiCo, Chris Buhl has been named chief human resources officer.

Jacob Kimmel, with leadership experience across retail and fuel operations, has been named chief of staff, while Heather Salas, a marketer with experience in retail and consumer environments will become director of marketing.

Holiday Oil also announced the addition of two new members to its board of directors. The appointments include Rich Marasco, a food industry executive and culinary innovator, and Brady Brammer, an attorney and member of the Utah Legislature.

Founded in 1964 by Jerry Wagstaff with a single gas station on Redwood Road in Salt Lake City, Holiday Oil remains family-owned with more than 1,000 employees.



McNEIL ENGINEERING
Economic and Sustainable Designs, Professionals You Know and Trust

Celebrating 40 Years of Quality Engineering!



Civil Engineering



Structural Engineering



Laser Scanning & Surveying



Consulting: Roofing, Paving & Landscape Architecture

Follow Us On:



Call Us:

801-255-7700

mcneilengineering.com

UIPA earmarks \$5M for public safety & GSL conservation

The Utah Inland Port Authority has made a \$5 million allocation in its budget in support of public safety and Great Salt Lake conservation efforts.

The UIPA board has directed \$2.5 million to Salt Lake City for its public safety services and \$2.5 million to the Utah Department of Natural Resources for wetland conservation.

The agreement approved by the UIPA board, in coordination with Salt Lake City, will establish a dedicated ongoing revenue stream through which UIPA will continue making significant annual contributions to support public safety, the body said in a statement.

"The message here is simple: The Northwest Quadrant is not just a place to do business; it's a place where people live, work and raise families," said Abby Osborne, chair of the UIPA board and the chief of staff for the Utah House of Representatives. "We are investing real dollars to make those neighborhoods safer and to protect the Great Salt Lake that defines this region."

UIPA officials said the reallocation aligns with the authority's mission to "balance economic development with long-term public and environmental outcomes."

"This investment reflects a clear priority: protecting our residents while safeguarding one of Utah's most important natural resources," said Salt Lake City Mayor Erin Mendenhall. "By directing funding to public safety and conservation, we're ensuring that growth delivers real and lasting benefits for our communities and the Great Salt Lake."

The conservation funding will support wetland protection and restoration efforts, which play a critical role in sustaining the Great Salt Lake and is overseen by the Utah Department of Natural Resources.

"Wetlands are essential to the health of the Great Salt Lake," said Joel Ferry, executive director of the Utah Department of Natural Resources. "This funding will help advance conservation efforts that protect habitat, water quality and the long-term resilience of the lake."

The reallocated funding combines approximately \$1.48 million from funds previously designated for the leachate protection program and \$3.52 million from funds previously allocated to economic development and community mitigation projects that were held for future use.

Canyon View Credit Union partners with Maverik Center for stage naming rights

Tom Haraldsen
Salt Lake Business Journal

West Valley City’s Maverik Center hosts a lot of concerts and special events each year, and now it will have a sponsored performance space within that venue.

Canyon View Credit Union announced naming rights for the arena stage at an event on Jan. 22. Members of the credit union board joined with city officials and Make-A-Wish Utah at the announcement ceremony celebrating the community partnership.

“Our mission has always been rooted in community,” said Jack Butters, president of Canyon View Credit Union. “This partnership with the Maverik Center is about more than naming a stage; it’s about investing in a place where memories are made, stories are shared, and our community comes together.”

The Maverik Center has a huge schedule of events in the months ahead. Aside from hosting both the Utah Grizzlies and Salt Lake Stars professional sports teams, the Maverik will be the site of the U.S. Synchronized Skating Championships and the Big 12 Gymnastics Championships, both in March; concerts and performances by Ricardo Arjona, Jeff Dunham, Turnpike Troubadours, Warren Zeiders, Bush, Puscifer, Charlie Puth, Josh Groban with Jennifer Hudson, the Avett Brothers, Olivia Dean, Meghan Trainor, Ricardo Montaner, Doja Cat and Greg Gutfeld this year, plus other events and conferences yet to be announced.

The center will also be a venue for events during the 2034 Olympic Winter Games, as its visibility will continue to increase in the years leading up to the Games.

“At the Maverik Center, we seek partners who elevate the experience for our guests and align with our values,” said Jeff Davis, general manager for the center. “Partnering with Canyon View Credit Union allows us to combine world-class entertainment with a trusted financial institution that puts people first. We look forward to delivering engaging moments, unique experiences, exclusive benefits and community-focused programs that resonate far beyond event night.”

The credit union will also continue its work with the Make-A-Wish program.



Canyon View Credit Union has acquired the naming rights for the stage at the Maverik Center. (Courtesy Maverik Center)

KeyBank arranges funding for two SLC housing projects

Two permanent supportive housing projects in Salt Lake City have been provided funding from KeyBank’s Community Development Lending and Investment (CDLI) program. The program has arranged for \$43.4 million for the projects.

Sunrise Metro, a 100-unit, four-story structure at 580 W. 500 S., is being renovated with 18 new units added to the second floor. Atkinson Stacks is a new 100-unit, six-story modular structure at 543 S. 500 W. It is designed to combat homelessness by providing units restricted to 25 percent to 35 percent of the area median income.

According to a release from KeyBank, the new building will include commercial space on the bottom floor for Sacred Circle, which provides substance abuse counseling, employment and financial support services. It will also operate a clinic and pharmacy.

Each unit will include a kitchen range, refrigerator, laminate countertops and vinyl floors. At Sunrise Metro, amenities include a courtyard, dog run, case management offices, supportive service spaces and a food pantry. Also to be added are a gym, programmed outdoor spaces, a pharmacy and medical clinic. Sacred Circle Healthcare will be staffed with 12 full-time employees on-site.

“We sincerely thank KeyBank for supporting this transformative project,” said Daniel Nackerman, executive director of the Housing Authority of Salt Lake City. “The new and renovated housing will offer safe, affordable homes with essential services that uplift residents. By promoting community and stability, we are making notable progress toward improving lives and strengthening neighborhoods in Salt Lake City.”

KeyBank’s CDLI currently finances projects in all 50 states.



The Sunrise Metro and Atkinson Stacks projects, shown in this artist rendering, have been financed through \$43.4 million in arranged funds from KeyBank. (Courtesy KeyBank)

Protecting your ideas and your business.

maschoff
brennan

MABR.COM • 801.297.1850
TECHNOLOGY & INTELLECTUAL PROPERTY LAW
PARK CITY • SALT LAKE CITY • NEW YORK • SAN FRANCISCO • LOS ANGELES • IRVINE

NEWS ROUNDUP

St. George paving firms acquired by Nashville company

Pavement Preservation Group Inc. (PPG) of Nashville, Tennessee, has acquired a pair of St. George-based paving and paving products firms.

The company has purchased Holbrook Asphalt LLC and Integrated Pavement Solutions LLC (IPS) and their related pavement preservation affiliates.

PPG is a portfolio company of The Sterling Group, a Houston-based middle-market private equity firm. It provides specialized pavement preservation products and services aiding departments of transportation, municipalities, homeowner associations and roadway owners to extend the life of asphalt infrastructure.

The addition of Holbrook and IPS marks PPG’s third acquisition since the platform was formed in partnership with Sterling in 2024.

Founded in 1999, Holbrook is a pavement preservation contractor serving customers across the Intermountain West, Southwest and southern United States. IPS manufactures and markets a suite of pavement preservation solutions, including HA5 high-density mineral bond, designed to seal and protect asphalt surfaces from air, water and UV exposure. These solutions extend roadway life, reduce total lifecycle costs and allow asset owners to extend their budgets, the company said.

“By combining IPS’s specialized products and market expertise as well as Holbrook’s value driven operating model with PPG’s growing national platform, customers will benefit from expanded access to advanced preservation solutions, deeper technical expertise and consistent service quality across more markets,” PPG said in its announcement.

“The missions of IPS, Holbrook and PPG are fully aligned,” said C.J. Davis, president of Holbrook and IPS. “Joining PPG allows us to expand our impact, serve more customers and continue delivering high-performance solutions that protect infrastructure and reduce long-term ownership costs. We’re excited to be part of a platform that shares our commitment to quality, innovation and delivering the best value to the customer.”

“We are thrilled to welcome Holbrook and IPS to the PPG family,” said Darin Matson, CEO of PPG. “This acquisition expands our geographic reach and enhances our ability to deliver differentiated, high-value solutions to our customers. As we continue to scale the platform, our focus remains on pairing best-in-class operators with the resources, capabilities and products needed to better serve customers.”

Pattern acquires TikTok Shop specialist NextWave

Pattern Group Inc., a Lehi company that accelerates brands on e-commerce marketplaces through proprietary technology and AI, has announced that it has acquired NextWave, a fast-growing TikTok commerce agency specializing in creator-led product discovery, TikTok Shop operations, live selling and affiliate acceleration.

NextWave is based in Los Angeles.

“The acquisition accelerates Pattern’s ability to help brands reach new customers amid the rapid growth of TikTok Shop and social commerce,” a Pattern release said. “NextWave brings industry-leading TikTok Shop Partner services, top-ranked creator affiliate partner capabilities and a network of more than 1,200 managed creators and more than 300,000 affiliates on TikTok. Together, these capabilities will help Pattern scale creator-led content and tap into one of today’s most powerful channels for product discovery and conversion.”

“We are excited to welcome (NextWave CEO) Grace Yang and the NextWave team to Pattern,” said Dave Wright, co-founder and CEO of Pattern. “NextWave has built one of the most effective TikTok Shop and creator-commerce organizations in the industry. By combining their expertise with Pattern’s fast-growing social commerce offering and technology platform, we are uniquely positioned to become a leading force in social selling — helping brands grow faster as creators reshape how consumers discover and buy products.”

“NextWave was built to help brands win in the new era of social commerce, where creator-led content drives discovery and performance,” said Yang. “Joining Pattern allows us to scale what we do best, combining our TikTok Shop expertise, creator network and operational speed with Pattern’s global reach, AI and marketplace infrastructure, to help brands grow faster and more efficiently than ever before.”

Pattern helps brands grow on global e-commerce marketplaces with operations, including advertising, content management, logistics and fulfillment, pricing, forecasting and customer service. Hundreds of brands use the Pattern platform on e-commerce sites like Amazon, TikTok Shop, Walmart.com, Target.com, eBay, Tmall, JD and Mercado Libre.

Utah ranks best for 2025 credit score declines

While every U.S. state saw average consumer credit scores drop in 2025, Utah fared best of the bunch.

According to a new analysis from WalletHub, average credit scores fell in all 50 states between the third quarter of 2024 and the third quarter of 2025. But Utah ranked 50th overall, meaning it experienced the smallest decline in consumer credit worthiness in the nation.

WalletHub found Utah’s average credit score dipped by just 0.14 percent during that period. The state’s average score stood at 690 in the third quarter of 2025, remaining within the “good” credit range and well above the national average.

The report comes as financial Americans finalize resolution lists, many of which include financial goals. But consumers also face headwinds as rising living costs, higher insurance premiums and inflation continue to strain household budgets.

By comparison, Missouri recorded the largest average credit score drop nationwide, falling from 664 to 654 — a score that ranks in the “fair” credit range, WalletHub said.

Neighboring Idaho credit scores dropped 0.87 percent to a score of 681, tied for 20th nationally.

WalletHub analysts said maintaining on-time payments and managing credit card balances remain the most effective ways to protect and improve credit scores. Keeping credit utilization below 30 percent of available limits and paying down long-term debt are key factors in avoiding larger score declines.

WalletHub’s full report, including rankings for all 50 states and additional commentary, is available at <https://wallethub.com/edu/states-with-the-largest-credit-score-changes/131551>.

SLC’s Breeze Airways expands service to new destinations

Salt Lake City-based Breeze Airways has announced the addition of service to three new cities beginning in May.

New routes will begin to Atlantic City, New Jersey; Brownsville, Texas; and Nassau, Bahamas, connecting with cities already in the carrier’s lineup.

The airline, which touts its service to underserved markets, also announced returning service to San Antonio, Texas, as well as several new routes between existing cities in its network.

“Breeze’s convenient, direct service to underserved destinations continues to resonate with travelers, and we’re eager to introduce Brownsville and Atlantic City to our unique, elevated product offering,” said David Neeleman, Breeze Airways’ founder and CEO. “We’re also excited to welcome new and returning guests in historic San Antonio after four years away and to add Nassau as our fourth international destination as we prepare to kick off an exciting season of summer travel.”

Founded in 2021, Breeze Airways operates more than 300 year-round and seasonal routes to 84 cities in the United States, Mexico and the Caribbean. It was named one of Fast Company’s World’s Most Innovative Companies of 2025; the Best Major Airline in North America by the Airline Passenger Experience Association; and the No. 3 Best Domestic Airline by Travel & Leisure magazine in 2025.

BUSINESS BOOT CAMP



Presented by:

PROFESSIONAL EDUCATION
THE UNIVERSITY OF UTAH

2026 TOPICS

Ready to level up your business?
Participate in hands-on workshops led by field experts and gain practical tools in...

• Sales

• HR

• Marketing

• Social Media

• Leadership

• And more!

Mark your calendars for the 2026 Business Boot Camp series

• February 18

• April 15

• June 17

• August 19

• October 21

REGISTER FOR AN UPCOMING SESSION TODAY!

SCAN THE QR CODE FOR MORE INFORMATION



NEWS ROUNDUP

Submissions requested for 2026 Select Health Awards

Select Health is now accepting submissions for the 2026 Select Health Awards, recognizing community organizations across Utah that are advancing health, wellness and quality of life.

The awards highlight efforts from community programs across Utah that address challenges such as access to health care and related services, food security, housing stability, and mental and physical well-being. Community organizations across Utah — including nonprofits, grassroots groups, associations and other locally led entities — are encouraged to apply. New for 2026, only organizations with an annual operating budget of less than \$1 million are eligible to apply, expanding opportunities for smaller and emerging organizations to be recognized.

Select Health will award \$5,000 to 10 organizations in Utah. Award funds may be used to support existing initiatives, expand services, or pilot new approaches that address community health needs.

“The most effective solutions are often led by the local community,” said Emily Allen, community relations coordinator at Select Health. “The Select Health Awards are designed to recognize those ideas and help them grow — especially the work happening at a local level that may not always receive broader visibility.”

Applications will be accepted through Feb. 28 or until 200 submissions are received for Utah. Eligible organizations can apply online at selecthealthawards.org.

Jensen Hughes acquires West Jordan’s Safety Management Services Inc.

Jensen Hughes, a global fire and life safety, security and risk-based engineering and consulting firm in Columbia, Maryland, has acquired Safety Management Services Inc. (SMS), a West Jordan-based engineering firm specializing in process safety hazards analysis and materials consulting and testing.

SMS serves a wide range of commercial clients and government agencies, including national laboratories and defense operations. Founded in 1998, SMS provides process hazard analysis, material characterization testing, facility siting and design for explosives operations, regulatory compliance, OSHA safety program development and auditing, accident investigation, demolition operations, training and other risk management services. The firm also manufactures materials testing equipment. The company has projects across the U.S., Europe, the Middle East, India, South Korea and Australia.

“Adding SMS to the Jensen Hughes family not only strengthens our expertise in process safety and testing but opens

up new and innovative ways that we can serve clients and create industry-leading service offerings,” said Raj Arora, CEO of Jensen Hughes. “Together, we will advance our shared mission of protecting lives, property and reputations through risk-informed solutions.”

“We’re proud to join forces with Jensen Hughes,” said Gary Dodds, president of SMS. “Our team’s deep technical expertise and hands-on history in energetic materials safety, hazard mitigation and training will complement Jensen Hughes’ broad platform and global reach, allowing us to better serve our clients and scale our impact worldwide.”

Jensen Hughes employs over 1,800 engineers, consultants, analysts and strategists, working from over 100 offices in over 100 countries serving government, health care, science and technology, energy and transportation clients. The firm is backed by middle-market private investment firm Gryphon Investors, based in San Francisco.

Financial details of the transaction were not disclosed.

Medallion Bank names Haley new president

Medallion Bank, a bank providing consumer loans for the purchase of recreational vehicles, boats and home improvements, has announced the promotion of Justin Haley to president of the Salt Lake City-based institution.

Concurrent with Haley’s appointment, Travis Betenson replaces Haley as senior vice president and chief financial officer. Both appointments were effective Jan. 12.

Medallion Bank works directly with thousands of dealers, contractors and financial service providers throughout the United States. Medallion Bank is a Utah-chartered, FDIC-insured industrial bank and is a wholly owned subsidiary of Medallion Financial Corp. of New York City.

Haley has more than 30 years of experience in industrial, community and regional banks. He joined Medallion Bank in November 2011 as vice president of home improvement lending. He became the senior vice president and chief op-

erating officer in 2015 and led the insourcing of the bank’s information technology functions along with completing the bank’s first public preferred stock offering. In 2021, he was appointed senior vice president and chief financial officer. Haley will continue to report to CEO Donald Poulton.

Betenson joined Medallion in January 2024 as vice president of finance. He has more than 15 years of banking leadership experience, having previously served as chief financial officer at two other Utah industrial banks.

“This is an exciting time for Medallion Bank,” said Poulton. “When Justin joined us in 2011, it was immediately clear that he possessed the knowledge, work ethic and leadership skills to one day serve as its president. The ability to elevate Justin into this new role started coming together two years ago with the addition of Travis Betenson, whose experience and expertise positioned him perfectly to succeed Justin.”

Waldorf Astoria resort coming to Park City’s Deer Valley in 2028

New York-based Extell Development Co. is partnering with the Hilton hotel chain to bring a major resort and residential development to Deer Valley.

Expected to open in 2028, the ski-in, ski-out Waldorf Astoria Deer Valley Resort and Residences will be located within the Deer Valley East Village and adjacent to the resort’s newly established longest ski run, the Green Monster.

Extell Development is a national real estate developer of residential, commercial and hospitality properties.

The resort will feature 132 luxury hotel rooms and 105 one-to-six-bedroom branded residences available for purchase ranging from 1,099 to 5,155 square feet across two towers. Architectural design of the property is led by Kohn Pedersen Fox and the interior design of the project is led by hospitality designer AvroKO.

“Deer Valley East Village is the culmination of world-class luxury partners committed to delivering exceptional ski experiences. The addition of a Waldorf Astoria resort and residences builds upon that vision and marries the best of the real estate and hospitality worlds,” said Gary Barnett, founder and chairman of Extell Development. “With globally recognized brands such as Waldorf Astoria and Four Seasons joining

an extraordinary collection of hospitality, retail, recreation, and residential offerings, the Village is poised to become the crown jewel of North American ski resorts.”

“The signing of Waldorf Astoria Deer Valley Resort and Residences marks a major milestone in Hilton’s growing luxury portfolio across the Americas,” said Kara Randall, vice president for Hilton’s North America luxury and mixed-use development. “This Waldorf Astoria resort will further enhance Hilton’s diverse offerings in Utah, where more than 70 properties are already welcoming travelers.”

On-site amenities for hotel guests and residents will include a 15,000-square-foot spa with treatment rooms, thermal features and a snow room; fitness centers; ski valet and concierge services; a golf simulator; a kid’s room; a residents’ pool deck along the Green Monster; an indoor lap pool; and an outdoor pool and hot tub cantilevered over the ski run. The property will also feature numerous restaurants, bars and lounges, including Waldorf Astoria’s signature Peacock Alley; 11,300 square feet of meeting and event space, including a 5,200-square-foot ballroom; resident lounges; and a demonstration kitchen.

Construction on the site began in May.

IS YOUR SHAFT STIFF ENOUGH?

Don't let ED ruin YOUR GAME!



CALL OR GO ONLINE TO SCHEDULE A FREE MEN'S HEALTH CONSULTATION AND BLOOD FLOW ANALYSIS!

A \$500 VALUE!

UtahEDclinic.com
4525 S. 2300 E., Suite 101
Salt Lake City, Ut 84117
(866) 406-NOED

Prestige Mens Health
— The Finest in Men's Healthcare —

Mindfulness + Gratitude:

A prescription for workplace well-being

Worries about job security and economic uncertainty are having a ripple effect on the mental and emotional well-being of American workers, according to a new report from the American Psychological Association. This comes after an APA survey last year revealed that 57 percent of workers reported experiencing negative health effects from workplace stress.

Forward-thinking leaders recognize that the mental and emotional well-being of their employees has far-reaching impacts on the profitability and performance of their organizations. Fortunately, there's a simple and effective tool that can help leaders and workers build resilience: mindfulness.

Simply defined, mindfulness is focusing awareness on the present moment, while acknowledging and accepting feelings, thoughts and bodily sensations. Here's a look at how practicing mindfulness can help relieve stress and improve focus and performance at work.

From reaction to response: Using mindfulness to manage stress

Stress, whether from a looming deadline or a perceived slight from a colleague, triggers the body's fight-or-flight response, which clouds judgment, hampers creativity and diminishes productivity. Mindfulness interrupts this cycle, providing a brief but powerful pause in which we can choose to respond rather than react.

A practical starting point is the "Name It to Tame It" approach — recognizing and naming emotions as they arise. Simply acknowledging where stress shows up in your body ("my chest feels tight," or "my stomach is in knots") activates the brain's calming centers and helps restore perspective. Executives who adopt this approach can make clearer decisions and communicate more effectively during high-pressure moments.

Another mindfulness tool is the 60-second pause — deliberately stopping what you are doing and taking slow, measured breaths. Extending your exhale longer than your inhale lowers heart rate and blood pressure, counteracting the physiological effects of stress and restoring a sense of calm. Over time, these micro-pauses can improve focus, concentration and creativity.

Leaders can even build mindful cues into the workday — reminders to pause, get present, and step away from the sources of stress. It could be as simple as putting a sticky note on your comput-



Julie Potiker

er screen or phone to remind you to get grounded before a meeting, or using tension in your body to remind you to take a short walk outdoors. Such small, repeatable actions can help you step out of reactivity and into composure and clarity.

SNAP! A framework for emotional resilience

To make mindfulness more accessible in daily life, mindfulness educators have developed a number of easy-to-remember acronyms. One is SNAP, a four-step process for navigating challenging emotions while cultivating compassion

you are not alone." Second, ask yourself what you can do right in that moment that may help calm your nervous system — and do it. You could start with a breathing exercise, breathing in for a count of four and out for a count of six, doing this for three to five breath cycles. After that, your body will be in a calmer state for you to choose another mindful tool, such as:

- Connect with other humans during breaks, or call or text someone you hold close.
- Bring to mind people who care about you and people you care about to help you feel loved and safe.
- Practice taking in the good any time you notice a positive mental state, letting it land for a few breaths so you push the good mental state to a neural trait.

gratitude report higher job satisfaction and engagement. Voicing appreciation for a job well done builds trust and spurs motivation and resilience.

Cultivating gratitude helps us build better relationships that are foundational for success in business, while boosting our health and happiness. Focusing on the good things in our lives provides a comforting perspective when we are coping with difficult situations and feelings in the moment.

Now there is even technology to help professionals integrate gratitude into daily routines. Apps such as Gratitude Plus allow users to record daily reflections and share positive experiences in a community setting. These shared moments can create an "upward spiral" of positive emotions that can counteract workplace negativity and build team cohesiveness.

Practicing gratitude doesn't require digital tools, however. Simple rituals, such as opening meetings with expressions of appreciation, can improve team dynamics dramatically.

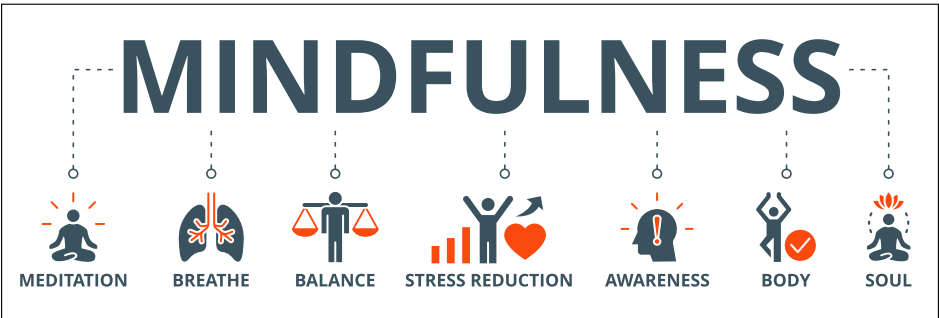
Building a culture of well-being

Workplace happiness is contagious. Studies and real-world experience show that leaders' emotional states ripple through teams, influencing morale and productivity. By modeling mindfulness and gratitude, executives set a tone that encourages collaboration, camaraderie and composure — even under pressure.

Implementing these practices requires only modest time investments but can yield measurable returns, including lower absenteeism, improved employee satisfaction and greater innovation. In competitive industries where burn-out remains a top concern, the ability to maintain calm focus and appreciation may become a defining advantage.

The takeaway for business leaders is clear: Health and performance are inseparable. Mindfulness provides the grounding to navigate challenges with clarity, while gratitude builds the positive connections that sustain high-functioning teams. Together, they form a strategy for organizations to bolster resilience in a demanding world.

About the author: Julie Potiker is a mindfulness expert with extensive certifications and teacher training in a variety of tools and methods, including Mindful Self-Compassion. Her latest book is *SNAP! From Chaos to Calm*. Learn more at MindfulMethodsForLife.com.



and resilience. When you feel uncomfortable emotions or stress rising within you, try this:

Soothing touch: Research shows that placing our hands over our hearts, or wherever it feels comforting, reduces the stress hormone cortisol that our bodies produce when we feel threatened. It also prompts our body to release feel-good hormones like oxytocin and endorphins to begin helping us calm down. Start by placing your hands where you find it most soothing — your heart, cradling your face, giving your upper arms a hug, hands on your belly, or hand in hand.

Name: Label the emotion, such as "I am feeling worry" or "I am having anger." Locate where you feel it in your body. The mere act of naming the emotion helps you to step back from it and gain a sense of perspective that you wouldn't otherwise have in the heat of the moment.

Act: First, ask yourself what you need to hear right now — then tell it to yourself! You might send calming thoughts to yourself, such as "You'll get through this" or "It's tough to feel this way, but

- Move your body. When you feel tense, get up to stretch, walk and move.
- Change your view: Even looking out the window can help shift your mood and open your perspective.

Praise: Give yourself a pat on the back for managing the situation with aplomb! Recognizing even small wins reinforces resilience and trains the brain toward optimism. Try using SNAP to empower yourself in difficult conversations, performance reviews or moments of overload. By modeling calm and self-compassion, you can ultimately improve communication and teamwork in your organization.

Gratitude: The companion to mindfulness

While mindfulness helps reduce stress, gratitude amplifies positive emotions, including those that fuel creativity, innovation and teamwork. Gratitude is one of the most powerful emotions available to us for improving health, well-being, happiness and satisfaction. Research shows that employees who regularly express

EVERY DAY IS A GREAT DAY WITH DARLA'S DONUTS!

MMM...
MONDAYS!

TASTY
TUESDAYS!

WOW
WEDNESDAYS!

DONUTS • BROWNIES • FRITTERS • TURNOVERS • MUFFINS

MONDAY - FRIDAY: 5 AM - 1 PM
2278 S. REDWOOD ROAD
WEST VALLEY CITY, UT 84119
801-975-6381

TWISTY
THURSDAYS!

FRITTER
FRIDAYS!

SPRINKLES
SATURDAYS!

Making confident decisions when the data overwhelms

Dr. Sam Adeyemi
Daystar Leadership Academy

We like to think of making decisions as a purely objective, analytical process. We imagine a yellow legal pad full of pro/con columns in neat lists of bullet points; just count which side has more entries, and the decision is made.

That might have worked in a slower world. But in a world that’s algorithmically sorting and promoting over 45,000 new social media posts per second, you’d essentially need infinite legal pads and infinite people to write on them if you planned to capture all the information that might be useful in any given moment.

Standing under this ever-pouring fountain of data, you can’t press “pause” every time you need to make an important decision. In this world, leadership isn’t about having perfect information; it’s about having the courage to move forward despite the inevitable uncertainty.

It’s tempting to believe that more data will inevitably lead to better decisions, and to a point, that’s certainly true. Past that point, though, data can lead to cognitive overload and decision fatigue, leading to now-common tropes like consumers unable to choose a simple breakfast cereal in a sea of near-infinite choices. The counterintuitive truth is that sometimes, information doesn’t clarify confusion — it creates more.

This phenomenon highlights the difference between knowledge and wisdom. Knowledge is the mere accumulation of facts. Wisdom is the ability to leverage the available facts into a positive choice — and

the discretion to know when more information is more likely to harm than help.

The development of that intuition comes naturally to no one; it’s a hard-won skill that can only be developed over time, through the process of making many, many decisions — and then evaluating the outcome objectively. Until a decision is made, no outcome can happen — and until an outcome is reached, it’s impossible to analyze the process that led to it.

This, the gray zone between decision and outcome, is where leaders are truly forged. So how can a young leader develop a skill set that, by definition, requires a certain amount of failure?

Developing leaders can’t merely rely on their predictive abilities; they must learn to rely on their perspective. For me, that perspective is the SHIFTS framework I use and teach.

To be clear, SHIFTS is not a process to begin when you realize it is time to make a decision. More than a method, it is a mindset — a rhythm that leaders can walk in at all times, so that the moment of decision finds them prepared.

To lead well in uncertain conditions, make these SHIFTS:

- **SEE:** Leaders must consciously cultivate what they see, and model that process for their team. Humans think in stories and images much more easily than they think in data. Spend time each day visualizing what success looks like — for your whole company, your particular team, your specific career. It’s helpful to keep a log of this: a journal by your favorite chair, or a mood board over your desk that can be con-

stantly edited or supplemented as items are marked off the list, or new items emerge to catch your attention.

- **HEAR:** Like the things you see, be careful what you hear. Let your self-talk be positive and solution-focused. Avoid extended conversations with colleagues who dwell in cynicism, and seek out conversations with those who enjoy optimistically discussing workable options. The goal is to ensure that your subconscious mind is always circling around potential paths forward, rather than stopping at immovable roadblocks.
- **INSIGHT:** We think of inspiration as a lightning strike from out of the blue, but when what you see and hear is feeding your mind properly, those breakthrough moments of insight begin to occur naturally. Insight is the step that takes a leader from information to interpretation. The key question here is “Have I seen and heard enough?” This allows a leader to recognize that there is a point when accumulation of facts is detracting from the ultimate purpose: productive movement.
- **FORMULATE:** Formulation is simply the process of creating a plan to put insight into action. This “What comes next?” step is the natural outcome of insight’s “Oh, that might work!” Even when the picture isn’t complete, map your next steps — then confidently take the first one.
- **TRANSFORM:** The decisions you make in the formulation process become the action items of transformation. As you move forward, be honest

with your team that every plan is a process in the middle of becoming a solution. If something isn’t working, head back to Step One and start noticing what you see as you adapt, adjust and learn. Growth is often a course correction that initially looked like a misstep.

- **SUCCEED:** As the SHIFTS model, coupled with your own talent and courage, leads you through the fog and into clarity, celebrate your successes. But be sure to do so by honestly taking stock of the path you traveled. Discuss missteps — even the ones that led somewhere productive — with openness and integrity. By doing this, you’re consciously, consistently modeling to your team that making difficult decisions is a more valuable skill than waiting in hopes of a sure thing. And the more times you walk successfully through the fog, the more you’ll trust your instincts in the future, because success comes from the repetition of actions that work.

Ultimately, the best leaders don’t eliminate uncertainty; they work to minimize it as much as possible, but they also accept it as part of the human condition and move forward with confidence, even when they’re not entirely sure where their feet will land. The gray zone doesn’t complicate leadership; it reveals it.

Dr. Sam Adeyemi is an internationally recognized keynote speaker, executive coach and author of “SHIFTS: 6 Steps to Transform Your Mindset and Elevate Your Leadership” (Wiley, Feb. 2025). He is CEO of Sam Adeyemi GLC Inc. and founder of Daystar Leadership Academy.

Dental Intelligence appoints Scott Johnson as CEO

The board of directors of Dental Intelligence, a provider of a dental practice operations platform based in Pleasant Grove, has appointed Scott Johnson as the company’s new CEO.

Johnson succeeds Dan Geraty, who will assume the role of executive chairman and continue to provide strategic guidance and support to the executive team.

“I’m incredibly excited to step into this role and build on Dental Intelligence’s momentum,” Johnson said. “We have an opportunity to deliver even greater value to dental practices that face rising expectations for efficiency, patient engagement and intelligent workflow automation. I look forward to working with the team to deliver innovative solutions to help our

customers grow their practices.”

Prior to joining Dental Intelligence, Johnson served as CEO of PrimePay, where he led the company’s transformation into a modern human capital platform and facilitated its merger with CoAdvantage. He also served as CEO of AbacusNext and CEO of testing software company Zephyr. He served on the boards of Edmunds GovTech,

Planet DDS, iWave and ThreatConnect. “Scott’s track record of scaling software businesses makes him a natural leader for Dental Intelligence’s next chapter of growth,” said Geraty. “It has been a privilege to lead Dental Intelligence for the last four years, and I look forward to continuing to support the company’s long-term vision as executive chairman.”

HELPING YOU WIN AT KING OF THE HILL. THE CASE TV620B

The CASE TV620B is the strongest compact track loader ever built. And it’s just the start. We’ve got the machine for any kind of job, big or small. Check out our entire compact track loader lineup at CaseCE.com or talk to your dealer.



UTAH
SALT LAKE CITY
4343 Century Dr.
Salt Lake City, UT 84123
Phone: 801-262-5761

NEW MEXICO
ALBUQUERQUE
6301 Edith Blvd. NE.
Albuquerque, NM 87107
Phone: 505-433-2246

LOGAN
453 N 1000 West
Logan, UT 84321
Phone: 435-752-1533

COLORADO
DURANGO
1097 Hwy 3
Durango, CO 81301
Phone: 970-247-0522

SPRINGVILLE
1350 S. 2000 West
Springville, UT 84663
Phone: 801-794-1463

CLIFTON
549 32nd Rd.
Clifton, CO 81520
Phone: 970-434-7363

CEDAR CITY
482 N. Main St.
Cedar City, UT 84720
Phone: 435-586-4406



NO ONE WILL OUTWORK US.™

©2023 Century Equipment Company. All rights reserved.
CASE is a trademark registered in the United States and many other countries, owned by or licensed to CNH Industrial N.V., its subsidiaries or affiliates.

INDUSTRY BRIEFS

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

ECONOMIC INDICATORS

- **Utah** is ranked No. 10 on a list of states where **wage growth has been erased by inflation and regional price increases**, according to a study by **MyPerfectResume** of U.S. Bureau of Labor Statistics wage data and Bureau of Economic Analysis cost-of-living data. Nationally, wages rose 18 percent between 2020 and 2024. But after adjusting for inflation and local living costs, the typical worker's real purchasing power fell 2.6 percent, amounting to a quiet, nationwide pay cut. In Utah, real purchasing power from 2020 to 2024 was unchanged. Workers in 41 states experienced an effective pay cut, led by Massachusetts and New York, at 5.3 percent. Only nine states saw real income gains, led by Idaho at 3.1 percent. Details are at <https://www.myperfectresume.com/career-center/careers/basics/the-illusion-of-wage-growth>.

- The **median monthly rent** in the **Salt Lake City/Murray** metro area is \$1,878, two-bedroom rent is \$1,832, three-bedroom rent is up to \$2,447, and four-bedroom rent is \$2,807, according to a study by **Construction Coverage**, an online publisher of construction industry research reports, using Housing and Urban Development and census data. Rents in the Salt Lake City metro sit 2.4 percent below the national median of \$1,924. Nationally, rent inflation continues to outpace overall price growth. While the national Consumer Price Index rose 3 percent year-over-year in 2025, shelter costs increased by 3.6 percent. Thirteen states have median market rents exceeding \$2,000 per month, an increase from 12 states last year. California leads the list, with a median rent of \$2,895. The full report covers rental prices across more than 380 metropolitan areas and all 50 states. It is available at <https://constructioncoverage.com/research/cities-with-the-most-expensive-rents>.

- **Utahns** need to earn \$285,518 annually to join the **top 10 percent** in the state, according to a study by **MoneyLion**. It analyzed data from the 2024 American Community Survey to estimate what households must earn to reach the top 10 percent in each state. The Utah figure is 2.95 times the state's median income. The top 10 percent in Utah earn \$188,860 more than median income than the median household of \$96,658. Connecticut leads the nation with the highest top 10 percent income at \$370,003. The top 10 percent make more than \$300,000 in 10 more states. California, Hawaii,

Maryland, Massachusetts and New Jersey are the only five states with six-figure median household incomes. Details are at <https://www.moneylion.com/trending/money/income-needed-to-crack-the-top-10-percent-in-every-state/>.

- **Utah households** spend an average of \$931 per month on **groceries**, according to a study by **Trace One**, which specializes in regulatory compliance and PLM solutions for the food and beverage industry. That places Utah No. 33 among states for grocery spending burden. That accounts for 7.3 percent of Utah total consumer spending and 49.9 percent of all food spending. Total Utah monthly average spending on food is \$1,865, with average monthly dining-out spending being \$934. Details are at <https://www.traceone.com/resources/plm-compliance-blog/grocery-store-items-that-have-increased-most-in-price>.

- **Utah** is ranked No. 4 on a list of states in the **2026 American Adventure Index**, compiled by vacation rental company **Wander**. The list ranks states on access to land, water and winter experiences, factoring in trail density, national parks, camping access, and water-based activities, all adjusted per 100,000 residents. The top-ranked state overall is Wyoming, which also ranked No. 1 for hiking trails. Vermont is tops for skiing and mountain biking trails. Best for horseback riding trails is Montana. Hawaii is tops for water sports. Details are at <https://www.wander.com/article/american-adventure-index>.

- **Utah** is ranked No. 7 on an **"Index of State Education Freedom,"** compiled by the **American Legislative Exchange Council (ALEC)**. It evaluated how well each state offers families a diverse set of education options across five key categories: student-centered funding, charter schools, homeschooling, virtual schools and open enrollment. Utah earned an overall A-minus grade in the report, receiving top marks for its homeschooling and open enrollment policies. The state ranks among the top seven nationally for homeschooling and the top six for open enrollment programs. Utah also received a "B" grade for its virtual schooling and charter school policies — ranking eighth in the nation — and a "C" grade for its student-centered funding programs. Details are at <https://alec.org/publication/2026-alec-index-of-state-education-freedom-a-50-state-guide-to-parental-empowerment/>.

- The **Parleys Canyon** section of Interstate 80 is the **most-avoided winter route** in Utah, according to a survey of drivers by **RVWindshieldReplace-**

ment.com. It was followed by **Interstate 15** in Salt Lake City and **U.S. Route 6** in Spanish Fork Canyon. The most-avoided winter route nationally is Seward Highway in Turnagain Arm and Turnagain Pass, Alaska. Details are at <https://www.rvwindshieldreplacement.com/cold-calculations.php>.

- **The Break Sports Grill** in Saratoga Springs was the best place in Utah to **watch the Super Bowl and eat**, according to a survey by **Gambling 'N Go**. It was followed by **The Brickyard Bar** in Millcreek and **Flanker Kitchen & Sporting Club** in Salt Lake City. Details are at <https://gamblingngo.com/guides/survey-top-places-to-eat-drink-watch-the-super-bowl/>.

INTERNATIONAL

- **World Trade Center Utah** is accepting applications through March 13 for participation in a trade mission to Germany and Switzerland taking place April 17-25. Industry focus areas are advanced manufacturing, investment and foreign direct investment (FDI), fintech, apprenticeship and workforce development, and transportation. The trip cost is \$4,000. The first round of applicants will be notified of acceptance by Feb. 13. Details are available by contacting trade-missions@wtcutah.com.

INVESTMENT

- **Med Venture Health** has changed its name to **Wasatch Health**. The Salt Lake City-based company said the move "reflects the firm's regional roots, its connection to Utah's rapidly expanding life sciences ecosystem, and its ambition to serve as a long-term partner to companies across the Mountain West." The company is a private equity and growth investor focused on building and scaling innovative life sciences and medical technology companies. In addition to the growth equity strategy, Wasatch Health manages a structured capital fund, which provides flexible capital solutions at a wide range of amounts, and is actively working toward launching an SBIC fund.

REAL ESTATE

- **Utah City**, a 700-acre, mixed-use community being built in Vineyard, recently had an open house marking the completion of **220 Bend**. Opening alongside its companion, 120 Bend, 220 Bend features a collection of 452 studio, one- and two-bedroom apartments, and townhomes. 220 Bend, along with the additional townhomes in 120 Bend, adds 150 residences to the community. There are

currently 100 residents in Utah City. 220 Bend's opening follows the launch of locally owned and operated grocery store **Bella's Market**. Led by **The Flagship Cos.** and designed by **Jeff Speck** and **DPZ**, Utah City also will include a 20-acre Huntsman Cancer Institute campus.

RECOGNITIONS

- **Connie Rogers**, an attorney at Parsons Behle & Latimer, Salt Lake City, has received the **2025 President's Award** from the **American Exploration & Mining Association**. It was presented at AEMA's recent annual convention and is selected each year by the association's president of the Board of Trustees to recognize an individual who has provided significant or special service to AEMA. Rogers was recognized for her past service on AEMA's Board of Trustees, her role as founding co-chair of the association's Native American Resources and Outreach Committee, and her many years as a presenter in the convention's technical sessions. At Parsons Behle & Latimer, Rogers has been counseling clients in environmental and natural resources; energy; and mining, including permitting, regulatory compliance, land use, water issues and matters involving tribal governments and indigenous peoples for more than 25 years.

Connie Rogers

- **Kelly Mahannah**, president of workforce solutions at Supplemental Health Care, has been named to the 2026 **"Staffing 100 North America"** list by **Staffing Industry Analysts (SIA)**. The honor recognizes the most influential leaders in the staffing industry who have made exceptional contributions and demonstrated unwavering commitment to advancing workforce solutions. SHC is a Cottonwood Heights-based health care managed service provider organization. Mahannah led the rollout of an enhanced workforce analytics platform and launched a groundbreaking direct sourcing partnership, delivering measurable value to clients and furthering SHC's reputation for innovation. Mahannah presented on MSP innovation at SIA's 2025 Healthcare Staffing Summit and actively mentors female employees through SHC's internal employee resource group, SheConnects.

Kelly Mahannah

NEED EQUIPMENT?

HOWE RENTAL & SALES

(801) 463-7997

4235 South 500 West

Salt Lake City, UT 84123

www.howerentals.com

Prompt Delivery

Tools • Equipment • Supplies

24HR EMERGENCY SERVICE

Scan me!

Locally Veteran owned and operated since 1953

Industry Briefs

• **Utah Associated Municipal Power Systems**, a Utah political subdivision that provides wholesale electric energy, transmission and other energy services on a nonprofit basis to community-owned power systems throughout the Intermountain West, has earned a **Print & Digital Excellence in Public Power Communications Award** from the **American Public Power Association**, for its use of Wattson, the organization's public power mascot introduced in 2025. Wattson is a tool for outreach, education and connection, designed to help simplify complex energy topics; spark curiosity; and create memorable touchpoints with students, families and community members. The APPA presented Excellence in Public Power Communications Awards to 53 public power electric utilities and utility organizations during APPA's Customer Connections Conference in Salt Lake City. Entries were judged across three categories — Print & Digital, Web & Social Media, and Video — to recognize ingenuity and creativity in storytelling, design, data presentation, graphics, engagement and overall execution. UAMPS was presented with an Award of Merit in Class B (for those with gross revenues of \$200 million to \$400 million).

• **Banner Capital**, based in Lehi, is included on a list of **"2026 Top 50 Private Equity Firms in the Middle Market,"** produced by **GCI Publishing**, part of Grady Campbell, a private equity branding and marketing firm. Inclusion recognizes firms that demonstrate differentiated investment strategies, consistent execution and strong performance. The selection process evaluates firms based on factors including investment performance, firm strategy, deal execution, and reputation within the private equity ecosystem. Banner Capital is a lower middle market private equity firm focused on partnering with founder-led and family-owned businesses in the western United States. The firm operates from offices in Utah and Arizona and manages \$654 million in assets.

• Two brands of **Five Star Franchising**, based in Springville, are on a **Franchise 500** list, compiled by **Entrepreneur**. The list recognizes the top franchise opportunities in the U.S., with rankings determined based on unit growth, financial stability and over-

all brand recognition. **Five Star Bath Solutions** made the list at No. 123 while achieving the No. 1 position within the Kitchen and Bath Remodeling category. It was the eighth consecutive appearance for Five Star Bath Solutions on the list. **Mosquito Shield** came in at No. 269, representing its fifth consecutive appearance.

SCHOLARSHIPS

• **Utah Associated Municipal Power Systems**, a Utah political subdivision that provides wholesale electric energy, transmission and other energy services on a nonprofit basis to community-owned power systems throughout the Intermountain West, is accepting applications for the second year of the **Steel Solar 1(A) and 1(B) scholarships**, which supports high school seniors pursuing education or career pathways that advance affordable, reliable and sustainable energy. In partnership with its 50 member utilities across Utah, Arizona, California, Idaho, Nevada, New Mexico and Wyoming, UAMPS will award eight \$2,500 scholarships to eligible students in 2026. Seniors in UAMPS member utilities may apply by writing a 500-to-1,000-word essay on the future of energy and how their educational and career plan will promote or advance the sustainability of energy. Sophomores and juniors may also apply for the **ICUA Youth Rally Scholarship**, which provides a \$500 scholarship and the opportunity to attend a week-long leadership and public power education camp in Idaho. The program introduces students to public power, builds leadership skills, and encourages civic engagement among future community leaders. Details about the scholarships are available at uamps.com/scholarship.

SPORTS

• **Major League Soccer** on Feb. 21 will launch **"Walmart Saturday Showdown,"** spotlighting a marquee MLS matchup each Saturday throughout the regular season. The series of matches includes the Feb. 28 match between Real Salt Lake and Seattle Sounders FC. As part of the league's partnership with Apple, all MLS matches will be available on Apple TV starting in 2026. The Walmart Saturday Showdown will feature enhanced production across Apple TV and MLS platforms.

People on the Move

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

ASSOCIATIONS

• The Salt Lake Chapter of the **Brigham Young University Management Society** has named **Steven Roberts** as its chapter president for 2026. He succeeds **Michael Poulter**. Roberts is the manager of Desert Transportation for The Church of Jesus Christ of Latter-day Saints and serves on the board of directors for the National Private Truck Council. An active member of the Management Society for many years, Roberts previously served as chairman of the Scholarship Committee, where he played a key role in awarding need- and merit-based scholarships to outstanding students across Utah. Roberts earned a degree in chemical engineering and an MBA from BYU.

HEALTH CARE

• **CancerVax Inc.**, a Lehi-based pre-clinical biotechnology company developing a universal cancer treatment platform, has named **George Kemble** as a senior scientific advisor. Kemble is a veteran biotech executive and scientist with a specialty focus in the areas of virology, vaccines and small molecule biologics. He currently is chairman of the board at Sagimet Biosciences Inc. He joined Sagimet in August 2011 as its chief scientific officer and served as CEO from October 2015 until October 2022, when he transitioned to the role of executive chairman. In May 2025, Kemble moved into the role of non-executive chair of the board. Prior to Sagimet, Kemble served as the senior vice president of research and development and head of research at MedImmune Inc., a subsidiary of AstraZeneca PLC.

• **Halia Therapeutics**, based in Lehi, has hired **Gul Sanliturk** as director of international market development and strategic communications. She will be based in Abu Dhabi to support business development and marketing efforts. Sanliturk has over a decade of experi-



Gul Sanliturk

ence blending clinical expertise and marketing strategy, specializing in B2B and B2C marketing for health care and technology sectors. Her expertise spans strategic planning, digital transformation, workflow optimization, and data-driven decision-making.

INVESTMENTS

• **Wasatch Health** (formerly Med Venture Health), a Salt Lake City-based private equity and growth investor focused on innovative life sciences and medical technology companies, has added **Brennen Brown** to its leadership team as a managing partner and leader of the firm's capital markets strategy and internal operations. Brown has more than 15 years of experience at Goldman Sachs and D.A. Davidson. He graduated from Brigham Young University and serves on several boards, including Utah Africa Mission, which he co-founded to help alleviate poverty in East Africa.



Brennen Brown

PETS

• **VetTemps**, a Salt Lake City-based nationwide relief veterinary staffing agency, has appointed **John Brooks Slaughter II** as medical director and brand ambassador. Over the next five years, he will lead recruiting and retention, training and professional development, and thought leadership and advocacy. Slaughter has practiced across general medicine, emergency/critical care, integrative medicine, and advanced diagnostics for nearly two decades. Most recently, he worked as an independent high-level relief veterinarian throughout the Mid-Atlantic region while lecturing on business management at Chi University. Before his full-time clinical practice, Slaughter worked 15 years in financial services, rising to senior vice president at First Union Securities (now Wells Fargo) and first vice president at Morgan Stanley.



John Brooks Slaughter II



SUN
PRINT SOLUTIONS®
Sunprintsolutions.com 801-972-6120





CUSTOM PRINT DIRECT MAIL FULFILLMENT PACKAGING

Work Daze

Save the owls!

Personally, I blame Benjamin Franklin. It was old Ben who told us, “Early to bed and early to rise makes a man healthy, wealthy and wise.”

The fact that it can also make a man exhausted, cranky and deeply depressed did not stop Franklin from promulgating his catchy, but highly prejudicial, axiom.

Which is why I speak for all late risers when I respectfully say, “Mr. Franklin, go fly a kite!”

The discrimination against people who wake up when the sun goes down, aka “night owls,” is deeply embedded in our workplace culture. As Alex Williams explains in “Maybe Your Sleep Problem Isn’t a Problem,” a recent article in The New York Times, early risers, aka “larks,” are “celebrated as the high achievers, the apple polishers, the CEOs.”

“In the corporate world,” writes Williams, “rising early has always served as a handy signifier of unbridled ambition, the will to succeed.”

It’s true! When it’s 3:45 a.m. and you are finally ready to stop bingeing on the latest episodes of “Jessica Jones” on your Apple iPad, Apple CEO Tim Cook is “bounding out of bed.” And, though the Williams article doesn’t say it, he’s probably feeling very superior to Starbucks CEO Howard



Schultz, a slacker who doesn’t wake up until 4:30 a.m. The discrimination against night owls can become a real dollars-and-cents issue. A Foster School of Business study shows that “employees who started work earlier in the day were rated by their supervisors as more conscientious and thus received higher performance ratings.”

No question, this is why larks get big raises, and night owls ... get chicken feed.

Perhaps the most frustrating aspect for those living the night-owl lifestyle — or “chronotype,” as we behavioral scientists call it — is the fact that your sleep schedule is not your decision. As we learn from Matthew Walker, the director of the Center for Human Sleep Science, “night owls are not owls by choice. They are bound to a delayed schedule by unavoidable DNA hard wiring. It’s not their conscious fault, but rather their genetic fate.”

If you are an owl or have owlsh tendencies, chances are you have felt the pain of anti-owl prejudice.

Since you can’t change and your managers won’t change, the only way that you will survive in the workplace is to understand that being nocturnal is not the only quality that defines night owls. They are also wise.

For a wise owl to be at work well before the larks arrive, all you have to do is not go home the night before. Really, it’s not such a terrible idea. You have access to the Internet at work, so you can satisfy your “Jessica Jones” jones. There are also cozy spots to tuck in when dawn is breaking and you’re ready for bed. The server room is warm and toasty. The supply cabinet has everything you need to make a sleep mask out of index cards and rubber bands. And the chairs in the main conference room are especially conducive to sleep. It’s why you can barely stay awake in meetings, no matter what time they’re scheduled.

If there is work to be done, wise owls do it in the afternoons. Owls wake up at midnight and larks fade at 5 p.m., which leaves the hours between 12 and 5 when both flocks are awake. Just don’t forget lunch, which wipes out the hours between noon and 2. And do remember that larks, feeling self-satisfied with

all they’ve achieved before sunrise, are likely to leave early.

Basically, this means that the ideal time to work is between 2:32 p.m. and 2:34 p.m.

Yes, it’s only two minutes, but there’s no limit to what can be accomplished when larks and owls work together.

If these solutions do not work for you, consider a job change. Computer geeks are not only allowed, but are expected to work through the night. If a coder arrives late to work, looking disheveled and wrung out, it’s not held against them. It’s a sign that they’re working hard.

Trust me, if Ben Franklin were alive today, he’d change his job and his tune. He’d be working at Facebook and publishing his pithy maxims on Twitter. I can almost hear him now: “Late to bed, late to get up, makes a man as rich as King Tut, especially if the man gets a big signing bonus and beaucoup stock options as part of his overall compensation package.”

Kind of catchy, yes? And very true.

Bob Goldman was an advertising executive at a Fortune 500 company. He offers a virtual shoulder to cry on at bob@bgplanning.com

Copyright 2026 Creators Syndicate Inc.



PREMIER RETAIL SPACE AVAILABLE

6699 N. LANDMARK DRIVE, PARK CITY, UT 84098
LEASE RATE: CONTACT AGENT FOR PRICING

- Park City’s Largest Retail Center
- Multiple Suites Available Ranging from 2,100 to 15,000
- Major Facade Renovation in 2024
- Strong National and Local Tenant Mix
- Great Visibility and Access



LISTING DETAILS

Contact Us Today to Schedule a Tour or Request Additional Information.

JILL SNYDER (435) 671-0793 / jill@utahcre.com

TODD MCLACHLAN (801) 520-9005 / todd@utahcre.com

BERKSHIRE HATHAWAY HOMESERVICES | UTAH PROPERTIES

COMMERCIAL DIVISION

OVER \$25 BILLION
IN TOTAL SALES
STATEWIDE FROM 2020-2025

#1
PRIVATELY OWNED BROKERAGE
IN OUR GLOBAL NETWORK

MORE THAN
30 OFFICES
THROUGHOUT UTAH

CONTACT US FOR MORE INFORMATION ON ANY
OF OUR COMMERCIAL REAL ESTATE SERVICES

PARK CITY (435) 649-7171
SALT LAKE CITY (801) 618-0068
COMMERCIAL@BHHSUTAH.COM
BHHSUTAH.COM

©2026 BHH Affiliates, LLC. An independently owned and operated franchisee of BHH Affiliates, LLC. Berkshire Hathaway HomeServices and the Berkshire Hathaway HomeServices symbol are registered service marks of Columbia Insurance Company, a Berkshire Hathaway affiliate. Equal Housing Opportunity.

Calendar

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

Feb. 9, 11:30 a.m.-12:30 p.m.
“Women Leading Behind the Walls: Leadership in Utah’s Correctional Facilities,” a Utah Women & Leadership Project event that takes place online and features Sharon D’Amico and Kristin Keisel, two wardens leading correctional facilities in Utah. Event takes place online. Free (register online in advance). Details are at <https://www.usu.edu/uwlp/calendar/>.

Feb. 10-12
Bank of Utah Economic Forecast Events. One Feb. 10 event is 8-10 a.m. at Ogden Eccles Conference Center, 2415 Washington Blvd., Ogden, in partnership with the Ogden-Weber Chamber of Commerce (ogdenweberchamber.com). A second Feb. 10 event is 11:30 a.m.-1 p.m., at Riverwoods Conference Center, 615 Riverwoods Parkway, Logan, in partnership with the Cache Valley Chamber of Commerce (cachechamber.com). Feb. 11 event is 8:30-11 a.m. at Davis Tech Campus’ Allied Health Building, 435 Simmons Way, Kaysville, in partnership with the Davis Chamber of Commerce. Feb. 12 event is 11:30 a.m.-1 p.m., at Thanksgiving Point’s Garden Room, 2900 Garden Drive, Lehi, in partnership with the Utah Valley Chamber of Commerce (thechamber.org). All will feature Tim Mahedy, founder and chief economist of Access/Macro, a macroeconomic consulting firm. Ogden and Kaysville events also will include Michael Jeanfreau, senior economist at Utah Department of Workforce Services.

Feb. 10, 7:30-9 a.m.
“EmPower Breakfast,” a South Valley Chamber of Commerce event. Speaker Chris Shurian will discuss “Ironman Leadership: Turning Extreme Endurance Into Extreme Resilience in Business – How 140.6 Miles Taught Chris the Mindset Needed to Survive Any Economic Collapse.” Location is Legends Pub & Grill – Southtown, 10631 S. Holiday Park Drive, Sandy. Early-bird cost is \$29. Details are at <https://sandy.empowerbreakfast.org>.

Feb. 10, 9 a.m.
“How U.S. Policy Shifts are Reshaping Aerospace & Defense Sourcing Decisions,” presented by 47G and Onyx Strategic Insights. Speakers Melissa Taylor, director of geopolitical research, and Adam Karson, director and chief economist, both with Onyx, will discuss the outlook for US strategic positioning and explore impacts on and considerations for national defense sourcing. Event takes place online. Details are available at contact@47g.org.

Feb. 10, 9-11 a.m.
“Pay the IRS Less Without Going to Jail,” a Small Business Development Center event that takes place online. Cost is \$24. Details are at <https://clients.utahsbdc.org/events.aspx>.

Feb. 10, 11:30 a.m.-1 p.m.
“Lunch & Learn,” a Silicon Slopes AI Chapter event. Speaker Tim Kapp, AI engineer and economist, will discuss “AI and the Collapse of Competitive Advantage.” Location is Silicon Slopes, 2600 Executive Parkway, Suite 140, Lehi. Details are at siliconslopes.com.

Feb. 10, noon-1:30 p.m.
Professional Growth Series, a ChamberWest Women in Business event. Theme is “Life Beyond the Game: Perspectives from Professional Women Athletes,” with players from League One Volleyball discussing life beyond the game, offering a glimpse into who they are beyond the court. Location is Salt Lake Community College Bruin Arena/Lifetime Activities Center, 4600 S. Redwood Road, Taylorsville. Cost is \$30 for chamber members, \$40 for nonmembers. Details are at chamberwest.com.

Feb. 11, 11:15 a.m.-1 p.m.
“State of the Chamber” Luncheon, a South Valley Chamber of Commerce event that will feature highlights of the chamber’s key achievements from 2025 and its vision for advancing business success and strengthening the South Valley economy in 2026 and beyond. Location is Salt Lake Community College, Miller Campus, Karen Gail Miller Conference Center, Building 2, 9750 S. 300 W., Sandy. Cost is \$25 for members, \$35 for nonmembers. Details are at southvalleychamber.com.

Feb. 11, 11:30 a.m.-12:30 p.m.
“Leadership in Times of Grief & Crisis,” a Utah Women & Leadership Project event that takes place online and features Astrid S. Tuminez, president of Utah Valley University. Event takes place online. Free (register in advance). Details are at <https://www.usu.edu/uwlp/calendar/>.

Feb. 11, 11:30 a.m.
Women in Business, presented by the Mountain West, South Jordan and West Jordan chambers of commerce. Speaker Myhriah Young, area marketing manager for multiple Dogtopia locations and Women in Business chair for the South Jordan Chamber, will present a hands-on workshop titled “How I Use Collaboration and DINKWAD to Take Businesses to Success.” Location is Legacy Banque Room, 1617 Temple Lane, South Jordan. Cost is \$15 for chamber members, \$20 for nonmembers, \$25 at the door. Details are at sj-chamber.org.

Feb. 11, noon-1 p.m.
“Driving Change: Sustainable Transportation in Action,” a Summit County Green Business Program “Lunch & Learn” event that will provide insights into the successes and challenges of electric vehicle adoption and transportation solutions for local employers. Speakers are Kelbe Goupil, senior associate of transportation electrification at Utah Clean Energy; Anthony Saylor of Fetch Park City; Eva De Laurentiis, Summit County regional transportation planning deputy director; and Sydney Maves, Park City senior transportation planner. Location is Park City Library, 1255 Park Ave., Park City. Free. Registration can be completed at Eventbrite.com.

Feb. 11, 5-7 p.m.
“Business After Hours,” an Ogden-Weber Chamber of Commerce event. Location is Positional Release Therapy Institute, 1710 E. 5600 S., South Ogden. Free for members and first-time guests, \$35 for nonmembers. Details are at ogdenweberchamber.com.

Feb. 11, 6-7:30 p.m.
“Online Marketing Fundamentals,” a Small Business Development

Center event that takes place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

Feb. 12, 8 a.m.-3:30 p.m.
2026 Clean & Green Sustainability Conference & Expo, hosted by Cascade Geosynthetics. Seminar will feature information about geosynthetics, erosion and sediment control, stormwater management products and local case studies. Location is Salt Lake Community College’s Miller Campus, 9750 S. 300 W., Sandy. Cost is \$26.86. Registration can be completed at Eventbrite.com.

Feb. 12, 8:30 a.m.-5 p.m.
“Employer Tax Workshop,” a Small Business Development Center event. Location is Salt Lake SBDC at Salt Lake Community College. Cost is \$34. Details are at <https://clients.utahsbdc.org/events.aspx>.

Feb. 12, 1-2:30 p.m.
“Crossroads of the World: Bahrain,” a World Trade Center Utah event featuring Bahrain’s top U.S. diplomat, Ambassador Abdulla bin Rashid AlKhalifa, discussing where the country is headed and what that means for Utah industries in engineering, finance, energy, advanced services, and information and communications technology. Location is World Trade Center Utah, 60 E. South Temple, Suite 300, Salt Lake City. Free, but registration is required. Details are at <https://luma.com/yg4wn23k>.

Feb. 12, 5-7 p.m.
“Women Who Shape the Built Environment: A WLI Mentorship Exchange,” a ULI (Urban Land Institute) Utah Women’s Leadership Initiative event that is a roundtable mentoring event designed to foster authentic connection, shared insight and inspiration among professional women in real estate and land use. Event will feature small-group discussions with industry leaders representing a range of sectors across the built environment. Participants will rotate between tables, creating the opportunity to hear diverse perspectives, ask candid questions, and engage conversation. Location is Blaser Ventures, 386 W. 500 S., Salt Lake City. Costs range from \$30 to \$60. Details are at <https://utah.uli.org/events-2>.

Feb. 12, 6-8 p.m.
“Business Essentials,” a Small Business Development Center event that takes place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

Feb. 13, noon-1 p.m.
“Silicon Slopes Conversation,” a Silicon Slopes event featuring Jeff Burningham, founder and chairman, Peak Capital Partners and Element Ventures. Location is Silicon Slopes, 2600 Executive Parkway, No. 140, Lehi. Details are at <https://www.siliconslopes.com/events>.

Feb. 18, 8:30 a.m.
“Arrive Prepared: The Compensation Strategies Driving Salary Choices,” focusing on how compensation decisions are made and how to confidently advocate for their worth. Location is Scott C. Keller Business Building, Utah Valley University, 800 W. University Parkway, Orem. Free. Registration can be completed at Eventbrite.

Feb. 18, 11 a.m.-1 p.m.
“Aligning Your Social Media Approach with Your Business Goals,” a South Valley Chamber of Commerce event. Speaker is Wendy Coleman, director of public relations and social media at Penna Powers. Location is Salt Mine Productive Workspace, 7984 S. 1300 E., Sandy. Cost is \$35 for members, \$55 for nonmembers. Details are at southvalleychamber.com.

Feb. 18, 11:30 a.m.-1 p.m.
Business Alliance Networking Luncheon. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Free (lunch is available for purchase). No RSVP needed. Details are at davis-chamberofcommerce.com.

Feb. 18, noon-1 p.m.
“Body Language and Subconscious Communication,” a Women’s Business Center of Utah “Solve the Business Puzzle: event. Speaker is Hollie Dance, a communication and body language expert. Event takes place online. Free. Details are at wbcutah.org.

Feb. 18, 3-5 p.m.
“H-2B Seasonal Worker Visa – Basics 101” Information Session, a Park City Chamber & Visitors Bureau event focusing on the H-2B Non-agricultural Temporary Seasonal Workers Visa program. Presenter is attorney Matthew Lee of Lee & Novi. Location is Stein Eriksen Lodge, Deer Valley. Free. RSVPs can be completed by emailing pmills@leenovi.com.

Feb. 18, 5:30-6:30 p.m.
“Tax Planning Clinic,” a Small Business Development Center event that takes place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

Feb. 18, 6-8 p.m.
“Marketing Clinic,” a Small Business Development Center event that takes place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

Feb. 19, 11:30 a.m.-1 p.m.
2026 Athena Leadership Award Ceremony & Luncheon, an Ogden-Weber Chamber of Commerce event. Award recipient is Kristy Pack, founder of Pack Tax. Location is Timbermine, 1701 Park Blvd., Ogden. Registration deadline is Feb. 12 at noon. Cost is \$35. Details are at ogdenweberchamber.com.

Feb. 19, 11:30 a.m.-1:30 p.m.
“The Profit Lab: Basics Behind Real Estate Finance and Capital Markets,” a ULI (Urban Land Institute) Utah event. Session will break down core concepts, including NOI, debt underwriting and investor return metrics, offering a clear look at how lenders and equity partners evaluate commercial real estate deals. Presenter is Brandon Duke, chief financial officer at Wright Development Group. Location is Fidelity National Title, 170 S. Main St., Suite 1075, Salt Lake City. Details are at <https://utah.uli.org/events-2>.

Feb. 19, 5-7 p.m.
“Business After Hours,” a Salt Lake Chamber event. Location is Natural History Museum of Utah, 301 Wakara Way, Salt Lake City. Free for members and \$30 for nonmembers until Feb. 13, \$20 for

Calendar

members and \$40 for nonmembers thereafter. Details are at slchamber.com.

Feb. 19, 6:30-8 p.m.

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

Feb. 20, 8:30-10 a.m.

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

Feb. 24, 9 a.m.-1 p.m.

SheTech Explorer Day, a Women Tech Council event that is an immersive career exploration field trip for young women featuring hands-on STEM experiences, exposure to Utah colleges and leading tech companies, and hundreds of industry mentors. Registration is free and open to all girls in grades 9-12. Location is Mountain America Expo Center in Sandy. Registration and volunteer information is available at https://lnkd.in/gqEYsh_2.

Feb. 24, 11 a.m.-1 p.m.

Athena Award Luncheon, a Davis Chamber of Commerce Women in Business event. Honoring Athena Leadership Award recipient Julie Batchelor. Location is Davis Conference Center and Hilton Garden Inn, 1651 N. 700 W., Layton. Details to be announced at davischamberofcommerce.com.

Feb. 24, 11:30 a.m.-1 p.m.

Professional Development Series, a ChamberWest event. Speaker Ifo Pili, city manager of West Valley City, will discuss “Building a Winning Culture: Lessons in Leadership and Team Performance.” Location is Embassy Suites West Valley City, 3524 Market St., West Valley City. Cost is \$30 for members by Feb. 20, \$40 for nonmembers and members thereafter. Details are at chamberwest.com.

Feb. 24, 11:30 a.m.-1 p.m.

Women in Business Luncheon, a South Valley Chamber of Commerce event. Speaker Kimberleigh Collins-Peynaud, artist and professional independent sculpture conservator with the American Institute of Conservation, will discuss “Unfamiliar Yet Unbroken: One Woman’s Story Behind Strength and Survival.” Location is Sandra N. Lloyd Community Center, 12830 S. Redwood Road, Riverton. Cost is \$23 for members, \$35 for nonmembers. Details to be announced at southvalleychamber.com.

Feb. 24, 11:30 a.m.-1 p.m.

Women in Business, an Ogden-Weber Chamber of Commerce event. Location is Jeremiah’s Lodge & Garden, 1329 W. 12th St., Marriott-Slaterville. Cost is \$25 for members and first-time guests, \$35 for nonmembers. Registration deadline is Feb. 17 at noon. Details are at ogdenweberchamber.com.

Feb. 25-27

Apres Cyber Slopes Summit, focused on AI and cybersecurity briefings and trainings. Event includes expert-led sessions, workshops and live demos. Attendees will explore emerging trends in

AI and cybersecurity, adversary emulation, cloud security, incident response, leadership, and real-world defense strategies. Location is Blair Education Center, 900 Round Valley Drive, Park City. Details are at ApresCyber.com.

Feb. 25, 5-6:30 p.m.

“Connect After Hours,” a South Valley Chamber of Commerce event. Location is FatCats Bluffdale, 13901 S. Redwood Road, Bluffdale. Cost is \$15 for members, \$25 for nonmembers. Details to be announced at southvalleychamber.com.

Feb. 25, 5-6 p.m.

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

Feb. 25, 5:30 p.m.

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

Feb. 25, 6-7 p.m.

“Facebook/Instagram Ads: Create and Manage Ads Like a Pro,” a Small Business Development Center event that takes place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

Feb. 26, 6-7 p.m.

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

March 4, 9-11 a.m.

“Franchising Unfiltered: Myths & Realities for Entrepreneurs,” a Small Business Development Center event. Location is Salt Lake SBDC at Salt Lake Community College. Cost is \$24. Details are at <https://clients.utahsbdc.org/events.aspx>.

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

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

March 4, noon-1:30 p.m.

2026 Economic Lunch, a Utah Valley Chamber of Commerce event. Speaker is Robert Spendlove, senior vice president and economic and public policy officer at Zions Bank. Location is Provo Marriott, 101 W. 100 N., Provo.

Cost is \$35 for two tickets. Details are at thechamber.org.

March 5-7

RootsTech 2026, a family discovery event hosted by FamilySearch. Event features keynote speakers, hundreds of online and in-person genealogy classes (free online) and a virtual Expo Hall. Location is Salt Palace Convention Center, 100 S. West Temple, Salt Lake City. Three-day pass costs \$129, one-day pass is \$79, online is free. Details are at <https://www.familysearch.org/en/rootstech/>.

March 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.

March 11, 4-6 p.m.

International Women’s Day, hosted by BioHive and Myriad Genetics and featuring Salt Lake City Mayor Erin Mendenhall. Location is Myriad Genetics, 322 N. 200 W., Salt Lake City. Details are at <https://luma.com/fs11rv7x>.

March 11, 5-7 p.m.

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

March 12-13

Wilson Sonsini Entrepreneur & Investor Life Sciences Summit, presented by BioUtah and the Brigham Young University College of Life Sciences & Tech Transfer Office. Summit is March 12, 8:30 a.m.-5 p.m., at the Hilton Hotel, 255 S. West Temple, Salt Lake City. Ski Day is March 13, 9 a.m.-4 p.m., at Snowbird Resort. Cost through Feb. 15 is \$200 for BioUtah members, \$275 for nonmembers. Ski Day lift tickets and lunch cost \$195. Luncheon only costs \$50. Details are at <https://eilifesciencessummit.org/>.

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

Women in Business Luncheon, a Davis Chamber of Commerce event. Cost is \$25 for members, \$35 for nonmembers. Details to be announced at davischamberofcommerce.com.

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

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

March 18, noon-1 p.m.

“Building a Personal Brand that Drives Your Business,” a Women’s Business Center of Utah “Solve the Business Puzzle” event. Speaker is Robyn Cohen, senior vice president of sales and business development at Universal Media and the founder of The After Co. Event takes place online. Free. Details are at wbcutah.org.

March 19-20

17th Annual Intermountain Sustainability Summit. Theme is “Building Resilience.” Event will feature more than 40 speakers discussing sustainable practices, particularly in the context of climate change, clean energy, resilience and regeneration. Location is Weber State University in Ogden. Details are at <https://www.weber.edu/issummit>.

March 19, 11 a.m.-1 p.m.

Financial Wellness Roundtable, hosted by the Utah Worksite Wellness Council and Elevated Retirement Group. Location is Elevated Retirement Group, 11925 S. 700 E., Draper. Cost is \$35. Details are at Utahworksitewellness.org/events.

March 20, 8:30-10 a.m.

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

March 24, 11 a.m.-1 p.m.

Business Women’s Forum. Speaker Michelle Kennedy, CEO of Plato Media Co., will discuss “Resilience as Strategy: Rebuilding Success and Belief After Upheaval.” Location is Salt Lake Marriott Downtown at City Creek, 75 S. West Temple, Salt Lake City. Cost is \$40 for members and \$60 for nonmembers until March 17, \$50 for members and \$70 for nonmembers thereafter. Details are at slchamber.com.

March 24, 11:30 a.m.-1 p.m.

Women in Business, an Ogden-Weber Chamber of Commerce event. Location is Jeremiah’s Lodge & Garden, 1329 W. 12th St., Marriott-Slaterville. Cost is \$25 for members and first-time guests, \$35 for nonmembers. Registration deadline is March 17 at noon. Details are at ogdenweberchamber.com.

March 24, 11:30 a.m.-1 p.m.

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

March 25, 8 a.m.-5 p.m.

“Build Your Custom AI Business Assistant, and Turbocharge Your Business,” a Small Business Development Center event. Location is Salt Lake SBDC at Salt Lake Community College, Sandy. Cost is \$59. Details are at <https://clients.utahsbdc.org/events.aspx>.

March 25, 5-10:30 p.m.

Annual Gala, an Ogden-Weber Chamber of Commerce event. Reception begins at 6 p.m., followed by awards at 7:30 p.m. Location is Peery’s Egyptian Theater and Ogden Eccles Conference Center, 2415 Washington Blvd., Ogden. Cost is \$25. Details are at ogdenweberchamber.com.

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

Chamber Luncheon, a Davis Chamber of Commerce event. Cost is \$25 for members, \$35 for nonmembers. Details to be announced at davischamberofcommerce.com.

April 2, 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.

April 8, 5-7 p.m.

“Business After Hours,” an Ogden-Weber Chamber of Commerce event. Location is 2302 S. Washington Blvd., Ogden. Free for members and first-time guests, \$35 for nonmembers. Details are at ogdenweberchamber.com.

American Tungsten buys Dutch Mountain mill in Tooele County

American Tungsten & Antimony Ltd. (AT&A), a natural resources developer based in Australia with a U.S. office in New York City, has signed agreements to acquire the Dutch Mountain Mill, a tungsten processing facility, and the Dutch Mountain Tungsten Project in Tooele County.

With the agreements, AT&A obtains the only fully permitted, operationally tungsten processing facility in Utah’s Clifton (Gold Hill) Mining district as well as the Fraction Lode mine, America’s last active tungsten-producing mine.

“Developing a new mill on federal land typically triggers the National Environmental Policy Act (NEPA), resulting in extended permitting timelines,” said Andre Booyzen, AT&A’s managing director. “In the race for critical minerals, time is the most valuable asset. With this acquisition of the Dutch Mountain Project, we also acquire a fully permitted processing facility on private land that operated as recently as 2017. We believe this will help reduce our development timeline from regulatory delays that have constrained many U.S. mining projects.”

“Critically, the mill removes a long-standing bottleneck in the Clifton Mining District, where numerous high-grade historical mines remain undeveloped under fragmented private ownership due to insufficient permitted processing capacity,” he added.

Booyzen also said that the company continues to be encouraged by initial drilling results at Antimony Canyon, the company’s flagship project.

AT&A’s flagship Antimony Canyon Project is one of the country’s largest and highest-grade undeveloped antimony systems, historically mined but never subjected to modern exploration. The recently secured Sage Hen and Dutch Mountain Tungsten projects in Nevada and Utah further strengthen the company’s position in critical minerals, he said.

AT&A is located in Subiaco, Western Australia, and is focused on exploring and developing high-grade antimony, tungsten and gold assets, primarily in the United States. In addition to the newly acquired Nevada and Utah locations and Antimony Canyon Project in Utah, the company has properties in Tennessee and central Idaho.



Innovative Labs, a contract development and manufacturing company serving the health and wellness products industry, has opened its new state-of-the-art manufacturing and packaging facility in Springville.

“This expansion is a direct response to the massive growth in the wellness sector and the demand for higher-quality production standards,” said Brandon Eriksson, CEO of Innovative Labs. “With our enhanced liquid production capabilities, we are better positioned than ever to serve as a trusted strategic partner for companies developing sophisticated liquid formulations. This milestone underscores our dedication to excellence and our passion for helping clients accelerate their success in dynamic markets.”

The new plant features expanded liquid manufacturing lines for high-absorption formats, a new powder stick production line and advanced research and development labs focused on flavor science and delivery systems.

Innovative Labs offers formulation services in a variety of product forms — liquids, gels, powders, etc. — and packaging such as pouches, sachets, jars, bottles and tubes. (Photo courtesy Innovative Labs)

Feds to offer 57 Utah oil and gas lease parcels

The U.S. Bureau of Land Management (BLM) has announced an oil and gas lease sale of 57 land parcels in Utah. The sale will take place March 31 and encompasses 68,632 acres in the state.

The BLM completed scoping on these parcels in October and held a public comment period that closed in January on the parcels and the related environmental analysis. A 30-day public protest period to receive additional public input opened Jan. 31 and will close March 2. The parcels BLM analyzed, as well as maps and instructions on how to submit a protest, are available on BLM’s ePlanning website at <https://eplanning.blm.gov>.

Leasing is the first step in the process to develop federal oil and gas resources. Before development operations can begin, an operator must submit an application for a permit to drill, detailing development plans. The BLM reviews applications for permits to drill, posts them for public review, conducts an environmental analysis and coordinates with state partners and stakeholders.

The BLM announcement of the Utah sale said all parcels that are included in a federal oil and gas lease sale include appropriate stipulations to protect important natural resources. Information on current and upcoming BLM leases is available through the National Fluid Lease Sale system at <https://nflss.blm.gov/s/sales>. BLM lease sales are held online through EnergyNet.



Executive Accounting Role: Chief Accounting Officer

Fast-paced media company seeks a highly organized, self-directed accounting leader to drive daily accounting operations, financial reporting, and compliance. This role is central to cash flow, revenue cycles, invoicing, and accounts receivable.

Key Duties Include:

- QuickBooks Online expertise
- High-volume monthly billing (up to 400 invoices in two days)
- Thorough customer and team communication by phone/email/in person
- Precise accounts reconciliation

We value trust, ownership, and autonomy—no micromanaging, just clear expectations and support. 36-hour workweek with 100% focus during scheduled hours and true time-off outside them.

Apply today to join a mission-driven media organization. People@TheCityJournals.com

<https://www.linkedin.com/jobs/view/4365864325/>



PUBLIC NOTICES

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

LEGAL NOTICE DEADLINE

Monday by 5 P.M.
week of publication

Submit legal notices to:
Clientservices@thecityjournals.com





My Utah Is
**BUILT ON BIG
DREAMS & MY
BANK FUELS MY
GROWTH**

Empowering local businesses to thrive. Let our expert team guide you with the insights and tools you need to grow confidently.

Find a location near you by visiting bankofutah.com.



BUSINESS ■ PERSONAL ■ TRUST ■ MORTGAGE



NMLS: #422914