

INSIDE

TAYLORSVILLE

Restaurant makes much-needed expansion

Page 2

PROVO

City has among nation's lowest tenure rates

Page 5

LEHI

Recruitment platform acquired by Arizona firm

Page 9

People on the Move
Pages 10-11

Industry Briefs
Pages 12-13

Business Calendar
Page 14

OF NOTE



Popping up in Bountiful

Jack in the Box has opened its 14th Utah location at 386 W. 500 S., Bountiful, adding to the chain's growing presence in the Beehive State. It's open 24 hours a day except on Mondays.



Rep. Burgess Owens spoke at a ceremony in South Jordan focused on continued federal funding for transportation. (Photo courtesy Utah Transit Authority)

Government, business representatives push need for transportation funding

Federal government and business officials gathered recently in South Jordan to highlight the need to "Keep America Moving."

The officials stressed the need for continued federal funding for surface transportation, which is set to expire this fall. Hosted by the U.S. Chamber of Commerce, the gathering took place near a FrontRunner commuter rail station and included Federal Transit Administrator Marcus Molinaro; U.S. Rep. Burgess Owens, R-Utah; state transportation officials and local business leaders.

A strong, reliable transportation network, they said, is necessary for economic growth.

"Public transit is not just about moving people. It's about moving the economy," Molinaro said. "Tools like the FrontRunner project drive housing, retail and growth. The decisions we make reap benefits for people. We're focused on driving on-time, on-budget projects with local and community leaders."

During a news conference showcasing the U.S. Chamber's "Keep America Moving" initiative, FrontRunner's impact in the region and the need for continued investment to expand its capacity was at the forefront. Officials cited FrontRunner as an example of how transit investments improve

mobility, reduce congestion, and connect workers to opportunities, but also underscored that it and other projects need further investment to maximize their potential. FrontRunner carried more than 4.1 million riders in 2025.

Other activities included the U.S. and South Valley chambers of commerce co-hosting a roundtable discussion with local business leaders in which attendees underscored the need for predictable, long-term federal funding to continue to improve their region's infrastructure. They highlighted the role transportation infrastructure plays in supporting economic growth and workforce mobility in Utah, and its importance to the region for tourism, including the upcoming 2034 Winter Olympics.

"The [U.S.] Chamber is convening leaders across the country to build momentum for surface transportation reauthorization," said John Drake, vice president of transportation, infrastructure and supply chain policy at the U.S. Chamber. "The business community is aligned on the need to provide long-term certainty and permitting reforms to build the infrastructure that the American economy and communities depend on."

"We thank Rep. Owens and FTA Administrator Molinaro for their leadership and

partnership as we work toward a strong, long-term reauthorization that keeps America competitive; strengthens supply chains; and delivers results for businesses, workers and communities."

"Reliable transportation infrastructure is critical to economic growth, public safety and opportunity in Utah and across the country, including improvements to the FrontRunner rail system," Owens said. "As my colleagues and I work to advance legislation to reauthorize essential surface transportation programs, I'm committed to ensuring those efforts focus on predictable funding, smart investments, and cutting red tape so projects can move forward efficiently."

"I appreciate the U.S. Chamber of Commerce for convening this important discussion and thank FTA Administrator Molinaro for his leadership and partnership as we work to strengthen America's transportation network and enhance our economic competitiveness."

The South Jordan event was one of several in the chamber's "Keep America Moving" tour as the organization continues engaging with policymakers in Washington, D.C., and around the country to build support for surface transportation reauthorization, which is set to expire Sept. 30.

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Ascendent Demolition expands into Utah and four other states

Seattle-based Ascendent has expanded its operations into Utah, Idaho, Montana and Oregon. As part of this expansion, Ascendent has named industry veteran Nick Tidwell as the new Mountain Region demolition manager, based out of the company's latest regional office.

Tidwell, born and raised in Idaho, brings more than 20 years of experience in demolition operations and project management. He began his career as a general laborer at 17, developing his expertise in interior demolition, abatement and high-reach structural demolition while quickly rising through operational leadership roles.

"After speaking with the Ascendent team, it became clear that if I wanted to feed my passion for the demolition business, this was the place to be," said Tidwell in a company release. "This opportunity is two years in the making — time I've spent getting to know the company and the culture I'd be joining. I'm excited to build a strong footprint for Ascen-

dent in the Mountain Region and contribute to the mission of becoming the largest demolition company in the West."

In his new role, Tidwell will oversee lead generation, project scheduling, crew management and regional operations while also expanding his expertise in estimating and executive-level decision-making.

"Nick's leadership, operational skills, and passion for the industry make him an outstanding fit for this role," said Rick Estes, owner of Ascendent Demolition. "We're thrilled to have him on board as we continue our growth into new markets and serve customers throughout the Mountain Region."

Ascendent Demolition is a demolition and site preparation company providing selective and total demolition and civil contractor services to property owners and developers in civil, commercial, industrial and residential projects with the largest fleet of specialized demolition equipment in the region.



Ascendent Demolition has expanded its services into Utah and three other states. (Photo courtesy Ascendent Demolition)

Texas Roadhouse expands its Taylorsville location

Customers who've eaten at the Texas Roadhouse in Taylorsville have been hoping for the restaurant's expansion for a long time. Now, their wishes have been granted.

The popular restaurant, located at 1904 W. 5400 S., has just opened a new section of its dining room, adding nine tables and about 50 seats. The roadhouse is now 15 percent larger than before.

"We are responding to our customers' requests for more seating, which lowers their wait time and allows us to serve them quicker," said Brad Allen, manag-

ing partner. "Our contractor helped make the expansion seamless and we officially opened the new section on Jan. 27."

Texas Roadhouse moved in 2018 from its original location to the south of 5400 South to its present home. Allen said that move was made in large part to help with parking, as the roadhouse now shares a large parking area with a few neighboring businesses. The Taylorsville location is by far the busiest Texas Roadhouse in Utah. Nationally, the brand has 730 locations in 49 states.

"The community has been great to support us for so many years," Allen said. "We have great crews and servers, and I think the secret to our success is the good value we offer customers who dine with us. Our goal is always to give customers the best experience for dining."

Allen's team is also very involved in the community. Again this summer, he will sponsor a golf tournament that benefits local law enforcement. They have donated over 140,000 rolls to a local nonprofit program, and continuously

support civic and youth programs.

"We really do focus on giving back to the community whenever we can," he said.

Allen added that a few new menu items will be introduced later this year.

The roadhouse is open Monday through Thursday from 3 to 10 p.m., Fridays from 3 to 11 p.m., Saturdays from 11 a.m. to 11 p.m. and Sundays from 11 a.m. to 10 p.m. Reservations aren't available, but the best way to beat the crowd is by calling 801-955-7514 to get on the wait list.



New tables have been added as part of a 15 percent expansion to the Texas Roadhouse restaurant in Taylorsville. (Tom Haraldsen/Salt Lake Business Journal)

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Tech industry sues to stop Utah law restricting app downloads by minors

John Rogers

Salt Lake Business Journal

A tech industry group has filed suit in U.S. District Court in Utah to stop the state from enforcing a law requiring app distributors like Google and Apple to verify users' ages and then block minors under 18 from downloading apps without parental permission.

The Computer & Communications Industry Association (CCIA) argues the App Store Accountability Act unconstitutionally "imposes a broad censorship regime on mobile apps." The lawsuit claims the law violates First Amendment rights and acts as a "blockade" to lawful speech.

"Our Constitution forbids laws that require businesses to 'card' people before they can enter bookstores and community theaters," the group wrote in its filing. "And the First Amendment prohibits such oppressive laws as much in cyberspace as it does in the physical world."

Utah passed the law — SB142 — in March 2025, and the age verification provisions went into effect in May 2025. Additional key provisions of the act — including a requirement for app stores to share age information with app developers — are slated to take effect this May. The new law was sponsored by Sen. Todd Weiler, R-Woods Cross.

The CCIA, which represents companies including Amazon, Google and Meta, asserts that the law is "vague and unworkable" and that similar measures have already been blocked in other states, such as Texas.

"For example, a 14-year-old cannot purchase the audiobook version of *The Giver* from Audible until her parent or guardian approves the purchase," the group writes. "If her parent or guardian is too busy or refuses to approve the request, or cannot adequately prove legal authority, the minor would be blocked entirely from listening to the John Newbery Medal-winning novel."

The CCIA filing, which names Utah Attorney General Derek Brown and the director of the Utah Division of Consumer Protection, continues, "Verification methods generally ask users to upload a government-issued ID, such as a driver's license or passport, or input credit card information. This will, at best, deter users (many of whom do not wish to disclose this type of sensitive information to app stores) from accessing the tremendous amount of expressive and informational offerings within the app stores and from engaging in the protected speech and knowledge-seeking they facilitate."

Texas and Louisiana have both passed similar statutes, and federal lawmakers have introduced comparable national legislation.

CCIA and a student group called Students Engaged in Advancing Texas sued over that state's law and obtained an injunction late last year blocking its enforcement. U.S. District Court Judge Robert Pitman in Austin ruled in that matter that the Texas statute may have "some compelling applications" but is too broad to be constitutional. "Nothing suggests Texas's interest in preventing minors from accessing a wide variety of apps that foster protected speech (such as the Associated Press, the Wall Street Journal, Substack, or Sports Illustrated) is compelling," the Texas judge wrote in his opinion.

Texas has appealed the injunction ruling to the 5th Circuit Court of Appeals.

Under Utah's App Store Accountability Act, signed by Gov. Spencer Cox last March, app store providers shall "at the time an individual who is located in the state creates an account with the app store provider, request age information from the individual; and verify the individual's age category using: (A) commercially available methods that are reasonably designed to ensure accuracy; or (B) an age verification method or process that complies with rules made by the division under Section 13-75-301." If a minor tries to open an account, the



Instagram has supported laws such as the one being challenged by the tech industry in Utah. The social media site has run ads such as this one calling for app stores to lead in verifying age and parental approval before youngsters can download apps. (Instagram screen capture)

app store will direct them to link the account to their parent's account.

X, Snap and Meta released a joint statement following passage of the act by the Utah Legislature, praising the "one-stop shop" appeal of the Utah law: "The app store is the best place for it, and more than a quarter of states have introduced bills recognizing the central role app stores play. We applaud Utah for putting parents in charge with its landmark legislation and urge Congress to follow suit."

Instagram has also promoted the app store age verification laws by placing ads in support of the provision with various news sites.

Google and Apple have lobbied against passage of any legislation that puts the onus of verification on the app store providers. In a recent blog post, Google argued that the state should look beyond the legislation, citing privacy and safety risks associated with sharing children's age information with all developers, as required under the act.

"One example of concerning legisla-

tion is Utah's App Store Accountability Act," Google said. "The bill requires app stores to share if a user is a kid or teenager with all app developers (effectively millions of individual companies) without parental consent or rules on how the information is used. That raises real privacy and safety risks, like the potential for bad actors to sell the data or use it for other nefarious purposes."

Google's preference would be to put the age-related responsibilities back on the developers.

"Because developers know their apps best, they are best positioned to determine when and where an age-gate might be beneficial to their users," Google's post says. The company vowed to work with legislators nationwide to develop alternative laws.

The debate over age verification legislation is not limited to Utah and Texas. Similar legislation has been introduced in other states, including Alabama, Alaska, Hawaii, Kentucky, New Mexico, South Carolina, South Dakota and West Virginia.

Nominate a Utah Top Workplace for 2026

Great workplaces don't happen by accident. They are nurtured and built to bring out the best in people. If you know of one, nominate it as a Utah Top Workplace.

For the 13th year, employers with outstanding workplace culture in the state will compete for Utah Top Workplaces recognition. This is the first year the award is in partnership with the Salt Lake Business Journal. Any organization with 35 or more employees in the state is eligible to compete for a Top Workplaces award. Standout companies will be honored this fall.

The nomination deadline is April 10. Anyone can nominate an outstanding employer: public, private, nonprofit, a school or even a government agency. To nominate an employer or for more information on the awards, just go to slenterprise.com/nominate or call (801) 803-6841.

There is no cost to participate. To qualify as a Utah Top Workplace, employees evaluate their workplace using a short 26-question survey that takes just a few minutes to complete. Companies will be surveyed through late June.

"As a people and culture leader, I know the strongest organizations invite honest feedback and use it to get better," said Elizabeth Sweat, people and culture leader of the City Journals and Salt Lake Business Journal. "Utah Top Workplaces provides leaders with a meaningful way to measure culture, celebrate what's working and identify opportunities to invest even more intentionally in their people."

Energage, the Pennsylvania-based research partner for the project, conducts Top Workplaces surveys for media in 65 markets nationwide and surveyed more than 2 million employees at more than 8,000 organizations in the past year.

"Earning a Top Workplaces award is a celebration of excellence," said Eric Rubino, CEO of Energage. "It serves as a reminder of the vital role a people-first workplace experience plays in achieving success."

For the 2025 awards, more than 3,500 organizations in Utah were invited to survey their employees. Based on employee survey feedback, 154 earned recognition as Top Workplaces.

**TOP
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BUSINESS JOURNAL

Looking back and forward with Utah Clean Energy

Founders of Utah Clean Energy are celebrating their 25th anniversary this year, continuing to monitor and share thoughts and ideas on ways we can be more clean-energy-efficient.

Sarah Wright is the founder and CEO of Utah Clean Energy. She reflected back on what that journey has looked like since 2001.

“When I started this journey in 2001, nearly 95 percent of the electricity generated in Utah was from coal. We had virtually no renewable energy built. Electric vehicles were a thing from the movies. People’s understanding of energy efficiency was mostly relegated to quirky light bulbs. And talking about climate change? Not the easiest conversation starter.

“Look at how far we have come. Today, Utah has harnessed enough new renewable energy to power nearly 1 million homes. Electric vehicles of all types travel on our roads daily. Local energy efficiency programs save families and businesses millions of dollars and prevent millions of tons of carbon emissions every year. These aren’t just numbers; they represent healthier communities, cleaner air, and a path to a better future for all of us.”

Though she is stepping down as CEO this year, she’s proud of the legacy the organization has created, moving from a “small, scrappy volunteer team (that) has emerged as one of Utah’s leading advocacy organizations. We serve as connectors, conveners and trusted experts. We have built partnerships across political divides and shaped game-changing policies that move us toward a pollution-free future, all while staying true to our vision of healthy, thriving communities empowered by clean energy.”

Wright says Utah Clean Energy has grown alongside Utah’s transformation. She said the next chapter is about accelerating UCE’s momentum.

“I’ve always said that climate change represents both our greatest challenge and our greatest opportunity to build a better world. Utah Clean Energy’s work is far from finished. In fact, some of our most important work lies ahead. While the political headwinds we face are real, the progress we’ve made is unstoppable,

and I truly believe the best is yet to come.”

Along those lines, the foundation points out several key things to remember going forward.

Don’t let fuel standards plummet: When fuel efficiency drops, we all pay the price. The U.S. Department of Transportation is proposing to reduce corporate average fuel economy (CAFE) standards. CAFE standards set the minimum miles-per-gallon that car-makers must average across their fleet of vehicles.

If finalized, the average miles per gallon (mpg) of most new cars and trucks will go from about 50 mpg to 34.5 mpg by 2031. The National Highway Traffic Safety Administration (NHTSA) is studying proposed standards to recommend.

Incentives to reduce emissions: The Utah Department of Environmental Quality has launched a powerful new tool to help you find incentives for your clean air projects. This one-stop

resource brings together programs from the Utah Division of Air Quality, other state agencies, federal sources, and local utilities, all in one easy-to-use platform. You can browse over 500 incentives, compare options and unlock opportunities to make your project more affordable and impactful. Browse over 500 incentives, compare options, and unlock opportunities to make your project more affordable and impactful. Explore the Utah Clean Air Incentive Finder at <https://incentivefinder.utah.gov/>.

Utah’s energy efficiency workforce is booming: The Energy Efficiency Jobs in America Report reveals that energy efficiency remains the largest sector of the U.S. clean energy workforce, with nearly 2.4 million Americans employed in roles that reduce energy use through smarter appliances, efficient buildings, advanced data systems, innovative financing and cutting-edge technologies. In 2024 alone, energy efficiency added almost 100,000 new jobs and grew by 4 percent, which is faster than any other energy sector! In Utah, this translates to thousands of jobs powering local economies and creating opportunities in every community. You can see the report at <https://building-performance.org/education/resources/utah/>.



Utah consumer sentiment up for third straight month

Although the increase is within the poll’s margin of error, the Zions Bank Consumer Sentiment Survey was up again in January. The hike — from 79.9 in December to 80.6 in January (0.9 percent) — was the third straight increase for the survey, which saw a series of declines through the fall months.

A similar survey conducted by the University of Michigan reports that sentiment increased by 6.6 percent among Americans nationwide during January.

Utah consumer sentiment improved or remained flat in all categories except for durable goods — items like household appliances and electronics — that took a slight decline.

“While Utah confidence levels are lower than a year ago. It’s good to see them improving over the past few months,” said Robert Spendlove, Zions Bank senior economist.

With the small monthly increase in Utah

consumer sentiment, this marks three consecutive monthly increases. However, Utah consumer sentiment remains 11.8 percent lower than a year earlier, while U.S. consumer sentiment remains 21.3 percent lower.

The Utah consumer confidence survey uses key questions from the University of Michigan’s Survey of Consumers. These questions measure residents’ views of the present economic situation and their ex-

pectations for the economy in the future. Data gathered from the key questions are used to create the consumer confidence index for Utah. Demographic questions are included in the questionnaire to allow for additional analysis of the data and to assess the representativeness of the sample.

The full results of the monthly Zions Bank Consumer Sentiment Survey can be accessed at <https://gardner.utah.edu/zions-bank-consumer-sentiment-survey/>.

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Hollywood folks ban together for pushback on AI

Tom Haraldsen
Salt Lake Business Journal

There’s a huge concern in Hollywood these days, and really, across the entire entertainment world. It’s due to the rapid development of artificial intelligence, and how it’s being used as substitute performances or appearances.

Now, a large group of entertainment professionals, from actors and singers to producers and directors, are taking action. The Creators Coalition of Artificial Intelligence (CCAI) has been formed to address the issue and “safeguard humanity in the creating process,” according to Jim Geduldick, governor of the Television Academy.

“Our goal is to establish better guardrails and systems,” he said, adding that the group has already collected more than 500 signatories on its website. Founding members include Geduldick along with Daniel Kwan, Johnathan Wang, David Goyer, Natasha Lyonne, Joseph Gordon-Levitt, Paul Trillo, Lynn Renee Maxcy, Janet Yang, Nathalia Ramos, Alex Gardels, Randima Fernando, Dawn Nakagawa, Jac Schaffer, Sian Heder, Tim Friedlander, Ted Temper and Nick Goddard.

“Recently, the tech industry has announced a rapid series of agreements

that have deeply alarmed the creative community,” Geduldick said. “With generative AI evolving so quickly, creators need to come together, get on the same page, and leverage our collective power.

“We recognize both the immense business potential of this technology and its capacity to unlock genuine creative progress. But, without robust guardrails and shared standards, this rapid, uncoordinated deployment threatens to devalue creative labor, erode our trust in what we see and hear, and undermine human creativity itself.”

He calls CCAI “an agnostic convening organization” that provides a centralized hub for discussions on how AI is, or could be, impacting the industry. He emphasizes that the group is not “a full rejection of AI. The technology is here. This is a commitment to responsible, human-centered innovation. We believe humanity is creative enough to design a system that allows for the tech and creative industries to coordinate, collaborate and flourish, but that will not happen by default. We must come together to redirect the current path and build a better system.”

A list of the group’s goals, along with the names of the signatories, can be found on the website at creatorscoalitionai.com. Future programs and projects will be announced.

Beyond uncertainty: middle market strategies for 2026 success

As we look ahead in 2026, middle market leaders are navigating a familiar mix of opportunity and uncertainty. In conversations with the private and public companies we serve, we find they're not waiting for perfect clarity. Instead, they are making targeted, strategic moves to help their companies grow.

Three themes have emerged for continued success in 2026: expanding digital reach, leveraging M&A for transformation, and prioritizing employee financial wellness.

Digital Success Starts with Outcomes, Not Tools

The most successful digital journey starts with the client, not the technology. This includes B2B companies, where clients now expect the same seamless digital experiences in business as they encounter in their personal lives, making client journey-mapping a critical first step.

An effective approach involves clarifying the client engagement moments that matter most, from discovery and buying to onboarding and service. The client experience and data flows should be designed around these critical touchpoints. This means defining what data to capture; assigning clear data ownership and standards; and providing relevant teams with a single, secure view. When



Dan Briggs
Bank of America

the right people have the right information at the right time, decision-making accelerates and satisfaction increases.

A good digital strategy will also help improve employee experience, freeing up employees' time from manual and tedious tasks and creating more room for higher-value, innovative and creative work. This can help attract more digital-savvy employees who can leverage AI, provided data is clean and governed and leaders keep humans in the loop for critical decisions.

Consider Shaping the Future Through M&A

Deal activity is expected to continue in 2026, and mergers and acquisitions can be a powerful tool to accelerate growth and support succession planning. Specifically, M&A offers several strategic avenues for growth and resilience:

- Diversifying into adjacent products or services can broaden a portfolio and deepen client relationships through additional offerings.

- Consolidation can strengthen a company's competitive position by expanding distribution and removing duplicative costs.
- Cross-border deals offer a path to faster market entry and local expertise.
- Employee stock ownership plans (ESOPs) allow owners to sell all or part of the business, while keeping stakeholders invested in the company's success.

Prioritize Your Team's Financial Wellness

The financial health of your employees can impact the financial health of your overall company. While many employers remain focused on offering traditional benefits — such as retirement and health care — employees are asking for a more holistic approach to their benefits package.

Employers must think of financial wellness benefits as more than a perk; these resources can help quell employees' financial anxieties. The 2025 Bank of America Workplace Benefits Report found that personal debt is a significant source of strain for employees, with 46 percent saying it actively causes them stress and 35 percent saying it interferes with their focus and productivity at

work. In a particularly competitive labor market, offering these benefits can help drive job satisfaction, talent retention, work productivity and more.

To help meet employees' financial wellness needs, employers should begin to look beyond traditional benefits. Our research found that employees are looking for unique resources to support their financial health, including:

- Retirement education and planning.
- Learning how to generate income in retirement.
- Online tools to measure and improve financial wellness.
- Financial guidance and resources on emergency savings, mortgages and paying for college.

And while nearly all employers feel responsible for their employees' financial well-being, less than half offer financial wellness programs to support it. Closing this gap could be a critical step toward building a more engaged and resilient workforce.

In the face of continued uncertainty, middle market companies that embrace a customer-centric digital strategy, consider growth through strategic M&A, and prioritize the financial wellness of their employees will be best positioned for lasting success throughout 2026 and beyond.

Provo among the lowest tenure rates for nation's homeowners

U.S. homeowners are staying in their houses for the longest time in at least 25 years, largely thanks to their low mortgage rates, data shows. That's according to a study by Realtors.com published by Axios. Contrasting that is Provo, which posted the shortest tenure in the study.

That — along with still-high home prices and tight inventory — is keeping the housing market on ice.

The study said sellers at the end of 2025 had owned their homes for an average of 8.6 years — a record in data go-

ing back to early 2000, when the average was 4.2 years.

Homeowner tenure has increased steadily in almost every major metro area over the past two decades, according to ATTOM, an industry data provider. The "trend is especially pronounced in coastal and Northeast metros, where tenure often exceeds a decade, while many Sun Belt and Midwest markets continue to see comparatively shorter ownership periods," CEO Rob Barber told Axios.

Before changing hands in Q4 2025, homes in Barnstable, Massachusetts (14.1 years); Springfield, Massachusetts (13.5 years); and New Haven, Connecticut (13.4 years) saw the longest average ownership among metros with at least 200,000 residents. Tenure rose the most from the prior year in Merced, California (34 percent, to 12.5 years); Lakeland, Florida (18 percent, to 8.3 years); and Chattanooga, Tennessee (17 percent, to eight years).

But Provo had an average tenure of

6.9 years, followed closely by Crestview, Florida (seven years) and Oklahoma City (7.3 years).

"Markets with historically longer or shorter ownership cycles have largely stayed that way, even as tenure has increased overall," Barber said.

Some "golden handcuffs" are starting to come loose. For the first time since 2020, the share of U.S. homeowners with mortgage rates of 6 percent or higher exceeds those with rates below 3 percent, a new Realtor.com analysis finds.

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Newmark year-end report says 2025 a time of balancing in commercial real estate

Newmark Mountain West, a commercial real estate brokerage based in Salt Lake City, has released its 2025 “Year-End Market Report,” an overview of the commercial real estate market in Utah, Nevada and Idaho.

“The Intermountain West spent 2025 optimizing its commercial real estate landscape, allowing demand drivers, investment activity and development pipelines to come into better balance,” stated Amelia Wolfe, director of research analysis with Newmark. “With that groundwork in place, the market is set for accelerated growth across all property types and will outperform national trends moving into 2026.”

Newmark’s report found that the state of Utah, and Salt Lake County in particular, continues to attract a deep bench of new and expanding retail tenants, underscoring the market’s long-term appeal even as conditions normalize.

In Las Vegas, retail vacancy has seen a slight increase since 2024 after hitting a 15-year low of 4.6 percent growth. The market remains competitive with a consistent, but limited, new supply of commercial properties.

Industrial construction activity in Salt Lake County slowed throughout the year but saw a sharp increase in the fourth quarter. Deliveries increase near-term availability while setting the stage for

longer-term balance.

In Las Vegas, asking rents increased year-over-year across most building size categories, underscoring that landlords are still achieving pricing gains even as vacancy climbs and leasing activity moderates. In eastern Idaho, industrial space under construction and construction starts increased while deliveries declined, suggesting additional near-term supply pressure that could influence vacancy and pricing.

In Utah, Class A office rents continue to command a premium, while Class B and C space faces greater pricing pressure amid tenant flight to quality.

In Las Vegas, total office vacancy has

held above 9.5 percent, with only modest year-over-year movement. This stability suggests the market is absorbing space incrementally.

The report also said that in the multi-family market in Utah, supply pressure is easing as under-construction units fall sharply, even as inventory grows modestly, setting the stage for improved balance.

Newmark’s full report is available at mwcre.com/market-reports.

Newmark Mountain West is an independently owned and operated member of the Newmark Licensee Group serving Utah, Idaho, Nevada, Wyoming and Montana with nearly 200 agents in 10 offices.

Research from Lehi company finds strong cultures promote significant revenue growth

New research from Lehi-based employee recognition and rewards company Motivosity finds that organizations with strong workplace cultures are significantly more likely to outperform their peers. The study was conducted in partnership with HR.com.

According to the 2026 “State of Workplace Culture and Connection Report,” organizations with strong cultures are nearly twice as likely to report significant revenue growth compared to organizations with weaker cultures. The study examines how connection, recognition, leadership trust and data visibility affect retention and business performance.

Based on responses from employees, managers and executives across U.S. industries and around the world, the research shows that culture remains one of the strongest reasons people stay. Eighty-three percent of employees say they re-

main at an organization primarily because of its culture and the people they work with. At the same time, many organizations weaken that advantage through inconsistent recognition, limited cross-team connection and poor visibility into engagement data.

“Culture is built through everyday moments of connection, not giving your people more stuff or a fully stocked breakroom,” said Scott Johnson, CEO and founder of Motivosity. “This report confirms what we’ve long believed at Motivosity: When employees feel seen, valued and connected, trust grows, engagement improves and performance follows. The organizations thriving in 2026 aren’t doing more; they’re making culture a core part of their business strategy and prioritizing connection, employee engagement and recognition as a way to reinforce the right behaviors consistently.”

Nearly half of employees polled in the survey (48 percent) said their sense of connection at work has improved over the past year. While most feel connected to their immediate teams, only 58 percent said their organizations foster relationships across teams.

More than a third of employees said they rarely or never receive meaningful recognition from their direct manager. Nearly half report only moderate to low trust in leadership, pointing to recognition and visibility as key trust drivers.

The survey also found that leaders don’t understand the engagement health of their companies. While 66 percent of organizations use engagement surveys, 59 percent of managers and executives do not know their organization’s employee engagement scores and 54 percent do not know their voluntary turnover rate. Compared to culture laggards, organizations with strong

cultures are nearly 16 times more likely to provide frequent manager recognition, over eight times more likely to earn high trust in leadership, and nearly twice likely to report significant revenue growth.

The findings point to a clear path forward, according to the study’s authors. Organizations that are strengthening culture are making recognition frequent and visible, increasing leadership participation in culture efforts, improving communication and transparency, investing in cross-team relationships and using real-time engagement insights to guide action.

As organizations continue to navigate workforce change, the research concludes, culture is no longer a soft concept or a side initiative only held by HR. It’s a critical component to meaningful business outcomes.

Motivosity’s full study can be seen at the company’s website, motivosity.com.

Changes coming to UTA services

Starting April 12, the Utah Transit Authority is making some changes to its fare system. Monthly passes will no longer be sold, though customers can use their April monthly passes through April 30. Starting May 1, the only monthly passes customers can purchase will be on the Transit app.

Beginning April 12, reduced fares will no longer be sold or available through ticket vending machines, at the bus farebox or on the UTA app. Reduced fare will be available for qualified customers who apply on either the reduced fare web page online application, or in person at a UTA customer service location (list

available on UTA website)

The Farepay card can be obtained by creating an account on the website. This card can be reloaded and is used to help mitigate theft or loss of a card. Customers can also receive email alerts and manage their transactions.

In related news, UTA says its On De-

mand service has now exceeded the 2 million mark. Since its inception in 2019, UTA On Demand has grown from one to five zones, and its customers have given it high marks, with it receiving 4.9 out of 5 stars in review. Last year, UTA On Demand served over 16,000 riders and delivered 645,312 rides.

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Work DAZE

Clean up your desk, mess up your life

It's a question as old as time. Which is a better indicator of your performance on the job: a messy desk or a neat desk?

The messy-desk people say that mountains of papers and piles of junk show that you are 100 percent focused on your work and simply have no time for trivialities, like cleaning your desk or having a life. The neat-desk people insist that an uncluttered workspace reflects an uncluttered mind, an essential attribute for solving the complex problems of business today.

No matter how you come out on this timeless question, the beginning of a new year is the perfect time to make a statement by cleaning up — or messing up — your desk. That's the message I get from "How to Arrange Your Desk," a recent article in The New York Times by Megan O'Sullivan.

"In light of the new year and the urge, perhaps, to lead a more organized life," columnist Sullivan provides advice from several experts on "how to create a workspace that's both inviting and inspiring."

While an inspiring desk might be a stretch, the experts do have plenty of ideas, like "decorative vessels" for keeping pens and pencils. (Remember pencils? Those were fun.) Or adding a stick of incense to "ignite your senses."

Unfortunately, in this case, this expert thinks these experts are wrong. You don't



BOB GOLDMAN

need to clean up your clutter. You need to pile it on. But you can be smart about it. As architectural designer Josh Itiola says, "Designating different areas of the desks for different kinds of work can boost productivity."

For me, this would be an area for goofing off, an area for gossiping and an area for napping. Your desktop map might be somewhat more work-focused. Here are five strategies you can use at the beginning of 2026 to ensure you'll still have a desk when 2026 comes to an end.

No. 1: Never Archive. Never Worry.

What to do with the materials you used to finish your last project? Josh Itiola recommends "neat, shallow piles, with the larger items at the bottom." Personally, I like messy mountains of documents, with the larger items at the top. This way, your piles are more likely to tip over, showering your desk with paper. Four or five inches of clutter covering your desk will silence your annoying young co-workers and their "helpful criticisms." Remember: Gen-Z was raised

digitally. Since birth, everything they have ever seen has been seen on a screen. Paper scares them silly.

No. 2: Tchotchkes Rule.

Your desk is the perfect venue for showing your individuality. Demonstrate your sentimental side with the mounted faux squirrel you bought from the Sky Mall catalog in 2017. Show your fun side with the tiny, wiggling tube man that you got from a secret Santa in 2023. Your lucky Labubu may not have brought you much luck on your last performance review but hang another five or 15 on your laptop and everyone will know you are in touch with the powerful, psychic forces that rule our universe. And don't be afraid to show your school spirit with a collection of bobbleheads from your boss' favorite sports team. When the boss walks by, they — and you — can bobble your heads off.

No. 3: Fidgeting for Fun and Profit.

Fidget spinners, rollers and rings arranged on a giant pyramid of stress cubes indicate that you are just like management, counting the days until everything implodes. Sitting at your desk, fidgeting, may not save the business, but it could win you a place on the golden life raft when the ship finally goes down.

No. 4: Keep Them Guessing.

These days, where you sit is less important than where you stand, politically. Stay above the fray with a framed photo of Rutherford B. Hayes — a politician everybody supports because nobody knows who he is.

No. 5: Thrifty is as Thrifty Does.

In business today, every dollar counts. Prove that you're responsible with a dollar by keeping that Coach Cignetti chipotle bowl you didn't finish last Tuesday safely and hygienically tucked away under your desk blotter. It was good then and will be just as good two weeks from now. Yum!

Don't let yourself be limited to these five strategies for messing up your desk. Remember: The goal is to build a mountain of mess on your desktop so high that nobody passing by will know you are sitting there.

It's our golden rule: If they can't find you, they can't fire you.

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

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Canada's Waterstone Human Capital buys Spectrum Recruiting Solutions

Waterstone Human Capital, a Mississauga, Ontario, Canada-based executive search and leadership advisory firm, has acquired Spectrum Recruiting Solutions, a Draper-based professional recruitment firm specializing in the manufacturing and engineering industries.

"Joining forces with Waterstone Human Capital marks an exciting new chapter for Spectrum Recruiting Solutions and the clients, candidates and community we serve," said Tina Hazlett, founder and CEO of Spectrum Recruiting Solutions. "From the beginning, our purpose

has been to connect exceptional people with meaningful opportunities — always with authenticity, integrity and heart. I'm incredibly proud of our team for bringing that vision to life and grateful for the trust our clients and candidates place in us.

"Waterstone shares our belief that people and culture are the core of every great organization, and together we'll continue to humanize the hiring process and redefine what exceptional recruiting looks like in engineering and manufacturing," Hazlett continued.

"We are thrilled to welcome Spec-

trum Recruiting Solutions and their outstanding team into the Waterstone Human Capital family," said Marty Parker, founder and CEO of Waterstone. "Under the leadership of Tina Hazlett, this acquisition amplifies our shared commitment to culture-centric talent solutions and expands our ability to connect exceptional professionals with high-growth engineering and manufacturing organizations. Tina's vision, deep industry expertise, and passion for building diverse, impactful teams make this an exciting milestone for our clients, candi-

dates and the broader talent ecosystem." Waterstone acquired Hire Integrated of Salt Lake City last year.

"Having worked with Tina previously, this partnership is especially meaningful to me," said Emily Rushton, president and managing director of Waterstone. "When you are growing a business, you need people you trust and enjoy building alongside. Tina and her team bring determination and transparency that reflects a deep alignment of values."

Financial terms of the acquisition were not disclosed.

NEWS ROUNDUP

Founder David Stirling returns to doTerra as CEO

Pleasant Grove-based doTerra International, a producer of essential oils and other wellness products, has announced that company founder David Stirling has returned to his role as CEO.

Stirling stepped away from the CEO position in 2022 to serve a mission for The Church of Jesus Christ of Latter-day Saints in the Armenia/Georgia mission in Eastern Europe. During his three-year absence, he remained connected to doTerra as a member of the board of directors. Since returning last summer, Stirling has reconnected with teams across the organization, reinforcing his deep commitment to the company's mission, people and purpose, the company said.

"I'm incredibly grateful for the dedication, care and commitment our teams and 'Wellness Advocates' bring to doTerra each day," said Stirling. "Being back with this community has only strengthened my passion for what we're building together. I'm excited to be fully immersed once again as

we continue our cause of helping the world to heal."

Stirling succeeds Kirk Jowers, who served as CEO during what Stirling calls "a pivotal period for the company." Jowers and his wife, Kristen, have served doTerra in various leadership roles for 11 years, "leaving a lasting impact through their integrity, steady leadership and heartfelt service to communities around the world," a doTerra release said.

In addition to Stirling's return, doTerra announced that longtime product dealer and leader Jessica Moultrie will join the company as president of North America. With more than 15 years of experience building the business, Moultrie will serve on the executive team and oversee North America sales and event strategy.

Isaac Wilson will continue in his role as general manager of the U.S. market and Shannon Bible will remain executive vice president of North America.

InteLogix buys New York-based customer experience firm

InteLogix, a Park City-based customer experience and government services company, has acquired Pioneer Customer Experience LLC, a specialized provider of business process outsourcing and customer experience services for federal, state and local government agencies. The previous owner was Business Processing Solutions LLC, a portfolio company of Gallant Capital Partners of Los Angeles.

Pioneer is located in Horseheads, New York and will continue to operate under its existing name, with no immediate changes to leadership. InteLogix said there will be no impact to current clients of either Pioneer CX or InteLogix and all services will continue without disruption.

"This transaction represents a high conviction play to capture the government customer experience market," InteLogix said. "By integrating Pioneer CX's mission-critical certifications with InteLogix's AI-enabled operational

backbone, the combined entity creates a unique, high-barrier-to-entry platform designed for sustainable, long-term alpha."

"At its core, the combined delivery model reflects a 'citizens serving citizens approach,'" the statement continued. "By leveraging a domestic workforce with a deep understanding of public service, the partnership supports high-touch service delivery that maintains public trust while enabling scalability across government programs."

"This acquisition is about intentionality. We are betting on a model that marries human empathy with technological precision," said Mario Baddour, CEO and president of InteLogix. "Pioneer CX provides the foundational access; InteLogix provides the scale. Together, we are positioned to meaningfully elevate the public sector CX vertical by delivering a modernized, frictionless citizen experience."

Boston company acquires Utah-based HB Workplaces

Creative Office Resources (COR), a major New England-based office furniture distributor, has acquired HB Workplaces, a MillerKnoll certified dealer with offices and showrooms in Salt Lake City and St. George; Boise, Idaho; Las Vegas and Reno, Nevada; and Seattle.

The sale closed in mid-January.

Founded in 1980, HB Workplaces delivers furniture solutions, interior construction and other office space services to clients across the western United States. Supported by a team of over 170 professionals, HB Workplaces has relationships as consultants, strategists and

design collaborators.

"HB Workplaces brings decades of expertise and a strong regional presence, making them a natural partner for COR," said Denise Horn, CEO and partner of Creative Office Resources. "By joining forces, we can continue to leverage our combined strengths to deliver innovative, client-focused workplace solutions nationally. Our teams have collaborated for years, and we're excited about the opportunities this acquisition creates for our clients and the communities we serve."

"Creative Office Resources and HB Workplaces share a longstanding dedica-


tion to designing spaces that perform at the highest level," said John Michael, president of the Americas for office furniture manufacturer and distributor MillerKnoll. "This acquisition strengthens HB Workplaces' ability to deliver strategic insights and innovative solutions, empowering clients across offices, education and health care facilities to meet the evolving demands of today's work environments."

"Joining COR is an exciting step for HB Workplaces and our team," said David Colling, principal and CEO of HB Workplaces. "We've long valued our relationship with the COR team, sharing knowl-

edge as fellow MillerKnoll partners for decades. This partnership allows us to provide clients with even greater resources and support while maintaining the personal relationships and local focus that define our approach. We look forward to growing together and delivering exceptional workplace experiences."


HB Workplaces will now operate as HB Workplaces, A COR Company, with Creative Office Resources serving as the parent organization.

Backed by over 400 employees, COR operates multiple offices and warehouses in New England.



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NEWS ROUNDUP

Milestone Bank names Yung chairman, CEO & president

Salt Lake City-based Milestone Bank has named Mark T. Yung as its chairman, CEO and president. Yung has also been appointed CEO and board member of Milestone Capital Partners Inc.

“Mr. Yung’s business-building sophistication, that spans institutional banking leadership and hands-on operating experience as an entrepreneur and investor, uniquely positions him to lead Milestone through its next phase of product expansion, scalable growth and disciplined return on capital,” the bank’s board said in announcing the appointment.

Yung most recently served as executive vice president and chief operating officer of PacWest Bancorp and Pacific Western Bank from 2019 through 2023. In that role, he led specialty lending platforms, including aviation finance, equipment leasing, lender finance and venture banking, as well as treasury management, digital banking, technology and innovation. He also served as a director of PacWest Bancorp and served on its risk committee.

In addition to his leadership in banking,

Yung has worked closely with growth-stage companies as an operator and board member, with a focused execution on long-term value creation. His business experience includes senior leadership roles for businesses navigating expansion, restructuring and complex capital decisions. He currently serves on the boards of IPSY, ESW Group and San Luis West Solar.

“I’m excited to join Milestone Bank at such a pivotal moment of its growth trajectory,” said Yung. “The bank has achieved strong growth by moving with speed and being committed to customer excellence. As a leader with a diverse experience as an entrepreneur, investor and operator, I intend to apply that lens in shaping Milestone Bank’s strategic vision. I look forward to working alongside the team to augment the product offering and customer experience that will enhance Milestone Bank’s capabilities to satisfy the needs of business owners across the country.”

Milestone Bank is a nationwide lender with services that include equipment finance, SBA loans and lender finance.

PACS Group adds three post-acute operations to its portfolio

PACS Group Inc., a Farmington-based holding company investing in post-acute health care facilities and ancillary services, has announced that it has acquired the operations of three post-acute care facilities, two located in Alaska and one in Idaho, representing a total of 230 beds.

The company made the acquisition through independently operated subsidiaries of the company.

The facilities are located in the Kenai Peninsula region of Alaska and the Boise metropolitan area of Idaho. PACS Group acquired the real estate associated with the two Alaska facilities, while the Idaho facility will operate under a lease arrangement with a third-party landlord.

PACS also recently acquired the real estate for two existing skilled nursing operations: Sierra Valley Rehab Center in Porterville, California, and Apache Junction Health Center near Phoenix, Arizona.

“We remain focused on disciplined

growth within the post-acute care sector as the foundation of our operating and investment strategy,” said Jason Murray, chairman and CEO of PACS. “These acquisitions align with our core platform and expand our presence in markets with strong fundamentals that support higher-acuity care delivery and long-term performance.”

Josh Jergensen, chief operating officer of PACS, added, “Expanding our operational footprint and selectively increasing real estate ownership are key elements of our growth strategy. We’re eager to operate these communities and work alongside their teams, bringing the PACS operating model into markets where we believe it can perform at a high level and make a meaningful impact.”

The acquisition expands PACS’ portfolio to facilities in 324 communities in 17 states, with a total of nearly 36,000 beds. The firm and its subsidiaries serve over 31,000 patients daily.

Lehi-based AI recruiting platform Distro acquired

Distro, an AI-powered recruiting platform headquartered in Lehi, has been acquired by Chandler, Arizona-based Vensure Employer Solutions.

Financial terms of the transaction were not disclosed.

Founded in 2021, Distro helps organizations streamline and scale their hiring efforts through intelligent automation. For example, Distro’s AI screening runs structured video interviews with every qualified candidate with AI, providing scores to human resources teams and hiring managers. Distro said its AI screening also adds fairness to the process, so each candidate has the same initial experience. The firm has a network of approximately 1.9 million active job candidates across 68 countries.

Vensure is a provider of human resources and human capital management technology, managed services and global business process outsourcing. The company serves more than 161,000 clients across all 50 states and in more than 154 countries, processing over \$153 billion in annual payroll.

“Joining Vensure is an exciting next chapter for Distro,” said Chad Ingram, the company’s CEO. “Together, we can accelerate innovation and user growth and deliver even greater value to organizations looking to transform how they hire talent.”

“Distro represents the future of talent acquisition, adding AI-driven speed, efficiency and precision in hiring,” said Alex Campos, CEO of Vensure. “We’re excited to welcome the Distro team and integrate their technology into our growing ecosystem of HR solutions.”

“The acquisition enhances Vensure’s technology portfolio by adding advanced recruiting automation designed to help clients reduce time-to-hire, improve candidate quality and scale hiring globally,” Vensure said in a release. “It also reflects Vensure’s ongoing strategy to partner with innovative, high-growth companies that align with its mission to deliver comprehensive, technology-enabled HR solutions to businesses across the globe.”

Utah ranks fourth nationally for office work conditions

New research from cloud-based work management platform Asana finds Utah holds the fourth position in a national study evaluating the best environments for office workers.

The study has identified the states offering the best conditions for office workers across America, with New Hampshire taking the top spot, followed by North Dakota, Rhode Island and Utah.

Utah’s score of 79.365 was just barely behind Rhode Island’s 79.374 and North Dakota’s 79.61. New Hampshire’s nation-leading score was 80.48.

Utah’s high score was driven by data that shows the state leads the nation in employment density, providing 3,948 office jobs per 100,000 residents. While the average yearly wage of \$47,105 and the rate of 51 job openings per 100,000 people are slightly lower than other top five states, the sheer volume of available roles remains a primary strength. Additionally, the state supports these professionals with reliable infrastructure, including Internet speeds averaging 314.1 Mbps.

Asana examined factors including wages, job availability, Internet speeds and employment density to determine which locations provide the most favorable en-

vironment for office professionals. Job openings data were sourced from Jooble, while wage and density data were obtained from the Bureau of Labor Statistics and Internet speed data were sourced from Wise Voter.

New Hampshire offers office workers an average yearly wage of \$50,058, with 3,723 office jobs per 100,000 residents. With 64 job openings per 100,000 people and solid Internet speeds averaging 317.9 Mbps, New Hampshire secured the top spot with less than a one-point margin.

“Office professionals across America face vastly different prospects depending on location,” said an Asana spokesperson in a statement accompanying the study’s release. “States offering the strongest combination of competitive wages, job availability and technological infrastructure create the most favorable working conditions. The data shows that smaller states often provide surprisingly strong environments for office workers, with many offering better overall packages than larger, more populous locations.”

The jobs included in the analysis are those classified as office and administrative support occupations according to the Bureau of Labor Statistics.

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PEOPLE ON THE MOVE

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ASSOCIATIONS

• **ULI (Urban Land Institute) Utah**, an organization focused on people in real estate development and land use, has announced that **Darlene Carter** will be chair of its 2026 Housing Summit Committee, and that **Lexie Sills** will serve as chair and **Taylor Moore** as co-chair of the Young Leaders Group Executive Committee. Carter is CEO of Cole West, a Utah-based, privately held real estate development firm specializing in multifamily, residential, mixed-use, land and retail development throughout the state. Carter oversees company operations and has participated in over \$3 billion in residential and mixed-use development projects. She earned a bachelor's degree from Utah State University and has been a licensed real estate broker since 2005. She currently serves on the ULI Utah Advisory Board. Sills is a business development manager for Mortenson in its Salt Lake City office, where she is responsible for partnering with business unit market leaders in developing and supporting positioning strategies with existing and potential customers. She worked as a project engineer on various hospital jobs throughout the Denver metro area before working on a data center in Eagle Mountain. Moore is a real estate developer and home builder with experience across residential construction and land development. He began his career in commercial real estate brokerage before moving into home building, where he has overseen the construction of more than 100 units, managing everything from design and budgeting through construction and final sale.



Darlene Carter



Lexie Sills



Taylor Moore

• **Milestone Bank**, a Salt Lake City-based company focused on equipment finance and SBA lending, has hired **Daniel Godfrey** as senior vice president of asset-based lending as part of the launch

BANKING

of its new asset-based lending (ABL) division, which expands its credit solutions for small and mid-sized businesses nationwide. The new ABL offering provides revolving working-capital lines of credit secured primarily by accounts receivable and inventory, helping manufacturers, distributors, production companies, and other B2B operators bridge cash-flow gaps and fuel growth. Godfrey has 23 years of specialized ABL experience, including 18 with Celtic Bank. His expertise spans conventional ABL and government-guaranteed lending (GGL) programs, including SBA CAPLines.



Daniel Godfrey

• **IBEX Preclinical Research Inc.**, a Logan-based provider of preclinical testing services for pharmaceutical and medical device companies, has hired **Dr. Braden Tye** as attending veterinarian. Tye will help guide programs with oversight in animal welfare, scientific excellence and regulatory compliance.

HEALTH CARE

• **Shareholders of Dentons Durham Jones Pinegar**, Salt Lake City, have elected nine lawyers to the firm's board of directors to serve a one-year term. **Brent N. Bateman** is a co-chair of Dentons Durham Jones Pinegar's Real Estate practice group. He practices land use, zoning and development law, serving developers, builders, contractors, landowners and private citizens who need assistance navigating interactions with local governments. He serves on the board of directors of the Utah Land Use Institute, the Utah Valley Home Builders Association, and the Utah Land Use and Eminent Domain Advisory Board, and previously served as the Utah property rights ombudsman. **Bradley R. Cahoon** is a co-leader of Dentons' USA Environmental and Mining groups. He is an environmental lawyer who represents clients throughout the United States. He litigates CERCLA, RCRA, Clean Water Act, Clean Air Act, toxic tort, civil and criminal enforcement actions, and citizen and environmental group lawsuits. He has handled environmental matters affecting complex business transactions in multiple states across the country and internationally. He advises on purchasing, selling, financing and cleaning up contaminated properties, minimizing environmental liability risks, and negotiating pollution insurance. **Ashley M. Gregson** is a member of the firm's Litigation practice. She has extensive experience handling all phases of litigation in Utah state, federal and appellate courts as well as administrative proceedings. She helps clients navigate complex and contentious cases, including breach of contract, constitutional claims, employment discrimination defense, enforcement of post-employment restrictive covenants, white-collar criminal defense, government investigations, governmental immunity, access to government records, and judgment collection. Gregson also consults with Utah employers regarding compliance with state and federal employment laws in all facets of the employment relationship. **Rick L. Guerisoli** is a member of the firm's Corporate and Real Estate practices. He represents individuals and private and public entities in business matters such as entity formation and operation, corporate governance, contract preparation and negotiation, as well as corporate finance and business combination transactions. Guerisoli regularly advises commercial and residential real estate developers and investors, governmental entities and other property owners in connection with a variety of real estate-related transactions. He has also developed a niche practice advising social media influencers in connection with their

LAW

commercial agreements and other related business matters. **Jeffrey M. Jones** is a member of the firm's Corporate, Corporate Governance, Mergers and Acquisitions and Venture Technology and Emerging Growth practices. He also serves on the firm's Executive Committee. Jones represents both public and private companies, including startup and early-stage companies, in the information technology, restaurant, manufacturing, retail, dental services, controlled environment agriculture, vaping devices and real estate brokerage sectors. He regularly advises companies with respect to corporate governance, public disclosure, middle-market M&A and capital raising transactions, distribution, procurement, licensing and similar commercial agreements, restructuring transactions, equity compensation arrangements and risk management issues. **N. Todd Leishman** is a member of the firm's Corporate, Corporate Governance, Mergers and Acquisitions and Venture Technology and Emerging Growth practices. He is managing partner of the Dentons Salt Lake City office and serves on the firm's Executive Committee and the U.S. Region board of directors. His practice focuses on middle-market M&A transactions representing both buyers and sellers, including strategic and financial acquirers as well as closely held and family-owned sellers and targets. Leishman also advises corporations, limited liability companies and partnerships, as well as majority and minority owner groups on entity governance issues such as shareholder and partner disputes and "corporate divorces." When needed, he works closely with litigation teams in connection with corporate governance lawsuits. He also negotiates and drafts buy-sell and other shareholder agreements in closely held entities and advises on other general corporate, transactional and contract matters. **Joshua Little** is a member of the firm's corporate practice and serves as the firm's president and CEO. He also serves on the firm's Executive Committee and as a member of Dentons' Global Board. He advises businesses in meeting their strategic objectives and focuses his practice in the areas



Ashley M. Gregson



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PEOPLE ON THE MOVE



Sarah W. Matthews

of mergers and acquisitions, public company compliance, private equity transactions, securities offerings, commercial contracts and licensing, corporate governance and other general corporate matters. Little has extensive experience representing private and public companies in stock and asset acquisitions and divestitures, mergers and other reorganizations. He also regularly assists technology companies in negotiation of commercial and licensing contracts.



Matthew J. Orme

Sarah W. Matthews is a member of the firm's Intellectual Property practice and serves on the firm's Executive Committee. She focuses on patent prosecution. Matthews is experienced in intellectual property licensing, the intellectual property aspects of mergers and acquisitions and financing transactions, intellectual property portfolio management, intellectual property opinions, domain name dispute proceedings under the ICANN, and DMCA take-downs. **Matthew J. Orme** is a member of the firm's Commercial Litigation and Employment practices. He represents cli-

ents in disputes involving a variety of legal issues, including contracts, business torts, real estate, business organizations and employment law. Orme has developed a specialty in representing employers against former employees or competitors in matters involving allegations of trade secret misappropriation, theft or infringement of intellectual property and breach of restrictive covenants.

LOGISTICS

• The **Utah Inland Port Authority**, focused on logistics solutions for Utah, has hired **Doug Pierce** as geospatial and financial data administrator. Pierce has more than 30 years of technical leadership and public service, most recently serving as the GIS administrator for Layton City for over three decades. In that role, he oversaw every aspect of the city's GIS system and played a critical role in managing 911 GIS operations for both Layton City and Davis County. Pierce earned a bachelor's degree in geography from Weber State University.



Doug Pierce

NONPROFITS

• **The Road Home**, a Salt Lake City-based nonprofit organization helping people on their journey to a permanent and stable home, has named **Sarah Nielson** as



Sarah Nielson

director of communications. Nielson will lead The Road Home's media relations, crisis communications, messaging strategy and storytelling efforts. Nielson has extensive experience navigating homelessness systems, public policy and high-stakes communications, most recently serving as the public information officer for Utah's Office of Homeless Services, where she led communications efforts across state agencies, municipal partners, nonprofit providers and community stakeholders. Nielson also has held senior communications and marketing roles and consulted for a range of nonprofit, health-care and tourism organizations. She has served on the board for Habitat for Humanity and currently serves on the board of Family Promise.

REAL ESTATE

• **Promontory Club**, a 7,200-acre recreational, private mountain community in Park City, has promoted **Kelli Brown** to managing director and named **Jonathan Fillman** as general manager. Brown will continue to oversee all development, construction, sales, market-



Kelli Brown



Jonathan Fillman

ing, legal and financial teams at Promontory. She will also continue to work on strategic matters involving the club and serve as the developer representative for the Promontory Conservancy, the HOA. Brown, previously general manager, has been with Promontory and its developer, Pivotal Group, for more than 24 years. Fillman will have direct oversight of all aspects of the Promontory Club, including operations, food and beverage, golf, membership and events. He will also become involved with the Promontory Foundation, providing support for the community's annual fundraising and giving efforts benefiting local nonprofits. Fillman has 20 years of leadership experience across luxury hospitality; private clubs; and complex, multi-asset portfolios. He joins Promontory from his role as vice president of asset management, private clubs and sustainability for Aspen Hospitality (Aspen Skiing Co.), where he managed a portfolio of five hotels and two private clubs. He previously served as general manager of The Little Nell in Aspen. The Promontory community consists of 1,924 total homesites, with 965 homes built. There are approximately 1,139 members of the private Promontory Club.



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INDUSTRY BRIEFS

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

ADVISORY

• **Tanner LLP**, a Salt Lake City-based independent accounting and advisory firm serving clients throughout the western United States, has launched its new advisory practice, the **Technical Accounting Advisory Group**. TAAG is designed to help finance and accounting teams strengthen their foundations, navigate complex accounting challenges, and scale with confidence as their organizations grow. The TAAG team partners with companies at critical inflection points, delivering practical, hands-on technical accounting support as organizations prepare for audits, scale rapidly, or work through historical accounting challenges. TAAG primarily serves VC- and PE-backed companies and fast-growing private businesses, typically ranging from five to 500 employees. The group has experience supporting organizations across SaaS and technology, construction and real estate, health care, manufacturing, and multi-location service industries. TAAG is especially well-suited for teams navigating prior-period cleanups, and previously identified accounting deficiencies, the firm said.

ASSOCIATIONS

• The **Park City Chamber of Commerce & Visitors Bureau** is encouraging participation in its **2026 Summit County Business Survey**. The deadline to complete the survey is Feb. 28. The goal is to help ensure that its planning efforts match the needs of partners and the community. Answers to survey questions will be kept confidential. Details are at https://rrcassociates.sjc1.qualtrics.com/jfe/form/SV_5hba4rsWqkskeCa.

BANKING

• **Zions Bancorporation NA**, based in Salt Lake City, has priced \$500 million of fixed-to-floating rate senior notes due Feb. 9 in a public transaction. The offering was expected to settle on Feb. 9. The annual interest rate for the fixed-rate period is equal to 4.483 percent. The annual interest rate for the floating-rate period will be equal to compounded SOFR plus a spread of 1.055 percent. **BofA Securities Inc.**, **J.P. Morgan Securities LLC** and **Morgan Stanley & Co. LLC** served as bookrunners for the offering. Zions said it intends to use the net cash proceeds from the offering to reduce short-term borrowings. Zions also executed a receive-fixed fair value hedge against the notes during the fixed-rate period, effectively convert-

ing the interest expense to a floating rate and neutralizing the impact on interest rate sensitivity.

DIVIDENDS

• The board of directors of **Zions Bancorporation NA**, based in Salt Lake City, has declared a regular quarterly dividend of 45 cents per common share. The dividend is payable Feb. 19 to shareholders of record Feb. 12. The board also declared the regular quarterly cash dividend on the company's Series A perpetual preferred shares. The cash dividends on the preferred shares are payable March 16 to shareholders of record March 1. The board also has authorized a share repurchase of up to \$75 million of the company's common stock for the first quarter of 2026. The timing and amount of any repurchase will depend on market conditions, regulatory requirements, and other factors or uncertainties and may be updated at the discretion of the board, it said.

ECONOMIC INDICATORS

• **Utahns** who stayed at their jobs saw their **pay increase** 4.7 percent in January compared to a year earlier, according to data from **ADP Pay Insights**. That figure ranked Utah No. 19 among states for wage growth. ADP, offering human resources and payroll solutions, also found the median annual salary for job-stayers in Utah in January was \$54,700. Nationally, median annual wage growth for job-stayers was little changed from the previous month at 4.5 percent. Nationally, wage growth for job-changers slowed slightly to 6.4 percent year-over-year. ADP's Pay Insights are at <https://payinsights.adp.com/>. It is released in tandem with the ADP National Employment Report, available at <https://adpemploymentreport.com/>.

• **Twenty percent of Utah seniors** (ages 65 and older) went through January **without any meaningful interaction** with others, according to a survey by life insurance agency **Choice Mutual**. That equates to 202,613 seniors living alone. The survey asked, "Has anyone checked in on you since Jan. 1?" The loneliness figure was lowest in New Hampshire, at 13 percent. The highest figure was 50 percent in Wyoming. Details are at <https://choicemutual.com/blog/states-where-seniors-are-loneliest/>.

• **Chick-fil-A** was the top choice for couples dining at a **fast-food restaurant for Valentine's Day**, according to a survey by financial media company **MarketBeat**. Nationally, two-thirds of couples were considering dining at a fast-food restaurant that day, according to the survey. The top

five choices in Utah were, in order, Chick-fil-A, Wendy's, Sonic Drive-In, McDonald's and KFC. Details are at <https://www.marketbeat.com/originals/poll-reveals-most-popular-fast-food-restaurants-for-valentines-day-on-a-budget/>.

• **Three Utah destinations** are among the **"Top Cozy Valentine's Getaways"** in the U.S., according to a survey of couples by travel company **Exotica**. They are **Midway**, ranked No. 56 nationally; **No. 104 Torrey**; and **No. 120 Kanab**. The top-ranked location nationally is Lake Placid, New York. Details are at <https://exotica.com/us/blog/americas-most-romantic-getaways/>.

EDUCATION/TRAINING

• Applications are being accepted until Feb. 27 for the **2026 ULI Utah Young Leaders Mentorship Program**. The program offers a small-group experience that connects emerging real estate professionals with industry leaders for an accelerated year of learning, growth and peer mentorship. The program runs from April through October and includes monthly meetings with a mentor cohort, plus three programwide events. Applications will be evaluated by the YLG Management Committee, and mentees will be individually announced in the coming weeks. Details are at <https://utah.uli.org/get-involved/young-leaders/mentorship/>.

ENERGY

• **Signature Solar**, a Texas-based solar energy solutions provider offering panels, inverters, batteries, and complete energy systems for homes and businesses, has launched **Sun Atlas Power**, a solar installation company serving homeowners and businesses across Utah and four other states. The new company, it said, extends its expertise beyond customized and DIY solutions into full-service solar installation. Instead of navigating multiple vendors, customers can work with one organization for system design, permitting, installation, commissioning and long-term support. Based in Irving, Texas, Sun Atlas Power has plans to expand in up to 31 states by mid-year.

EXPANSIONS

• **MotivHealth**, a Salt Lake City-based company tackling the high cost of health care, has announced its expansion into Georgia and Wisconsin as a third-party administrator. The company will be offering self-funded and level-funded solutions to employers, furthering its mission to engage, educate and reward its members while ensuring they receive the best possible care. MotivHealth's approach in-

cludes proactive patient advocacy, innovative cost-containment strategies, and technology-driven solutions that enhance health care accessibility and affordability.

INVESTMENTS

• **Stratus Medical**, a Texas-based company focused on advancing radiofrequency ablation treatment for chronic pain, has announced a \$10 million Series B financing led by **Wasatch Health Partners**, a Salt Lake City-based health care-focused investment firm pursuing growth equity and lower middle-market buyout strategies. Wasatch Health Partners invested through its Growth Fund and previously provided a \$25 million convertible debt facility through its Structured Capital platform. Proceeds from the Series B financing will be used to complete development of the Stratus Medical RF Generator and neurovascular basivertebral nerve ablation (BVNA) technology, expand and protect the company's valuable patent portfolio, and fund a clinical study.

LOGISTICS

• The **Utah Inland Port Authority** board has approved a \$1.6 million infrastructure loan in the Pony Express Project Area to **Fairfield City** to support construction of a municipal water system and design of a future well for public safety and future economic development in the Cedar Valley community. Funds will be used to reimburse the town for a recently completed water line and to support drilling a new municipal well. Testimony presented during the loan committee review indicated Fairfield currently has adequate water for existing demand but is nearing capacity for the existing system. Fairfield officials said the water improvements are necessary not only to support anticipated commercial development, but also to ensure the town can meet existing safety and service standards. The loan carries a 15-year term at 3.13 percent interest, with payments deferred for the first five years. Repayment will come from future tax increment generated by new development within the Pony Express Project Area, rather than from Fairfield's existing general fund. UIPA officials emphasized that the loan does not subsidize private companies and does not transfer water rights to outside entities. The infrastructure funded through the loan will remain publicly owned and controlled by the town. State law authorizes UIPA to issue infrastructure loans for public projects including water systems, sewer, roads and utilities. Loans are administered and serviced by the Utah Division of Finance.

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INDUSTRY BRIEFS

MANUFACTURING

• **KFH Industries**, an Alabama-based manufacturer of fire, industrial and municipal hoses, is expanding its operations in Utah with the lease of a 55,000-square-foot facility in West Valley City, where it will assemble and distribute its firefighting and industrial hose products. The company plans to create up to 25 new jobs within the next five years. The project was supported by the **Economic Development Corporation of Utah**, which provided economic research on Utah's workforce and made introductions to partners who could assist the company in establishing its operations in the state. Spencer Layton, business development manager, led the project for EDCUtah. Jon Schreck and Phillip Eilers of **Cushman & Wakefield** assisted with site selection. **Ogletree Deakins** provided guidance on employment law, and **PrincePerelson & Associates** offered staffing support.

PARTNERSHIPS

• **Instructure**, a Salt Lake City-based company offering a learning ecosystem and Canvas LMS, has announced a partnership with **Orijin**, an education and workforce development platform for correctional systems, to expand secure, scalable education across correctional facilities nationwide. The partnership scales education to more than 300 correctional facilities in 20 states to support secure learning pathways to prepare individuals for employment and reduce recidivism. By partnering with Instructure and moving to Canvas LMS, Orijin is enabling jurisdictions to scale education programs, from high school equivalency to postsecondary, that help bridge gaps between incarceration, education and employment.

• **Owlet Inc.**, a Lehi-based company focused on smart infant monitoring, has announced a strategic partnership with **webAI**, a private AI platform, to accelerate the development of secure, personalized and data-driven intelligence across the Owlet product ecosystem. Elements of the partnership include private, enterprise-grade AI architecture designed to operate on Owlet's proprietary data; security-first infrastructure tailored for sensitive information; custom intelligence optimized for sleep and health insights; and a scalable AI foundation to support multiple future products and services across the Owlet ecosystem.

PHILANTHROPY

• **Megaplex** recently contributed \$20,000 to **Utah Food Bank** and spent time volunteering at the Salt Lake City distribution center. Megaplex and **Miller Sports & Entertainment** presented the check, which will supply about 80,000 meals for Utahns with food insecurity.

Following the check presentation, employees from Megaplex and Miller Sports & Entertainment volunteered at Utah Food Bank, spending over an hour sorting and stocking boxes full of food to be supplied to food pantries across Utah. Megaplex has 18 locations throughout Utah and southern Nevada.

RECOGNITIONS

• **Studiosity**, with a main office in Salt Lake City, has announced that its Support and Validate product has won in the **"Tech & Learning Awards of Excellence: Best of 2025"** within the Higher Education category. The Best of 2025 Awards celebrate educational technology from the past 12 months that has excelled and shone in supporting teachers, students and education professionals in the classroom, for professional development or general management of education resources and learning. Studiosity focuses on writing feedback and assessment security that helps educators and leadership support students and validate learning outcomes.

• **Denali Therapeutics Inc.**'s new in-house GMP clinical manufacturing facility in Salt Lake City is a finalist for the **2026 ISPE Facility of the Year (FOYA) Awards**. The **International Society for Pharmaceutical Engineering's** FOYA Awards is an annual program that recognizes state-of-the-art projects utilizing new, innovative technologies to improve the quality of products, to reduce the cost of producing high-quality medicines, and demonstrate advances in project delivery. The Denali Therapeutics Salt Lake City facility aims to accelerate the development and delivery of transformative therapies for neurodegenerative and rare diseases by enabling in-house clinical trial manufacturing and taking active control of outsourced supply chain limitations. Delivered on time and under budget, the 60,000-square-foot design-build project unlocks new capabilities, flexibility and research and development potential for a therapeutics organization advancing treatments for neurodegenerative disease.

SECURITY/DEFENSE

• **BAE Systems** recently held a ribbon-cutting ceremony to mark its Utah expansion in the form of opening a new office in the state. Located north of Salt Lake City, the new facility will serve as a hub for Intercontinental Ballistic Missile sustainment and modernization efforts, providing a workspace for engineering, digital transformation and mission operations teams. A company official said the expansion "allows us to strengthen capability delivery, and ensure the U.S. maintains readiness for strategic deterrence."

Provo's Qualtrics appoints Jason Maynard its new CEO

Provo-based experience management software company Qualtrics has named Jason Maynard as CEO. Maynard will also join the Qualtrics board of directors.

Qualtrics said Maynard assumes full leadership of the company immediately. Jim Whitehurst and Mark Gillett, who served as interim co-CEOs, return to their roles on the Qualtrics board of directors, with Whitehurst continuing as the board's executive chairman.

"Jason has scaled one of the most successful cloud businesses, built products customers depend on and has a sharp perspective on where AI is taking our industry," said Whitehurst. That's a powerful combination that will take Qualtrics, our category and the value we deliver to customers to the next level."

"Qualtrics invented experience management, and with AI at the core of modern business the ability to understand human experience and act on what matters in context is more important than ever," said Maynard. "This is a rare opportunity to lead the company that created its category and build on that foundation with innovation, execution and a relentless focus on delivering real impact for our customers."

"I'm incredibly excited to support Jason as he leads Qualtrics in this next phase," said Ryan Smith, co-founder of Qualtrics. "Jason's background, market experience, and ability to lead out in new trends is critical for where the technol-



Jason Maynard, CEO of Qualtrics

gy ecosystem and Qualtrics are going. He is the perfect person to lead through this next frontier of Experience Management with AI at the center of everything."

Maynard joins Qualtrics from Oracle, where he was executive vice president of revenue operations. He joined Oracle through its 2016 acquisition of NetSuite, where he helped scale revenue nearly fivefold and grow the customer base from 11,000 to over 43,000. Prior to that, Maynard spent 15 years as an analyst at Merrill Lynch, Credit Suisse and Wells Fargo.



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CALENDAR

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

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 davischamberofcommerce.com.

Feb. 18, noon-1 p.m.

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

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, 9-10 a.m.

“Strategy Stack: From Service to Security: Translating Military Experience into Cybersecurity Careers,” a Small Business Development Center event taking 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. 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, noon-1:30 p.m.

“The Profit Lab: Basics Behind Real Estate Finance and Capital Markets,” a ULI (Urban Land Institute) Utah event. Presenter is Brandon Duke, chief financial officer at Wright Development Group. 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. Location is Snell & Wilmer, 15 W. South Temple, Suite 1200, Salt Lake City. Costs range from \$15 to \$35. 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. Cost is \$20 for members and \$40 for nonmembers thereafter. Details are at slchamber.com.

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

AI Productivity and Marketing Workshop, a Small Business Development Center event taking place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

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

“Grow with AI Series: Part 3,” a

Small Business Development Center event. Location is SBDC at Davis Technical College. Details are at <https://clients.utahsbdc.org/events.aspx>.

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, leader-

ship, and real-world defense strategies. Location is Blair Education Center, 900 Round Valley Drive, Park City. Details are at [ApresCyber.com](https://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, 11:30 a.m.-1 p.m.

“Lunch & Learn: Interview Smarter. Get Hired Faster,” a Silicon Slopes event sponsored by Elavare and A Bolder Way Forward’s Workforce Development Spoke and designed to help women feel more confident and prepared when interviewing. Presenter is Heather Nemeika, founder of Elavare. Location is Silicon Slopes, 2600 Executive Parkway, Suite 140, Lehi. Details are at <https://www.siliconslopes.com/c/events/>.

Feb. 26, 3-4 p.m.

“Global Gateway: China Insights,” a World Trade Center Utah event, in partnership with Greenberg Traurig. Attorneys from the firm’s China practice will discuss compliance expectations, regulatory trends, and considerations for Utah companies. Event takes place online. Free, but registration is required. Details are at wtcutah.org.

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PUBLIC NOTICES

ANNOUNCEMENT OF APPOINTMENT AND NOTICE TO CREDITORS

Probate No.
263900311

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

In the matter of the Estate of
THE ESTATE OF WANDA J. WRIGHT

Anna Ortiz and Christina Jo Owens
Whose address is 369 Rock Daisy Lane, Ivins,
Utah 84738 has been appointed Personal Rep-
resentative of the above-entitled estate. Credi-
tors of the estate are hereby notified to:
(1) deliver or mail their written claims to the
Personal Representative at the address above;
(2) deliver or mail their written claims to the
Personal Representatives attorney of record,
Taylor Stone at 991 Shepard Ln Suite 210,
Farmington, UT 84025
(3) file their written claims with the Clerk of
the District Court at
Salt Lake District Court, 450 S State St, Salt
Lake City, UT 84111 in Salt Lake County,
or otherwise present their claims as required by
Utah law within three months (90 days) after
the date of the first publication of this notice or
be forever barred.

Dated this February 05, 2026

/s/ Anna Ortiz
/s/ Christina Jo Owens
/s/ Taylor Stone
991 Shepard Ln Suite 210, Farmington, UT
84025

NOTICE TO WATER USERS

The applications below were filed with the Di-
vision of Water Rights in Davis County. These
are informal proceedings per Rule 655-6-2.
Protests concerning an application must be
legibly written or typed, contain the name and
mailing address of the protesting party, STATE
THE APPLICATION NUMBER PROTESTED,
CITE REASONS FOR THE PROTEST,
and REQUEST A HEARING, if desired. Also,
A \$15 FEE MUST BE INCLUDED FOR
EACH APPLICATION PROTESTED. Pro-
tests must be filed with the Division of Water
Rights on or before Mar. 15, 2026 either elec-
tronically using the Division's on-line Protest
of Application form, by hand delivery to a Di-
vision office, or by mail at PO Box 146300,
Salt Lake City, UT 84114-6300. Please visit
waterrights.utah.gov or call (801)538-7240 for
additional information.

EXTENSION(S)

31-5288 (a37790): Brian W. and Carolyn A.
Guest is/are filing an extension for 1.847 ac-ft.
from groundwater (1/2 mile SE of Farmington)
for IRRIGATION.

NONUSE APPLICATION(S)

31-4446 (A49536): Boyer Investment Compa-
ny II is/are seeking a nonuse period for 0.05 cfs
OR 3.28 ac-ft. from groundwater (2 mi W of
Farmington) for IRRIGATION; STOCKWA-
TERING.

Teresa Wilhelmsen, P.E.

State Engineer

Published in Utah Business Journal on Feb. 16,
2026 & Feb. 23, 2026

NOTICE OF TRUSTEE'S SALE

The following-described property situated in
Davis County, State of Utah, will be sold at
public auction to the highest bidder payable in
lawful money of the United States at the time
of sale, at the Main Entrance, Second Judicial
District Courthouse, 800 West State Street,
Farmington, Utah, on March 11, 2026 at the
hour of 2:00 p.m., by David L. Pinkston, Suc-
cessor Trustee under the Trust Deed executed
by Belles Nuits, LLC, as Trustor, and Wildcat
Lending Fund Two LP, as Beneficiary, record-
ed as Entry No. 3561524, in Book 8443, at
Page 1076, of the official records in the office
of the County Recorder of Davis County,
Utah, covering the following real prop-
erty purported to be located at 198 North 2600
East, Layton, Utah 84040 (the undersigned
disclaims liability for any error in the address):
LOT 97, FERNWOOD HOLLOW NO. 6,
ACCORDING TO THE OFFICIAL PLAT
THEREOF ON FILE AND OF RECORD IN
THE OFFICE OF THE DAVIS COUNTY RE-
CORDER.

Parcel I.D. No. 11-029-0097

Notice of Default was recorded June 5, 2025,
as Entry No. 3620400 of said Official Records.
The record owner of the property as of the
recording of the notice of default was Belles
Nuits, LLC.

The sale is subject to a bankruptcy filing, a
payoff, a reinstatement or any other condi-
tion of which the trustee is not aware that would
cause the cancellation of the sale. If any such
condition exists, the sale shall be void, the suc-
cessful bidder's funds returned and the trustee
and current beneficiary shall not be liable to
the successful bidder for any damage.

SLC 7878125.1

The sale will be made without covenant or
warranty, expressed or implied, regarding title,
possession, or encumbrances, and will be for
the purpose of paying obligations secured by
the Deed of Trust and expenses of sale as pro-
vided by law.

Bidders must be prepared to tender to the trust-
ee \$5,000.00 at the sale and the bal-
ance of the purchase price by 12:00 noon the day fol-
lowing the sale. Both payments must be in the
form of a cashier's check. DATED this 9th day
of February, 2026 /s/ David L. Pinkston David
L. Pinkston Successor Trustee
10 Exchange Place, Suite 1100 Salt Lake City,
UT 84111 Telephone: (801) 521-9000 Office
Hours: 8:00 a.m. - 5:00 p.m.

2

SLC 7878125.1

Publishing: 2/16/2026, 2/23/2026,
3/02/2026



LEGAL NOTICE DEADLINE

Monday by 5 P.M.
week of publication

Submit legal notices to:
Clientservices@thecityjournals.com



Ionic MT expands Silicon Ridge project area, confirms deposits

Ionic Mineral Technologies, a rare earth and critical mineral company with a major mining operation in Utah County, has announced a pair of developments that advance its flagship project.

Ionic said in a release that it has expanded its lease agreement with the Utah School and Institutional Trust Lands Administration (SITLA) by approximately 4,100 acres, bringing its Silicon Ridge project land package to roughly 13,000 contiguous acres.

The new property is significant to the project because it abuts the Soldier Pass Road alignment, facilitating direct hauling access from the project area to the company's 74,000-square-foot processing facility in Provo. Soldier Pass Road is a 6.2-mile, primarily dirt and gravel route that is accessed off State Route 68 (Redwood Road) near Eagle Mountain.

Ionic's Silicon Ridge project is on the southern end of the Lake Mountains in Utah County, west of Utah Lake. The company's mining operation is in a deposit of 16 critical minerals and rare earth elements found in ion-adsorption clay, including gallium, germanium, lithium and halloysite — minerals that are becoming increasingly critical to production of modern electronics, including electric vehicles and computers.

Ionic also published results of a step-

out drilling program designed to test the lateral extent of the mineralized clay system and provide the data necessary to expand the geological model for additional mining. The company said the test drilling confirmed a strong lateral continuity and indicated the deposit remains viable at depth.

"Consolidating 13,000 acres and confirming continuous mineralization across a 1,400-acre footprint reinforces that Silicon Ridge has the potential to be one of North America's most significant and scalable critical mineral assets," said Andre Zeitoun, CEO and founder of Ionic Mineral Technologies. "Ending all step-out holes in mineralization at only 100 feet depth gives us tremendous confidence in the system's size and continuity."

In a December announcement, Ionic Mineral Technologies said that the Silicon Ridge project entails "a suite of critical technology metals — gallium, germanium, scandium, rubidium, cesium, lithium, niobium, tungsten and vanadium." Ionic brands the geology of the area as an "ion-adsorption-clay-plus" deposit, claiming mineral content of 2,700 parts per million. That concentration is in the same range reported in deposits in China, where the bulk of the world's rare earth minerals are now mined.



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