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OF NOTE



Fun for the Family

The Bountiful Davis Arts Center is continuing its Family Art Night program on Feb. 25, 6-7:30 p.m., and will continue the last Wednesday of each month. Classes are free and supplies are provided. The center is located at 90 N. Main in Bountiful.



South Jordan has been ranked as the second-best city in the nation for career opportunities. (Photo courtesy South Jordan City)

South Jordan ranked second-best U.S. city for career opps

Tom Haraldsen
Salt Lake Business Journal

A nationwide study of 300 U.S. cities with populations under 250,000 indicates South Jordan is the second-best community for big career opportunities.

Coworking Cafe, a nationwide real estate technology provider, used 19 indicators of economic performance, job-market strength and livability to rank cities.

The top-ranked city in the survey was Alpharetta, Georgia. Third was Mountain View, California. No other Utah cities were among the top-ranked communities.

Mayor Dawn Ramsey said she was

pleased with the rankings, saying second is “an impressive number. Part of that stems from efforts to bring large employers into the city, and we’ve been working hard to strengthen our employer base and to be a business-friendly community.”

She said the city has worked over the past eight years to streamline processes for businesses and eliminate the red tape.

“This is a very desirable place to live,” she said. “We have low taxes, and a highly educated community with well-qualified and well-trained residents. And we’ve worked hard to keep some of our larger employers, like Merit Medical and Ultradent.”

Key takeaways from the Coworking

Cafe study regarding South Jordan included these:

Strong wage momentum. The city ranks second nationwide for wage growth, with worker earnings rising 72 percent since 2019.

“Last year we had 383 new businesses open in our city, many of them home-based businesses,” Ramsey said. “Our salaries and our micro economy here is strong.”

Exceptional housing affordability. South Jordan residents spend only 23 percent of their wages on a one-bedroom rental, the third-lowest rent burden in the survey.

see SOUTH JORDAN page 2

Homium expands platform with launch of Utah Dream Fund

Homium, a shared appreciation mortgage platform helping first-time home buyers access ownership, has launched the Utah Dream Fund. The launch marks Homium’s entrance into Utah as part of its continued nationwide expansion.

Homium is a blockchain-powered platform offering shared appreciation home equity loans to make homeownership more affordable. It provides homebuyers with down payment assistance — typically 10 percent to 35 percent — in exchange for a percentage of the home’s future appreciation, requiring no monthly payments or interest, with repayment due only upon sale or refinance. The company is headquartered in Sherman Oaks, California, with an office in New York City.



A coalition of businesses, private nonprofits and the Utah Department of Workforce Services has launched the Utah Dream Fund to help first-time homebuyers with down payments. (Adobe Stock)

see HOMIUM page 2



The city prides itself in offering parks and amenities for families at several locations, emphasizing the use of green space.

SOUTH JORDAN
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“I think that will surprise a lot of people,” the mayor said, “because as we continue to see the cost of homes and rent go up, there’s been a deliberate effort here and with other entities to build more for-rent properties, and to bring down the cost of rent. To have a well-rounded, fully functioning community, you do need a mix of housing types. I see that here, and I’m not surprised at the study’s findings.”

High economic output: The Cowork-

ing Cafe survey said South Jordan benefits from strong regional performance, with an MSA-level gross domestic product per capita of \$113,000, eighth-highest in the nation.

“As you look at the regional amenities we’ve worked to bring here, like strengthening our transit system and welcoming the new Bees ballpark and sports and entertainment district, we’re making sure there are balanced amenities across the entire city,” she said. “We’ll soon break ground on the South Valley Performing Arts Center that’s been eight years in the making, and the urban center being developed in Downtown



Pride in the community’s past and future has been reflected in the resident satisfaction cited in the Coworking Cafe study. (Photos courtesy South Jordan City)

Daybreak — these all add to the regional growth we’re spearheading in South Jordan, adding to the city’s economics.”

A tight labor market: The study says South Jordan maintains a low unemployment rate of 2.6 percent, 12th among all small cities in the country and lower than both the state and national rate.

“It goes back to having a combination of jobs available closer to home, which marries very well with our qualified workforce,” Ramsey said. “You have to be able to get to your employer easily, be close to home, and be qualified. Those things come together to create a community of high-sal-

ary earners and a high quality of life.”

She said none of these accomplishments have been by coincidence.

“It’s been very deliberate on our part as a city,” she said. “We have a really great team, very great council and city staff, and we really listen to our residents. There are high expectations for those who live here because they receive a high level of service. All of those things have created a culture that has led to successful outcomes.”

She also encourages residents to shop local stores in the city, with sales tax revenue crucial to the funding of community services.

HOMIUM
from page 1

The Utah Dream Fund will offer buyers up to \$150,000 in down payment assistance. This structure dramatically lowers monthly housing costs, reduces financial pressure on families and removes one of the largest barriers to homeownership: the upfront down payment, the firm’s announcement said.

“By replacing interest-bearing debt with shared appreciation, the program gives families greater financial freedom while making ownership attainable in today’s high-cost housing market,” the release said.

“Fair shared appreciation financing is working,” said Marcus Martin, CEO of Homium. “In Detroit, we’re seeing families who were locked out of the housing market finally able to buy homes and start building wealth. Utah will be no different. Our model creates a fair exchange. We help families get into homes, and when they succeed, we’re able to help more families. That’s how you

build a program that lasts.”

In addition to improving affordability through innovative financing, the Utah Dream Fund also supports long-term cost savings and housing sustainability, said Martin.

Homes that meet certain energy efficiency standards may also qualify for Homium’s Energy Efficient Mortgage Program, a dedicated green sleeve supported by the Garbett Family Foundation. The program recognizes homes designed to reduce long-term operating costs and improve sustainability. By qualifying, buyers can strengthen affordability through lower utility expenses while living in higher-performing, energy-efficient housing. This further improves overall housing affordability by reducing the total cost of ownership over time.

Through an additional donation from the Mark and Kathie Miller Foundation, the Utah Dream Fund will direct capital toward expanding homeownership in South Salt Lake and Millcreek. The Millers’ gift is intentionally focused on helping local families in those communi-

ties overcome housing affordability barriers, while granting access to long-term wealth creation.

The Utah Dream Fund brings together Homium’s financing platform with local partners, including Utah’s Promise, United Way of Salt Lake, Community Development Corporation of Utah, Promise Partnership Utah and Guild Mortgage, which serves as the lending partner. Initial funding was provided by the Sorenson Impact Foundation, the Mark and Kathie Miller Foundation and the Garbett Family Foundation. Funding is also provided by the state through the Department of Workforce Services.

“The Utah Dream Fund is about expanding access to ownership in ways that are fair, transparent and scalable,” said Jim Sorenson, chairman of the Sorenson Impact Group. “Homium is demonstrating what’s possible when innovation is paired with a clear commitment to people and communities.”

Homium’s release noted that Utah’s housing market has seen prices outpace wages for over a decade, putting home-

ownership out of reach for many working families. Homium’s shared appreciation model offers a sustainable alternative to traditional down payment assistance programs, which are often limited by one-time funding and serve fewer families as a result. Because Homium recovers its investment when homes are appreciated, the capital can be recycled to help additional buyers over time, allowing the program to grow and serve more families without continually requiring new funding sources.

The Utah Dream Fund follows Homium’s launch in Michigan, where the company partnered with the Michigan State Housing Development Authority, Guild Mortgage and NBA player Tobias Harris to launch the Tobias Harris Homeownership Initiative. That program demonstrated the viability of Homium’s approach and attracted additional interest from housing agencies and community partners nationwide.

Eligible first-time homebuyers in Utah can learn more and begin the qualification process at utahdreamfund.com.



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A new study spotlights the economic contributions to the state by the University of Utah. An aerial photo shows the school’s campus, with Rice-Eccles Stadium in the foreground. (Photo courtesy University of Utah)

Table 1: University of Utah Economic Analysis Direct Expenditures, FY 2024				
Dollars in Millions				
	Campus	Hospitals & Clinics	Component Units	Total
Operations (Personnel)	\$2,341	\$1,531	\$483	\$4,355
Operations (Non-personnel)	\$774	\$1,632	\$1,037	\$3,443
Construction & Capital	\$480	\$188	\$79	\$747
Student Spending	\$172	NA	NA	\$172
Visitor Spending	\$4	NA	NA	\$4
Total	\$3,771	\$3,351	\$1,599	\$8,721

NA: Not Applicable
Source: Kem C. Gardner Policy Institute analysis of University of Utah data

Not just the ‘school on the hill’: University of Utah a huge contributor to state’s economy

John Rogers
Salt Lake Business Journal

When you hear about fans of the University of Utah, your mind goes automatically to the institution’s successful athletics programs. But the school has other fans, who may root for the Ute teams but see a much broader impact — to the state’s economy.

The UofU ranks among the largest and most significant drivers of economic activity in Utah, according to a new report released by the Kem C. Gardner Policy Institute at the school.

The Gardner study found the university contributed \$7.6 billion in earnings, \$10.3 billion in gross domestic product (GDP) and \$18.1 billion in output (total sales) in Utah in fiscal year 2024. Those numbers account for 4.9 percent of total state earnings, 3.7 percent of GDP and 3.6 percent of total output statewide.

The data presented in the analysis focus specifically on the university’s direct spending on education, research and health-related activities and their associated ripple effects. The spending includes operations, capital and construction activity and spending by out-of-state students and visitors.

“The University of Utah’s mission also creates substantial long-term value by developing human capital, strengthening the workforce, advancing innovation and improving community well-being,” Gardner study authors said. Because they can’t be quantified, these broader societal benefits are highlighted but not included in the

economic contribution dollar estimates.

“The University of Utah is driving Utah’s future through education, research and engagement that strengthen our economy, benefit our communities and prepare students for lifelong success,” said UofU President Taylor Randall. “New data from the Kem C. Gardner Policy Institute reinforce that this approach is working, advancing a model of higher education with real, measurable impact that improves the lives and health of Utahns.”

Andrea Brandley, senior education analyst at the Gardner Institute and lead author of the report, said, “The University of Utah ranks among the largest and most significant drivers of economic activity in the state. The U also creates substantial long-term value by developing human capital, strengthening the workforce, advancing innovation and improving community well-being.”

Founded in 1850, the University of Utah serves as the state’s flagship higher education institution. The school hosts world-class research, education and medical care, as well as its well-established societal impact. The institution offers diverse undergraduate and graduate programs across multiple disciplines; operates several hospitals and clinics; houses many research institutes and centers; and serves the state through education, research and health care. Headquartered east of downtown Salt Lake City, the UofU’s physical presence extends to 37 cities and 15 counties in Utah with additional locations across the United States and worldwide.

Gardner researchers found that nearly half of all University of Utah revenue represents new money to Utah’s economy. This includes about a third of campus revenue, 55.2 percent of hospitals and clinics’ revenue and 69 percent of non-education component unit revenue. Hospitals and clinics account for nearly half of the university’s total out-of-state revenue, driven primarily by out-of-state patient care, Medicare and the federally funded portion of Medicaid.

More than a quarter of the external revenue comes from component units, largely ARUP Laboratories, a national, nonprofit academic reference laboratory located on the UofU campus. The largest out-of-state revenue sources for campus-related activities come from federal grants and contracts and tuition and fees from out-of-state students and in-state students receiving federal aid.

Key among the economic effects on the state is the university’s employment of Utah’ workers. In fiscal year 2024, the year for which data were available for the report, the UofU directly employed 44,801 individuals across its campus, health care system and component units, making it the second-largest employer in the state. The report found that the school and its subsidiary operations supported nearly 100,000 jobs in Utah, representing 4.1 percent of jobs statewide.

With its primary role as an institution of higher learning, the UofU enrolled more than 35,000 students across more than 300 degree and certificate programs during the 2023-24 academic year and awarded more than 9,000 degrees and certificates. These

graduates support Utah’s workforce with nearly three-quarters of graduates employed in-state five years after graduation.

The University of Utah is a nationally recognized R1 research university and member of the Association of American Universities (AAU). The Carnegie Classification of Institutions of Higher Education designates R1 status to doctoral universities engaged in the highest levels of research activity, reflected in research expenditures, staffing and the number of doctoral degrees awarded. As an R1 university, the UofU attracts substantial research funding as it advances innovation in its labs and research centers.

The university expended more than \$700 million on research-related activities in FY2024, with approximately two-thirds of funding from federal sources, bringing new revenue into Utah. This spending resulted in an economic contribution of 12,572 jobs, \$557 million in earnings, \$768 million in GDP and \$1.5 billion in output, according to the Gardner study.

“Beyond the economic contribution, the U’s students, employees and communities benefit from workforce quality and development, research and commercialization, student experience and community support and services,” Gardner authors concluded. They cited establishments such as the UofU’s Natural History Museum, Red Butte Gardens, Pioneer Theatre Co. and other entities contributing to the state’s cultural identity.

The full report, “The Economic Contribution of the University of Utah,” is available at the Gardner Institute website, gardner.utah.edu.



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The South Valley Chamber’s seven city partners were represented by mayors and city staff and applauded at the State of the Chamber event on Feb. 11. (Rebecca Olds/Salt Lake Business Journal)



Several people and companies were honored at the State of the Chamber event for various reasons. New awards for 2026 were announced to honor small businesses (Courtesy South Valley Chamber)

‘Better Together’: South Valley Chamber shares 2025 impact and 2026 vision

Rebecca Olds
Salt Lake Business Journal

For the South Valley Chamber of Commerce, 2025 was the best year for growth, according to a new impact re-

port unveiled at the chamber’s annual “State of the Chamber” event on Feb. 11 at the Salt Lake Community College campus in Sandy.

The chamber connects businesses in seven cities, including Sandy, Draper, South Jordan, Riverton, Cottonwood

Heights, Herriman and Bluffdale. All seven cities were represented at the event with attendance from the mayors.

Several people and companies were honored at the luncheon, including Kellie Challburg from Draper City as Board Member of the Year. Sports Salt

Lake earned the Tourism Award. Cyprus Credit Union was awarded the Community Service Award. The Chamber Service Award was given to Matte Quinney from Columbia Bank. Ryan Gregerson from RCG Law Group was honored with the Business Education Award. The President’s Award was awarded to the Larry H. Miller Company.

From partner cities and nearby, the chamber increased its membership by 195 in 2025, putting its total membership at 585 in 2026. Additionally, the chamber added 1,000 more followers on social media platforms.

The chamber reported a 60 percent increase in ribbon-cuttings over the past three years, an increase that South Valley Chamber CEO and President Jay Francis said the chamber is on track to beat already this year.

“When I took over the chamber in October 2020, I wanted our events to have purpose,” said Francis. “Each event we host, I want people to leave saying, ‘I met someone,’ ‘I learned something,’ or ‘I am better for attending.’”

From events and programs held throughout the year, including Women in Business luncheons, Junior Women in Business trainings, Let’s Do Lunch, Meet the Member events and Business Institute, the chamber counted 4,500 participants.

Announced at the event, the new year will hold new awards for small businesses. Francis announced the “Small Business Impact Award,” an idea that came to the chamber team that week.

“Small businesses are the backbone of South Valley,” Francis said. “They create jobs, support local causes, support youth teams, mentor entrepreneurs and take risks of moving the economy forward. Beginning in 2026, the South Valley Chamber will honor seven exceptional small businesses, each nominated by one of our city partners, whose impact goes beyond their bottom line.”

The awards align with the chamber’s new theme for 2026, “Better Together,” which Francis said will be the chamber’s mantra for the year.

Through its committees, tourism work and business education efforts, the chamber is framing its upcoming year around collective rather than individual efforts.

“We’re going to be focused, we’re going to be strategic, and we’re going to be purpose-driven,” Francis said. “We’re better because you’re here. We hope that you’re better because we’re all together.”

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Utah employees have lost millions to mental health, substance abuse issues

Tom Haraldsen
Salt Lake Business Journal

Just how large are mental health and substance abuse issues related to employment in Utah, and in the country? A recent survey revealed that Utah employees suffered a loss of \$10,052 per person over a five-year period due to mental health issues.

That study came as part of a poll of just over 3,000 employees nationally that highlighted widespread confusion around federal protections, fueling fear, silence and lost income. It revealed a striking gap in awareness around U.S. workers’ legal rights to take protected medical leave for mental health or substance use treatment — a gap that may be driving millions of Americans to suffer in silence at work.

RenaissanceRecovery.com, a nationwide association of addiction and mental health treatment centers, conducted a survey of employees, examining the financial impact mental health and substance use challenges had on Americans’ ability to earn a living. The study focused on how time off work, reduced hours or disrupted employment translated into lost income for people dealing with these conditions.

Nationally, 41 percent of respondents said a mental health or substance use issue had affected their ability to work, and of those, it was estimated that they had lost 16 percent of their income as a

result. At an average loss of \$10,968 per person over the past five years, that accumulated to over \$1.15 trillion nationally due to mental health and substance use challenges.

The findings showed clear differences by state, with workers in Massachusetts experiencing the greatest income disruption, at a loss of \$14,050 in the past five years. Comparatively, those in Mississippi suffered smaller financial losses of \$7,698.

The survey also found that fewer than half of workers (46 percent) know that federal law allows eligible employees to take job-protected leave for mental health or substance use treatment.

“What this data shows is that many workers aren’t just struggling with their mental health; they’re struggling with uncertainty, fear and misinformation,” said Alina Nejadian, LMFT (clinical director) of RenaissanceRecovery.com. “When people don’t understand their rights or don’t trust that they will be protected, they delay care, hide their struggles, and often make their situation worse. Clear communication, supportive workplace cultures, and better awareness of existing protections could make a meaningful difference for millions of employees.”

At the federal level, the Family and Medical Leave Act (FMLA) guarantees eligible workers up to 12 weeks of unpaid, job-protected leave for serious health conditions — including mental health and substance use treatment.

Although FMLA leave is unpaid, some workers may have access to income support through employer short-term disability policies or state-paid family and medical leave programs. These benefits can, in certain cases, be used alongside FMLA to replace a portion of lost wages during mental health or substance use treatment. Understanding what benefits are available — and how they interact — may help workers make more-informed decisions about taking leave when they need it. Yet the study found that understanding of the law remains limited. Only 38 percent of respondents said they were “very familiar” with FMLA, while 27 percent had heard of it but didn’t know the details, and 16 percent had never heard of it at all.

That lack of clarity appears to directly influence whether workers seek help when they need it most.

Mental health is still not seen as a “valid” reason to step away. When asked which situations they believed qualified for protected medical leave, respondents overwhelmingly selected physical health events such as physical illness or injury (31 percent) and surgery or recovery (30 percent). By contrast, only 15 percent believed mental health treatment was qualified, and just 3 percent recognized substance use treatment as a valid reason for protected leave. Nearly 8 percent said they didn’t think any of the listed reasons qualified at all.

These misconceptions are especially concerning given how common work-

place mental health struggles have become. The study found that 41 percent of respondents said they had experienced a mental health challenge or substance use issue in the past five years that affected their ability to work.

Despite this, many chose to keep working rather than take formal leave, often out of fear rather than choice.

For many workers, continuing to work through mental health challenges came at a steep personal cost. Among those who did so, 31 percent reported increased anxiety or stress, 27 percent experienced exhaustion or burnout, and others cited declining physical health, more mistakes at work, or missed deadlines.

Nearly 61 percent said continuing to work instead of taking leave made their condition worse, and 42 percent reported long-term career consequences, including slowed career growth, turning down opportunities, or leaving a job altogether. On average, respondents estimated they lost \$10,457 in income due to delayed treatment or ongoing struggles.

Even with these consequences, workplace culture appears deeply divided. While 51 percent of respondents agreed that workers are encouraged to prioritize mental health, nearly 49 percent said workers are still expected to cope quietly and keep working. More than half believed someone at their workplace is more likely to be punished than supported for taking leave.

Crispy Cones opens doors at West Valley City location

Tom Haraldsen
Salt Lake Business Journal

A new business in West Valley City can trace its roots to ABC’s popular TV show “Shark Tank.” Actually, its roots go back 300 years before that.

Crispy Cones opened its doors on Feb. 6 at 2885 S. 5600 W. It’s the third store owned by Andrei Popa and his wife, Khemia. It offers a sweet treat that has been a European favorite for more than three centuries, but it’s still a bit new to the United States. Crispy Cones offers a fresh dough cone, grilled rotisserie-style and covered with cinnamon and sugar or a specialty powder. It’s then filled with gourmet soft-served ice cream that can be topped with fruit or a variety of favorites.

“Our company founder, Jeremy Carlson, first learned about the cones when he served as a missionary for The Church of Jesus Christ of Latter-day Saints in the Czech Republic,” said Andrei, who is a native of Romania. “He wanted to make the dessert over here.”

Carlson, who was a student at BYU at the time, began experimenting in the

kitchen with his wife, Kaitlyn. In 2018, they set up shop in a canopy tent on the side of the road, selling grilled dough cones stuffed with fresh fruits. The turning point came when they added soft-serve ice cream, and the couple opened two storefronts in Logan and in Jeremy Carlson’s hometown of Rexburg, Idaho. The young couple were successful but financially challenged in their early years of marriage.

“They took the idea to ‘Shark Tank’ in 2023,” Andrei said. “That’s when one of the sharks, Barbara Concoran, offered \$200,000 for a 20 percent equity in the business.” From that point on, Crispy Cones expanded and began franchising locations. The Popas are franchisees for three stores, the other two being in Provo and Draper.

“Everything we make in our store is done from scratch,” Andrei said. “We mix all the ingredients in a bowl, then roll it out on some dowels and wait for the dough to rise. Then we put them on our grills. It takes about an hour and half from start to finish — a lot of time but necessary to create these cones. We are a true bakery.”

Khemia, who grew up in the Salt Lake



Khemia and Andrei Popa joined with ChamberWest members to cut the ribbon at Crispy Cones in West Valley City on Feb. 6. (Tom Haraldsen, Salt Lake Business Journal)

Valley and attended Brighton High, said the cones are a big hit with Utah families, especially young children who are fascinated by both the taste of the cones and ice cream, and their decorations.

The Crispy Cones franchise has grown markedly, with more than 30 locations open or in the planning stages in 16 states. In addition to the Popas’

stores, there are two locations in Logan and Layton.

The Crispy Cones West Valley store is open Monday through Thursday from noon to 11 p.m., and Fridays and Saturdays from noon to midnight. It’s closed on Sundays.

You can find the menu at <https://crispycones.com/westvalley>.

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Nonprofit helps parents navigate special education

Peri Kinder
Salt Lake Business Journal

Managing a child’s education can be daunting. That’s made even more difficult when a child needs special education services. Parents often feel overwhelmed by the volume of red tape to get their child the help they need.

Students with special needs or disabilities are eligible for an Individualized Education Program that outlines support and instructions that a team of parents, professionals and educators follow to help children thrive. The plan sets goals, strategies and performance markers to help ensure students can succeed at school.

But what happens when the IEP blueprint isn’t followed? What if there’s a failure of services or a breakdown in communication? That’s when the IEP Student Center can make a difference.

Mark Adamson is an IEP attorney with a unique perspective. As someone who has autism and ADHD, he can see the situation through the child’s eyes to help find creative solutions.

“I’d say probably as many as 60 percent of my clientele have autism, ADHD or both,” he said. “It’s fascinating for me to be able to explain to parents what’s going on in their kids’ brains and I can be a positive role model for them.”

Adamson helped establish the IEP Student Center in South Jordan (1682 W. Reunion Ave., Suite 4B), a nonprofit

it founded by attorneys, educators and parents to foster advocacy for children with special needs or disabilities.

The center provides representation, helps with conflict resolution, supports the rights of parents and students, and maintains accountability for schools to abide by IEP plans.

Adamson, a West Jordan resident, earned his law degree at the University of La Verne and worked with the Disability Rights Legal Center in Los Angeles. He said when a child’s education isn’t going the way it should, there are several options to advocate for students.

Most often, he is contacted when a child is expelled or suspended. If the behavior that got the student in trouble is a manifestation of their disability, Adamson starts a conversation with school officials to walk through the child’s IEP to make sure all issues are being addressed correctly. Often, he finds teachers are overworked, schools are underfunded and parents are ashamed.

“If you’re constantly getting called to the school, maybe your kid is hitting other kids, maybe your kid’s the bully, a parent ends up feeling like it’s a judgment on them,” Adamson said. “I try to strip that embarrassment away and not talk about the situation like it’s a moral judgment.”

He said IEP students are often considered less intelligent than mainstream kids, but his experience has proven that to be false. Adamson points to his own success as an attorney and to Ana Victoria Espino, who,



An Individualized Education Program is intended to support students with special needs or disabilities, but if there’s a failure in service, the IEP Student Center can provide resources to parents. (Adobe Stock)

in 2024, became the first person with Down syndrome to graduate with a law degree.

“So, guess who’s in college now?” Adamson asked. “A bunch of people that were never going to be in college before because their moms didn’t take no for an answer. They were creative about every single thing that they could come up with, and now we have those kids that are graduating from college, and they’re going to law schools, they’re going to med schools.”

Adamson said the state of Utah is required to assess every student under the age of 20 to determine if they have special needs or a disability, and they’re required to educate them. It’s his job, and the job of the IEP Student Center, to make sure that’s happening.

To further help parents, Adamson is starting a podcast called “Ask an IEP Lawyer Show,” which should be launched this spring. For more information, visit IepStudentCenter.org.

Chamber Dashboard: Economic indicators signal strength heading into 2026

Key indicators point to continued resilience in Utah’s economy, according to the updated January “Roadmap to Prosperity Economic Dashboard” published by the Utah Chamber, in partnership with the University of Utah’s Kem C. Gardner Policy Institute.

Published monthly, the dashboard is designed to inform business leaders’ understanding of Utah’s economy. The tool prioritizes key data on the state’s economic outlook and actionable context for decision-makers, the chamber said in its statement accompanying the release.

“Utah’s economy is showing real resilience heading into the new year. Strong job growth in information, construc-

tion, financial services and education and health services tells us the industries driving our future are expanding,” said Derek Miller, president and CEO of the Utah Chamber. “These are the kinds of trends that reinforce why businesses choose Utah and why we must continue investing in the policies that keep our economy competitive.”

The dashboard shows that growth remains strong in key service-oriented industries. Utah’s information industry posted a 6.3 percent year-over-year increase in jobs as of December. The financial services and education and health services sectors each grew by 2.9 percent.

Utah’s residential construction value dipped in November, following expected seasonal declines, but rose in December. End-of-the-year construction values appear elevated compared to late 2024.

Signaling a reduction in severe financial distress among Utah households and businesses, the state’s bankruptcy filings decreased at year end. The state recorded 623 filings in November and 613 in December. Both figures fall below the 700-plus monthly filings observed across the preceding six months.

“Utah’s economic outlook remains positive, but Utah is not immune to the softening felt nationally. Four major industries contracted over the past year:

natural resources, manufacturing, mining, trade/transportation/utilities and other services,” said Natalie Gochnour, director of the Kem C. Gardner Policy Institute. “Fortunately, the information sector has rebounded with strong year-over-year growth. The rise in construction values suggests a slightly healthier housing market, while the decline in bankruptcy rates indicates a reduction in financial distress for households and businesses alike. These indicators set the stage for Utah’s continued economic resilience as we move into 2026.”

The complete dashboard is available at <https://www.utchamber.com/roadmap-to-prosperity-dashboard/>.

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Work DAZE

Will ‘peanut butter raises’ put you in a jam?

Spread the news! Companies across the country are no longer rewarding better performance with bigger raises. That’s right! The concept of merit pay no longer has merit. Instead, all employees, good, bad and indifferent, will be getting the same raise.

Yes, that 5 percent bump proudly paid to those who exceed expectations and the 1 percent grudgingly given to those who don’t will no longer be the standard. Instead, all raises will be smooshed together to come up with a middling 2.5 percent, which, like peanut butter across a piece of bread, will be spread.

Get it? The disconnect between what you do and what you are paid is something I discovered in “Employers Are Spreading Raises Like Peanut Butter — and Workers Are Paying the Price,” a recent article by Gene Marks in *The Guardian*.

“In total, more than 40 percent of organizations are either using or actively considering standardized, across-the-board or peanut butter pay increases in 2026,” Marks writes, reflecting research from compensation data provider Payscale.

In case you’re wondering, the average peanut butter raise expected in 2026 is 3.5 percent. Marks, himself a small-business owner, believes the entire peanut butter concept is, well, nuts.



“Your higher-performing employees deserve better than this,” he asserts. “And your lower performers should be put on notice.” There’s a reason this isn’t happening. Managers are lazy. With perfunctory annual reviews, employees who are doing a good job are not rewarded, while bad performers skate. This lack of relevant rewards is especially hard on Gen Z workers. (Comprising an alarming 25 percent of the workforce, these sensitive creatures have grown up in a culture of immediate gratification and, without constant praise, perks and bonuses, tend to grow lethargic and cranky.)

Fortunately, Gen Zers can be mollified with new titles, which make them happy and cost management nothing. This is why we suddenly have weird positions, like Chief Purpose Officer, Customer Happiness Hero, Brand Evangelist and my own title, Senior Satrap of Misinformation.

No question, there are pluses and minuses to the peanut butter raise concept. One definite minus is the 3 percent you can subtract from your 3.6 percent raise. This is the rate of inflation expected for 2026,

leaving you with a 0.6 percent bump, barely enough to buy a jar of Skippy.

Another minus stems from a very basic question about your specific peanut butter raise — smooth or crunchy?

Peanut butter comes both ways, of course. So do jobs. Some of your co-workers have it easy. They are never asked to stay late, or work weekends or “think outside the box.” They are in the box and when the top is closed, they’re totally safe.

In a word, their jobs are “smooth.” Your job is different. Every assignment you get is a challenge, and nothing you do is ever good enough. You have responsibility, but no authority. Lots of enemies and few friends. Your co-workers are hoping you will fail and are doing everything in their power to make that happen.

Your job, you might say, is “crunchy.” There’s absolutely no reason that someone with a crunchy job should get the same raise as someone whose job is smooth. This is why the concept of the annual performance review must change. To highlight your accomplishments in overcoming the crunchy bits that you face every day, reviews must become more detailed and they should occur on a bi-annual basis, or a monthly basis, or — best of all — a daily basis.

Hey, the stock market fluctuates daily.

Why shouldn’t your salary? The awarding of daily raises will be a challenge to the Human Resources department, one more reason to replace those lazybones with an energetic AI chatbot. You, also, are responsible for broadcasting your accomplishments up and down the org chart.

Why not publish a daily e-newsletter listing your goals and achievements? Mine is called “What Is It Bob Does, Anyway?” Feel free to use that title or insert your own name. Might as well add a podcast — a video podcast. It would be a crime to deny your co-workers the opportunity to see your shining visage.

By setting you apart from the homogenized peanut butter workforce, this personal publicity campaign is sure to pay off. You might still get smooshed, but instead of a measly peanut butter raise, you could get an almond butter raise. Or rise up to management levels where everyone gets a macadamia nut raise.

Hey, if you’re going to be a nut, might as well be a well-paid one.

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

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A unique gift boutique ‘returns’ to Bountiful’s Main Street

Tom Haraldsen
Salt Lake Business Journal

Lisa Street discovered her passion for creating handmade decor when she was just 8 years old, in her grandmother’s basement. She recalls collecting pinecones all summer and fall and they’d hand-wire each of them into a wreath for the holidays. Her passion has never left.

So in the late ‘80s, she opened her own gift shop/decorating studio, Squirrel Haven, on Bountiful’s Main Street. She loved it, but when downtown underwent a major reconstruction and Main Street was closed for a few months, several stores closed with it, including hers.

“I left to go into real estate full time,” she says. “I began selling homes, but also continued to make wreaths, particularly for the homes I’d sold. I have a degree in interior design and have always loved playing with colors and materials. People loved the wreaths and asked where they could get them for other professionals that they wanted to give a gift that was uniquely designed and handmade.”

She opened up her own Etsy stop seven years ago (lisastreetdesigns.etsy.com), and it’s done well. Last August, a friend of hers asked if she wanted to go

in with her on a pop-up boutique for part of Bountiful’s Sideway Days, and again they got a wonderful reception. Now, both Street and her artist friend Kim Byrd (studioart_25) are still on Main Street with a small shop just a few yards away from where Street’s original store once stood. It’s part of the John Hepworth property — he is Byrd’s father.

“We decided we’d keep the business open at least through Halloween, but customers kept coming, so that extended into the holidays, and how we’re still here,” Street said. The business doesn’t have a name on the building, but it’s easily identifiable by the bright red door, and neither Street or Byrd know if they will remain there permanently. For now, customers are still coming in.

“People were receptive to Kim’s artwork and my customwork and we expanded it to include Lahna’s Chocolates, also created here in Bountiful, and sell them in store,” she said. Inside, customers can find seasonal decor for front doors, framed art of Byrd’s originals in a variety of sizes, seasonal centerpieces, gift cards, a display of Lahna’s Chocolates, and a wall of ribbon so customers can choose their own patterns and colors. There’s also a photo opp spot with different backgrounds so customers can take photos for the seasons.



Lisa Street and Kim Byrd are operating a boutique at 144 S. Main St., Bountiful. (Tom Haraldsen, Salt Lake Business Journal)

Street is now planning and designing items around Easter. Her creations are always posted on her Etsy site and then moved into the store later. Their business is open three days a week (Thursdays, 11 a.m. to 2 p.m., and Fridays/Saturdays, 10 a.m. to 2 p.m.) or by appointment.

“We can do custom jobs for any customer,” Street said. “We’re the perfect place to pick up a quick gift, and we take pride in wrapping everything. We love people who just wander in and find something they like. Kim and I love what we do.”

UMB Bank opens first Utah branch in Midvale

UMB Bank NA, a subsidiary of UMB Financial Corp., has opened its first Utah branch at 911 E. Fort Union Blvd. in Midvale.

The newly constructed, full-service branch supports UMB’s continued growth in Utah, including expanding its offerings to include retail services. It also expands UMB’s national branch footprint to 14 states.

“Opening a branch in Utah is an important step in our growth story,” David Andersen, regional president for UMB Bank, said in a release. “Utah’s strong business climate and entrepreneurial energy align well with UMB’s relationship-driven approach. This new space allows us to better serve our clients, support our growing team, and further ingrain ourselves in the community.”

Founded in 1913 in Kansas City, Missouri, UMB has grown from a hometown bank into a leading, regional banking powerhouse. UMB supports individuals and businesses with comprehensive banking services, offering the products and services of a national bank, paired with the exceptional and personalized service of a community bank.

“Leading up to this milestone, UMB already held nearly \$2 billion in loans in

Utah,” Andersen said. “We look forward to building on this momentum and serving our clients with even greater scale and resources, while maintaining our local decision-making and personal service model. This is an incredible community, and we’re very excited for our future in Utah.”

Along with its new Utah location, UMB will open a new branch in Carefree, Arizona, in March.

“Our branches provide an intentional space for people to conduct business, have important financial conversations, and form relationships that positively contribute to their financial well-being, which is why opening this branch in Salt Lake City is a meaningful step for us in the region,” said UMB Financial Corp. Chairman and CEO Mariner Kemper. “As we continue to grow and expand, we remain committed to offering our customers valuable in-person and digital banking options. From a business perspective, we’re excited for the additional opportunities our evolving branch network will provide in Utah and beyond.”

UMB has 100 associates in Salt Lake City and 268 in Utah, which includes its Fund Services operations in Ogden and its corporate trust services in Cottonwood Heights.



The new UMB Bank location in Midvale is the first branch in the state. (Photo courtesy UMB Bank)



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Unemployment, poverty set Northwest Salt Lake County economy apart from region

Northwest Salt Lake County communities continue to post high unemployment numbers and low per capita income, according to the latest “Northwest Valley Datapoints” published by the Kem C. Gardner Policy Institute at the University of Utah.

The report is the fourth in a series of fact sheets designed to provide important data about the communities of West Valley City, Kearns, Taylorsville, Magna and Salt Lake City west of I-15. The fourth installment presents economic data for the region, including findings around income, poverty, employment, commuting and business composition.

Unemployment rates remain elevated in most Northwest Salt Lake County communities and they exceed the statewide average of 3.4 percent, with the highest unemployment rates in Kearns (5.8 percent) and Magna (5 percent) and the lowest in Taylorsville (3.8 percent).

The fact sheet also reports that median household income in Northwest Salt Lake County is approximately \$11,000 below the Salt Lake County average, with per capita income trailing Salt Lake County by \$13,000. Across the region, 15.7 percent of children live in poverty compared with 8.9 percent of children statewide.

The northwest part of Salt Lake County demonstrates strong labor force participation, according to the Gardner research, with especially high shares of residents working or seeking work in Kearns (73.8 percent) and West Valley City (73.3 percent).

“Our research reveals an engaged workforce and a unique mix of industries and businesses in Northwest Salt Lake County,” said Nate Christensen, research economist at the Gardner Institute. “Data also points to challenges, including higher unemployment, lower-paying local jobs and elevated poverty rates — especially for children. These findings underscore the need for informed strategies to bolster economic well-being.”

The region’s diverse business mix stands out for its high share of large establishments (50-plus employees) and the dominant presence of the trade, transportation and utilities industry.

Women own 37.3 percent of businesses in Northwest Salt Lake County, compared with 35 percent statewide. Racial and ethnic minorities own over half the businesses located in Kearns, Magna and West Valley City, compared with 16 percent across Utah.

A study of commuting patterns in the area found that a majority of working residents in West Valley City, Taylorsville, Magna and Kearns commute outside their home city for employment, with substantial flows commuting daily to Salt Lake City.

The latest “Northwest Valley Datapoints” fact sheets can be accessed through the Gardner Institute website at gardner.utah.edu.

Log Haven Restaurant is now under new ownership

Tom Haraldsen
Salt Lake Business Journal

One of the Salt Lake Valley’s most iconic restaurants is under new ownership. Log Haven, in Millcreek Canyon, has been sold to new owners Brandon Hargett, Flynn Paulson and Teri Paulson.

Longtime owner Margo Provost, who purchased Log Haven in 1994, transitioned the ownership. General Manager Ian Campbell and Executive Chef Dave Jones were also bought out, though both will remain actively involved in continuity and mentorship as the restaurant moves into the future.

“For 32 years, Log Haven has been a labor of love and a true community gathering place,” Provost said in a release. “I’m deeply grateful to my partners, our extraordinary staff, and the community who helped shape it, sustain it, and care for this special place — including the land that surrounds it. I’m excited to pass the torch to owners who share that sense of stewardship and will carry Log Haven’s legacy forward with fresh energy and deep respect.”

The new ownership group shares experience in hospitality, operations and long-term business stewardship. Hargett, a veteran restaurateur, will oversee day-to-day leadership, while the Paulsons bring a long-standing focus on building durable business through financial systems, governance, and operational support.

“This is not just the purchase of a restaurant; it is a responsibility to a legacy,” Hargett said in a release. “Log Haven is a rare place where food, land, history and community intersect. We are honored to become its stewards and are committed to protecting what makes it special while thoughtfully investing in its future. Places like Log Haven are increasingly rare, and protecting them — no, reinventing them — is the responsibility we take most seriously.”

Faith Scheffler, who will remain with Log Haven as a minority partner, said, “Log Haven is what it is today because of Margo’s vision, Ian’s leadership and Dave’s extraordinary culinary talent. Their influence is deeply woven into every corner of this place, and that foundation allows Log Haven to move forward with integrity.”

From left, Flynn Paulson, Teri Paulson and Brandon Hargett are new owners of Log Haven Restaurant in Millcreek Canyon. (Photo courtesy Log Haven)



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PEOPLE ON THE MOVE

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

ADVISORY

• **MTA Advisory Partners**, a Pennsylvania-based investment banking firm, has appointed **John Dudash** as managing director, based in Salt Lake City. He joined the firm earlier this year and has been working with clients in Utah and the broader Mountain West region. Dudash has decades of experience as a CEO, president, and senior sales and marketing executive, with a career spanning consumer products, manufacturing, logistics and technology-enabled services. He has led numerous middle-market, private-equity-owned companies and has been directly involved in more than 10 acquisitions and divestitures as the deal lead. Among other roles, Dudash has served as vice chairman of the Utah Manufacturers Association.



John Dudash

EDUCATION

• **Salt Lake Community College** has hired **Brenda Madore** as vice president for student affairs. Madore most recently served four years as chief of staff and institutional advancement officer at Howard College, a rural community college in Texas. There, she helped guide strategic initiatives and strengthen institutional culture and led the Open Roads Promise Program, a tuition-free access initiative that significantly increased recruitment, persistence and completion across four Texas counties. Before that, she served at Ranger College, where she led dual enrollment efforts. Madore holds an Ed.D. in community college leadership from Kansas State University and a Master in Management and Leadership from Western Governors University Texas.



Brenda Madore

INSURANCE

• **Prime Insurance**, based in Sandy, has hired **Fernando “Fernie” Alvarez** as president of high net worth and specialty programs. He will lead the strategic development and oversight of high net worth and specialty programs, working with Prime’s underwriting and leadership teams to support thoughtful



Fernando Alvarez

coverage architecture, program consistency, and long-term partnerships with insureds. His responsibilities will focus on advancing integrated program solutions that align multiple coverage components within a disciplined excess and surplus lines framework. Based in South Florida, Alvarez has extensive experience in specialty insurance program leadership, including the design and oversight of solutions for high net worth individuals, complex asset portfolios, and specialized risk profiles. His background includes large-scale real estate and construction exposures, specialty liability structures, and sports- and entertainment-related risks, including work involving professional sports organizations, major venues and athlete-focused programs.

MANUFACTURING

• **Ortho Development Corp.**, a Draper-based designer and manufacturer of orthopedic implants and surgical instruments, has appointed **Kevin Kinnersley** as vice president of sales and hired **Patrick Fitch** as director of U.S. sales-West. Kinnersley has been at Ortho for more than 11 years, most recently serving as director of business development. He has extensive experience in business development, sales leadership and marketing strategy. Prior to joining Ortho Development, he held clinical sales roles at DePuy Orthopaedics and Stryker. Based in Arizona, Fitch has nearly two decades of leadership experience in the orthopedic and medical device industry, holding senior roles across sales management, regional leadership and general management within the orthopedic industry, with a strong focus on hip and knee portfolios. His background includes positions at Conformis, Restor3d, NuVasive and Stryker. Prior to his career in orthopedics, Fitch served seven years on active duty in the U.S. Army as a combat medic with the 1st Infantry Division.



Kevin Kinnersley



Patrick Fitch

RETAIL

• **Harmons Grocery**, a family-owned, Utah-based grocery retailer, has promoted **Lori Nigh** to executive vice president/chief operating officer, selected **Danerish Root** as vice president of sales, and promoted **Mike Arbuckle** to senior director of Center Store. The moves follow **Paul Adamson**’s retirement from his role as executive vice president of operations after 22 years of service. In her new role, Nigh will oversee operations across the company and continue driving strategies that enhance execution, service, products and results. She most recently served as vice president of sales. Root will guide sales strategy and strengthen partnerships that deliver value to customers and vendors alike. The company said Root has been a driving force behind the success of Harmons Central Production. In a newly created position, Arbuckle will provide leadership to strengthen assortment, merchandising and supplier alignment while supporting an elevated shopping experience across all stores.

TECHNOLOGY

• **Listen Technologies**, a Bluffdale-based provider of advanced wireless listening solutions, and **Ampetronic**, a U.K.-based in hearing loop systems company, have announced that **Mikey Shaffer** has been promoted to vice president of North American sales at **Ampetronic/Listen Technologies**. Shaffer is responsible for accelerating revenue growth, expanding market presence and optimizing channel performance across North America. She leads the North American sales teams and channel partners in selling Listen Technologies and Ampetronic assistive listening systems. Shaffer joined Listen Technologies in 2016 and has held marketing, vertical markets and regional sales roles at the organization. Prior to her promotion, Shaffer served as senior director of sales in North America. Shaffer also hosts webinars and shares information to help raise industry awareness of Americans with Disabilities Act and global accessibility requirements related to assistive listening. Prior to joining Listen Technologies, Shaffer worked with the local deaf and hard of hearing community in Utah to provide solutions for their telecommunications needs.

• **Branch**, a Florida-based compa-



Mikey Shaffer



Matt Peterson

ny offering a workforce payments platform, has appointed Utah-based **Matt Peterson** as chief financial officer. With a background in high-growth technology, capital markets and pre-IPO preparation, Peterson will guide Branch’s financial strategy as the company scales its enterprise reach and expands its payments infrastructure. Peterson’s career spans accounting, investment banking and finance leadership roles at high-growth technology companies. He has led and advised on more than \$15 billion in transactions and played a key role in taking multiple companies public, including guiding Fastly through its 2019 IPO. He went on to hold senior finance roles at Attentive Mobile, where he supported both infrastructure- and marketplace-driven business models. Most recently, Peterson served as CFO of Snappy, the enterprise gifting and rewards platform. Branch serves over 1,300 customers including Uber, Instacart and Indeed Flex, along with Jimmy John’s, Dunkin, and Marco’s Pizza franchise locations.

• **Limble**, a Lehi-based company offering a maintenance and asset management platform, has appointed **Sara Patterson** as chief people officer and **Joe Aleardi** as chief revenue officer. Patterson has held senior leadership roles at companies including Simpro Group, Bonobos, Walmart eCommerce, Cart.com, Lemonade, Gilt Groupe and Condé Nast. She brings deep experience leading teams across the full people function and is recognized for building modern people organizations that scale with the business. Aleardi has a history of driving significant revenue growth and enhancing customer value at various organizations. Notable achievements include leading a business unit at IBM responsible for over \$200 million in revenue and transforming go-to-market functions at EDITED. Aleardi also has held executive positions with a variety of early-stage growth companies, including SWRVE and Infiterra.



Sara Patterson



Joe Aleardi

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A rider catches some air as she flies off the Launch Slide at Urban Air Adventure Park. (Peri Kinder/Salt Lake Business Journal)



With the Spin Zone bumper cars, drivers can flip, twirl and spin, taking the ride in an entirely new direction. (Peri Kinder/Salt Lake Business Journal)



The popular Sky Rider allows people to soar over their friends and families in a zipline-type adventure. (Peri Kinder/Salt Lake Business Journal)

Urban Air Adventure Park takes flight at Fort Union

Peri Kinder
Salt Lake Business Journal

Hundreds of parents and kids showed up to welcome Urban Air Adventure Park to Midvale. On Jan. 31, the family entertainment center held a grand opening at its first-ever location in Utah (7220 S. Union Park Ave.), with attractions like the Sky Rider zipline, Spin Zone bumper cars, a ropes course and climbing walls.

“We didn’t want to just open another play place. We wanted to build the ultimate destination,” said Diby Roy, Urban Air franchise owner. “Families in Midvale, Cottonwood Heights and Sandy have been waiting for a premium venue that works for everyone, from the toddler on a playdate to the teenager on a Friday night date. We’ve built the place where you go to make memories, not just burn time.”

The Urban Air Adventure Park also features a play area with seven slides, including the Launch Slide, where riders catch air on the landing; a slide for tandem racing; and the double tube slides with dynamic lighting effects.

Attendees can ride the Flip Zone bumper cars, play laser tag, navigate the obstacle course and fly through the air on the zipline-type Sky Glider.

“We’re really excited to bring this here,” said General Manager Anna Powell. “We’ve got so many different things and attractions, and our three main core things are: clean, safe and kind. We do daily checks on all of our equipment, sometimes even twice a day, to make sure every single bolt and screw is working properly.”

For more information, including hours and memberships, visit Urbanair.com.



Climbers tackle one of the several towers in the climbing area at Urban Air Adventure Park in Midvale. (Peri Kinder/Salt Lake Business Journal)



The extensive ropes course at Urbain Air Adventure is a challenging route for people of all ages. (Peri Kinder/Salt Lake Business Journal)

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Industry Briefs

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

CORPORATE

• **Avtech Capital LLC**, a Cottonwood Heights-based, privately held equipment finance and leasing company, has completed its inaugural asset-backed securitization (AVT 2026-1). The transaction had an aggregate value of \$141 million, consisting of four classes of notes. The issuance is backed by a portfolio of commercial equipment leases spanning a diverse array of industries and equipment types. The transaction generated strong demand from institutional investors and was significantly oversubscribed. **Capital One Securities Inc.**, a non-bank affiliate of Capital One NA, served as sole structuring agent and sole bookrunner. **Chapman and Cutler LLP** acted as legal counsel to Avtech and the issuer.

COWORKING

• **Kiln**, a flexible office and coworking space provider, has opened **Kiln Holladay** in Holladay Hills, a mixed-use development at the former Cottonwood Mall site. The 52,000-square-foot location offers premium offices, meeting and event space and amenities. It includes a theater and event venue for product launches, speaker series and cultural programming; meeting and conference rooms designed for collaboration and client engagement; wellness features such as mothers’ rooms, relaxation areas, a golf simulator and ergonomic design throughout; a podcast and content studio for on-site media creation; and a café, lounges, kitchens and curated gathering spaces.

ECONOMIC INDICATORS

• **Utah singles** would reject anyone with a **credit score** under 512, according to a survey by financial media company **MarketBeat**. It asked 1,500 singles nationwide which financial red flags would immediately turn them off from a potential partner, including credit score. Nationally, the “absolutely not”

line lands at a credit score of 504 and below. The figure is highest in North Dakota, at 600. The lowest figure, 472, is in West Virginia.

• **West Valley City** leads a list of Utah cities with the largest population of **residents who are about to retire**, according to a study by **SmartAsset**. It looked at the 317 largest U.S. cities. West Valley City has 11 percent of its population between the ages of 55 and 64. That puts it at No. 187 nationally. **Provo** is the No. 1 city in Utah for the number of “high income” pre-retirees (those who annually earn \$200,000 or more), at 26 percent. However, Provo has the least number of pre-retirees in Utah, at just 5 percent of residents. Details are at <https://smartasset.com/data-studies/single-married-2026>.

• Approximately 654,000 **Utahns** are driving with **vision they know is not good enough**, according to a survey by **Lenspricer.com** about how many drivers knowingly avoid eye tests or corrective lenses. Forty-four percent of Utah drivers admit they have not been to an optometrist for a recent checkup. Nationally, the figure is 49 percent, or over 75 million drivers. The highest percentage is Arkansas, at 64 percent. Details are at <https://lenspricer.com/news/eye-sight-survey>.

• **Liberty Park** in Salt Lake City is the top public space in the state that **most influences homebuying decisions**, according to a survey by real estate platform **Calgary Homes** about the role that public spaces play in home-buying preferences. Coming in second place is **Pioneer Park** in Salt Lake City, with No. 3 being **Provo River Trail** in Provo. Details are at <https://calgaryhomes.ca/blog/public-spaces-survey.html>.

EXPANSIONS

• **Co-Diagnostics Inc.**, a Salt Lake City-based molecular diagnostics company, has announced that **CoSara Diagnostics Pvt. Ltd.**, a joint venture between Co-Dx and Ambalal Sarabhai Enterprises Ltd., has received a license from the Central Drugs Standard Control

Organization to manufacture the CoSara PCR Pro real-time PCR point-of-care instrument for sale or distribution. That authorizes CoSara to manufacture the CoSara-branded Class A medical device instrument at its manufacturing facility in Ranoli, India. for purposes of sale or distribution. This represents the final instrument license required by the CDSCO prior to beginning commercialization. The CoSara PCR test kits that will be run on the PCR Pro instrument, including tests for Mycobacterium tuberculosis and human papillomavirus, are subject to separate regulatory clearance prior to use as in vitro diagnostics and are not yet available for sale.

MILESTONES

• **Beans & Brews Coffee House**, based in Salt Lake City, reported that in 2025 it opened 11 new locations. The expansions were concentrated in Utah, Texas and Nevada. The brand also announced plans to continue growing in Idaho. Founded in 1993 and franchising since 2004, Beans & Brews Coffeehouse now has over 89 locations across seven states, with 112 more in development.

PHILANTHROPY

• **Sundt Construction**, an Arizona-based general contractor, in partnership with its employee-owned charitable arm, the **Sundt Construction Foundation**, has completed the demolition of four long-vacant buildings on **The Salvation Army’s** property at the corner of 400 South and 900 West in Salt Lake City. The buildings, which had stood unused for several decades, were deemed outdated and unsafe. Sundt provided demolition services at no cost to The Salvation Army. The demolition process included securing the site, safely demolishing the structures, removing debris and backfilling the site using coordinated heavy equipment and transportation support. The property will remain vacant until plans for a future, appropriate replacement are determined. Additional partners on

the project were **My Hometown**, an affiliate of The Church of Jesus Christ of Latter-day Saints, which assisted with coordination efforts involving Salt Lake City and other construction partners; **Wheeler Machinery**, which provided an excavator; **Centennial Trucking**, which supplied trucks to haul away demolition materials and backfill; **Ferrari Fence Co.**, which provided site fencing; and **Lakeview Rock Products**, which provided the backfill materials.

RECOGNITIONS

• **Supplemental Health Care**, a Cottonwood Heights-based workforce solutions provider, has been named a winner of **ClearlyRated’s 2026 Best of Staffing Client and Talent awards**. SHC also has maintained its Gold status, reflecting a sustained track record of excellence for five or more consecutive years. This year, SHC achieved satisfaction scores of 9 or 10 out of 10 from 76.4 percent of its clients, surpassing the industry average of 55 percent. The company also earned a Net Promoter Score of 74 percent from its clients, compared to the industry average of 45 percent. It also received satisfaction scores of 9 or 10 out of 10 from 78.3 percent of its placed health care and school professionals, above the industry’s 50 percent average. The firm’s candidate Net Promoter Score reached 70 percent, more than double the industry’s average of 30 percent.

SERVICES

• **Trihydro**, a Laramie, Wyoming-based engineering and environmental consulting firm, has opened an office at 6415 S. 3000 E., Suite 230, Salt Lake City, supporting its continued regional growth and enhancing its ability to serve clients throughout Utah and neighboring states. The new office serves as a centralized hub for project teams, enhancing collaboration and responsiveness. It supports projects across multiple industries, including oil and gas, mining, solid waste, and industrial and chemical sectors.



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Burnout vs. balance: Why alcohol often masks (and worsens) workplace stress

Many business leaders use alcohol as a default stress-management tool. However, alcohol can quietly worsen burnout rather than relieve it. This article was written by Tzvi Boxer, community outreach coordinator at Virginia Recovery Centers, a leading alcohol and drug rehab in Virginia.

For many business leaders, alcohol has become the unofficial punctuation mark at the end of a long workday. Meetings run late, the inbox never empties, the pressure builds, and somewhere between closing the laptop and sitting down to dinner, a drink appears. However, it appears not as indulgence, but as relief. Culturally, this ritual is so normalized that it often goes unquestioned. Happy hours are also framed as team-building and client dinners revolve around wine lists.

As community outreach coordinator at Virginia Recovery Centers, I've seen how while alcohol can temporarily dull the edge of stress, it rarely addresses its root causes (and often makes them worse). For many high-functioning professionals, alcohol slips into the role of stress management not because of a lack of discipline or awareness, but because modern work leaves little room for genuine recovery.

Workplace stress today looks different than it did a decade ago. Boundaries are thinner, and technology has erased clear start and stop times. Many professionals are also expected to be available across time zones, platforms and personal hours. The nervous system rarely gets a true signal that the workday is over.

Alcohol offers a fast shortcut. Within minutes, it slows the nervous system, quiets racing thoughts, and creates the sensation of "switching off." Unlike meditation or exercise, it doesn't require time, effort or planning. And unlike other coping tools, it comes with social permission. However, the problem is that what feels like regulation is often just numbing.

Stress activates the body's fight-or-flight response, increasing cortisol and adrenaline. Alcohol initially suppresses this response, which is why it can feel calming. But that effect is short-lived. As alcohol is metabolized, cortisol levels rebound (often higher than before). Sleep also becomes fragmented, particularly during the second half of the night. Deep, restorative sleep decreases, even if someone falls asleep faster after drinking.

The result? The body never fully recovers. The next morning brings fatigue, irritability, reduced focus, and a lower threshold for stress. Over time, this cycle trains the nervous system to rely on alcohol for decompression, while simultaneously increasing baseline stress. So what looks like stress relief is actually stress displacement.

Burnout doesn't usually arrive dramatically. It creeps in quietly and shows up as emotional numbness, decreased motivation, shorter patience, and the feeling that even small tasks require outsized effort. Many professionals push through these signs, assuming they just need a vacation or a slower week.

Alcohol can mask these early warning signals. By taking the edge off at night, it delays the moment when someone realizes how depleted they've become. Instead of addressing workload, boundaries, or systemic pressure, the body is given a temporary anesthetic. Over time, the line between "taking the edge off" and relying on alcohol to function becomes blurred, not in a dramatic or obvious way, but in a subtle, socially invisible one.

Many high performers believe they are managing stress effectively because they continue to meet deadlines and hit targets. But productivity is not the same as sustainability. Even when consumption is moderate, alcohol impacts executive functioning, including decision-making, impulse control and emotional regulation. It reduces cognitive flexibility, making it harder to problem-solve creatively or adapt under pressure.

Ironically, the people most vulnerable to this pattern are often those who care deeply about their work. When identity, success and self-worth are tightly intertwined, stress feels personal (and numbing it feels necessary).

Balance is often misunderstood as doing less or opting out. In reality, it's about recovery. True stress management supports the nervous system rather than overriding it. This can include consistent sleep, physical movement, time outdoors, intentional transitions between work and home, and (perhaps most importantly) boundaries that signal safety to the body.

These tools don't offer the instant relief alcohol does, which is why they're easier to skip. But unlike alcohol, they actually lower baseline stress instead of postponing it. Balance also doesn't

require perfection. It's not about eliminating alcohol entirely or following rigid rules. It's about noticing patterns and outcomes honestly.

Workplace drinking norms are slowly shifting. Alcohol-optional events are becoming more common. Non-alcoholic options are improving in both quality and availability. Many professionals are quietly choosing to drink less, not because of labels or identities, but because the cost-benefit calculation has changed. Choosing not to drink at a work event no longer has to be a statement. It can simply be a preference. And cutting back doesn't require a backstory.

When organizations normalize multiple ways to connect and decompress, they reduce the pressure to self-medicate stress socially.

Alcohol isn't the villain of workplace

stress, but it often acts as a convincing mask that eases discomfort without addressing its source or supporting real recovery. The shift from burnout to balance starts not with judgment, but with curiosity: How do I feel the next day? Does this actually help me recover? Sustainable success depends not just on how hard we work, but on how well we restore. That difference often determines whether a career quietly burns out or truly lasts.

Tzvi Boxer is the community outreach coordinator at Virginia Recovery Centers, a leading alcohol and drug rehab in Virginia. In his role, Boxer connects individuals and families with the center's comprehensive addiction treatment programs, including outpatient care, medication-assisted treatment, and holistic therapies such as art and music therapy. <https://virginiarecoverycenters.com/>



Lindon-based Fortem Technologies, an airspace security and counter-drone solutions provider, has received a multimillion-dollar order to protect U.S. venues at the upcoming 2026 FIFA World Cup soccer tournament using its net-equipped DroneHunter interceptors. In the photo, Fortem's DroneHunter hexacopter interceptor, right, uses a patented net-based capture system to safely remove drones without creating debris below. Unlike radio-frequency jamming — which can disrupt legitimate communications and may not work on autonomous drones — or kinetic kill systems that create falling debris, DroneHunter eliminates the threat without creating new ones. That makes it uniquely suited for 2026 FIFA World Cup venues, where dense crowds and zero tolerance for collateral damage rule out most alternatives. The World Cup is scheduled June 11 to July 19 in 16 cities — 11 in the United States, three in Mexico and two in Canada. This will mark Fortem's second World Cup deployment. The firm's system protected venues in 2022 in Qatar. "It's an honor for Fortem to once again protect the FIFA World Cup, this time on our home turf," said Jon Gruen, CEO of Fortem Technologies. "The threat posed by small drones is one of the most consequential shifts in security of our lifetime. But it's a threat we know how to stop — and we've already proven it on one of the world's biggest stages." (Photo courtesy Fortem Technologies)





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CALENDAR

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

Feb. 24, 8:30-10 a.m.

Women's Leadership Breakfast, hosted by World Trade Center Utah and featuring Baroness Dambisa Moyo, economist, author, financial strategist, and member of the United Kingdom's House of Lords. Moyo will discuss women in financial leadership and global economic policy. Location is Thomas S. Monson Center, 411 E. South Temple, Salt Lake City. Details are at <https://luma.com/bbv8bi2n>.

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

Feb. 25-27

Apres Cyber Slopes Summit, focused on AI and cybersecurity briefings and trainings. Event includes expert-led sessions, workshops and live demos. Attendees will explore emerging trends in AI and cybersecurity, adversary emulation, cloud security, incident response, leadership, and real-world defense strategies. Location is Blair Education Center, 900 Round Valley Drive, Park City. Details are at ApresCyber.com.

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

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

Feb. 25, 5-6 p.m.

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

Feb. 25, 5:30 p.m.

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

Feb. 25, 6-7 p.m.

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

Feb. 26, 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 Nemelka, 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.

Feb. 26, 6-7 p.m.

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

Feb. 28, 6-8 p.m.

"Clarity, Connection and Community," a BioHive Women in Technology & Science (WITS) event. Location is Seek Labs, 350 W. 800 N., Salt Lake City. Details are at <https://luma.com/qxil03ok>.

March 4, 9-11 a.m.

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

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

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

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

"Wasatch Back Business University: Data-Driven Decision-Making," a Park City Chamber/Bureau event. Location is Blair Education Conference Center, 900 Round Valley Drive, Park City. Cost is \$10. Registration is required. Details are at parkcitychamber.com/events/.

March 4, 11:30 a.m.

"Lunch & Learn," presented by the West Jordan and South Jordan chambers of commerce. Speaker Boyd Petersen, president of the South Jordan Chamber and the leader of a digital marketing agency for 20 years, will discuss

"What Do You Need to Know About AI SEO? You Need to Add These Things Now." Location is Legacy Retirement Center, 1617 W. Temple Drive, South Jordan. Details are at sj-chamber.org.

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

2026 Economic Lunch, a Utah Valley Chamber of Commerce event. Speaker is Robert Spendlove, senior vice president and economic and public policy officer at Zions Bank. Location is Provo Marriott, 101 W. 100 N., Provo. Cost is \$35 for two tickets. Details are at thechamber.org.

March 5-7

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

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

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

March 5, 5-7 p.m.

"Business After Hours Mixer," a Park City Chamber/Bureau event, co-hosted with the Heber Valley Chamber and LGBTQ+ chambers. Speaker Aric Bostick will lead a session on attachment styles and how they impact networking, helping you build stronger, more authentic professional relationships. Location is Al Engen Ski Museum & Utah Olympic Park, 3419 Olympic Parkway, Park City. Free. Details are at parkcitychamber.com/events/.

March 10, 2-3:30 p.m.

"Starting Your Business 101," a Small Business Development Center event taking place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

March 11, 9:30 a.m.-4:30 p.m.

"Build Then Bless," a Commerce Catalyst event featuring Utah leaders sharing how to build a culture that leads to happier people, better communities, and a healthier bottom line and exploring what it looks like to build organizations rooted in service. Location is Thanksgiving Point Show Barn, 2476 W. Sycamore, Lehi. Cost is \$50 before Feb. 27, \$70 thereafter. Details are at <https://buildthenbless.com/btb-conference-2026/>.

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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 Representative of the above-entitled estate. Creditors of the estate are hereby notified to: (1) deliver or mail their written claims to the Personal Representative at the address above; (2) deliver or mail their written claims to the Personal Representatives attorney of record, Taylor Stone at 991 Shepard Ln Suite 210, Farmington, UT 84025 (3) file their written claims with the Clerk of the District Court at Salt Lake District Court, 450 S State St, Salt Lake City, UT 84111 in 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 CREDITORS SETTLORS AND CO-TRUSTEES, JEREM M. PITT AND CATHERINE ANN PITT, 244 W. 1750 N. CENTERVILLE, UT 84014, AND CO-TRUSTEE, RACHEL LYNN SCHWAB, HEREBY PUBLISH NOTICE THAT THE FOLLOWING ASSET WAS TRANSFERRED INTO A UTAH DOMESTIC ASSET PRO-TECTION TRUST ON FEBRUARY 10, 2026: PARCEL NOS. 02-127-0018 & 07-072-0129, IN DAVIS COUNTY, UTAH. CREDITORS ARE REQUIRED TO PRESENT CLAIMS TO THE ABOVE CO-TRUSTEES WITHIN 120 DAYS FROM THE FIRST PUBLICATION OF THIS NOTICE OR BE FOREVER BARRED. Publishing: 2/23/2026, 3/02/2026, 3/09/2026

NOTICE TO WATER USERS

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

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 Company 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; STOCKWATERING.

Teresa Wilhelmsen, P.E.

State Engineer

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



Utah House committee nixes attempt for OTC sale of ivermectin

A bill that would have made the controversial drug ivermectin readily available without an individual prescription failed to make it out of committee at the Utah Legislature's general session. The bill failed in the House Health and Human Services Committee by a 7-5 vote. The committee's three Democrats joined four Republicans in voting against it. Those opposed included Rep. Katy Hall, R-South Ogden, the committee's chair and a registered nurse.

Ivermectin is a drug commonly used to treat parasites in livestock but is being touted by some conservatives as an alternate treatment for COVID-19. Some doctors have prescribed the drug in limited doses for human treatment of parasitic worms and conditions such as head lice and rosacea. A handful of U.S. states have passed legislation allowing for the sale and purchase of ivermectin over the counter for

human use without a prescription. Utah's bill, sponsored by Rep. Trevor Lee, R-Layton, was widely opposed by groups such as the Utah Medical Association and the Utah Nurses Association. "Ivermectin has a role in treatment of specific parasitic diseases, but using it without guidance can harm the people who take it," said Utah Medical Association CEO Michelle McOmber during the committee's hearing on the bill. Lee told digital news site Axios that his bill promoted medical freedom and was in line with U.S. Health and Human Services Secretary Robert F. Kennedy Jr.'s "Make America Healthy Again" agenda. He likened ivermectin to common painkillers like Advil or Tylenol, despite the drug's known side effects, which range from difficulty moving to trouble breathing and unusual bleeding in rare cases.

CAREERS

SENIOR SOFTWARE DEVELOPER - BACKEND

Senior Software Developer - Backend sought by Bed Bath & Beyond, Inc. (f/k/a Beyond, Inc.) in Murray, UT to utilize Java 1.8 features incl. Lambda expressions for collection evaluation & comparing the data. Telecommuting may be permitted up to 3 days per week. When not telecommuting, must report to Bed Bath & Beyond, Inc. (f/k/a Beyond, Inc.) at 433 W Ascension Way, Suite 300, Murray, Utah 84123. Salary: \$153k-\$155k/year. Submit resume online at: www.beyond.com/corporate/careers or via email: beyond@careers.com. Specify ad code PSMC.



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