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Technicians assemble catheters in a cleanroom at Merit Medical's medical device manufacturing facility in Galway, Ireland. The company is one of many Utah firms finding success in the country. (Courtesy Merit Medical)

Erin go Bragh! Utah companies lead the charge as Western firms find success in Ireland

John Rogers  
Salt Lake Business Journal

Even as IDA Ireland, the foreign direct investment arm of the Irish government, releases new data touting the success of Western U.S. companies in its country, Utah firms have seemingly known the secret of the shamrock for a long time.

A March release from IDA Ireland — IDA stands for Industrial Development Agency — said that more than 270 companies headquartered in the Western U.S. are partnering with the agency to grow their European footprint. These partnerships — which include leading innovation brands like Apple, Workday, Anthropic and Proofpoint — contribute to the 1,000-plus operations and 218,000 jobs provided by U.S. businesses in Ireland.

But recognizable Utah corporations — many from the biosciences sector — have had a longtime presence on the Emerald Isle.

Merit Medical Systems, for example, went to Ireland as early as 1993 when

it established a manufacturing facility in Galway. As one of the first Utah-based companies to go green, Merit has steadily grown to a workforce now topping 1,000 at the company's major Irish manufacturing and research center. The facility in Galway's Parkmore Business Park has grown significantly, acting as Merit's European hub for cardiology and peripheral vascular access device manufacturing.

High on the list of advantages for U.S. companies establishing a presence in Ireland is a competitive and predictable tax system. The country's headline-grabbing 12.5 percent corporate tax rate has remained steady for years, while other European countries see fluctuations that come and go with the political climate based on which party wins national elections. In intellectual property-heavy industries like life sciences and medicine, Ireland's corporate-friendly licensing structure is also a major plus.

But tax advantage isn't the only edge firms garner with Irish operations.

Perhaps top of the list is access to the European Union (EU) market from the island. A U.S. life sciences company can

manufacture or base operations in Ireland and sell seamlessly across 27 countries without additional tariffs or regulatory duplication. Products approved under EU frameworks can be distributed widely once they are authorized by bodies like the European Medicines Agency. This dramatically reduces time-to-market compared to entering each country individually.

Ireland is also home to an established life sciences ecosystem, hosting major operations from companies like Pfizer, Johnson & Johnson and Medtronic. This gives firms establishing new Irish operations immediate access to a mature supplier network for things like raw materials, packaging and engineering services. Ireland also has a deep experienced talent pool already trained in regulated manufacturing and an understanding of FDA and Good Manufacturing Practice standards.

And don't forget, if you're going to Europe, an English-speaking workforce is always a plus. The country's universi-

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IRELAND  
from page 1

ties and technical institutes produce anglophone graduates in biotech, chemistry and engineering.

Dating back to the earliest movement of Utah corporations to Ireland, firms have found that the Irish government wants them there. Through agencies like IDA Ireland, companies are offered grants, tax credits and site-selection assistance. Streamlined permitting and regulatory guidance also reduce time to build and open facilities.

Just around the corner may be another big step in making it advantageous for U.S. companies to open Irish facilities. With the major demand for electrici-

ty inherent in many modern technology operations, Ireland has found the need to revamp its laws to allow, among other things, companies to generate their own power and sell it to neighboring operations. Irish Minister for Climate, Energy and the Environment Darragh O'Brien has secured government approval to commence drafting of the Private Wires Bill, which contains such provisions.

There's one more positive coming for Ireland as it seeks to maintain a positive and stable environment to attract foreign investment. The country will assume the presidency of the European Union Council in July.

IDA Ireland's 2025 study reflects increased investment by Western U.S. companies in AI, life sciences and semiconductors — priority industries for

both U.S. and Irish economic growth. The numbers also are a testament to U.S. corporate confidence in the Irish business environment and workforce as platforms for powering global growth.

Overall, 45 percent of all first-time investments in Ireland in 2025 originated from U.S. companies. Since 2023, three West Coast companies have invested in Ireland every month, on average. Seventy-eight percent of research and development projects approved by the Irish government for tax incentive aid in 2025 came from U.S. companies, up from 69 percent in 2024 and 73 percent of total jobs created in 2025 were from U.S. companies.

"The scale of investment reflects how much U.S. companies trust Irish talent to drive high-complexity work and our

pro-business regulatory environment," said Ivan Houlihan, head of Western U.S. at IDA Ireland. "West Coast leaders are moving their most advanced R&D and AI safety work to Ireland, and our 40-year presence in Silicon Valley means we can be right alongside them as they scale and evolve."

With Utah's world-class strength in medical device manufacturing, health and medical technology and enterprise software development, it is likely that Beehive State firms will continue to look to Ireland for expansion.

As Fred P. Lampropoulos, chairman of Merit Medical, said in a statement about the company's move to the Emerald Isle, "Our Irish operations continue to grow and prosper and significantly contribute to our company's overall success."

This is the other place: Utah firms that are finding a pot of gold in Ireland

John Rogers  
Salt Lake Business Journal

IDA Ireland, the agency that promotes foreign investment in that country, has released a report that found 2025 to be a booming year for Western U.S. companies investing in the Emerald Isle. But Utah seemed to be ahead of the curve, as its corporations began establishing a growing presence there more than 30 years ago.

Beginning as soon as the early 1990s, Utah corporations — beginning with medical technology entities — started investing in Ireland. And the trend continues today.

Among the well-known Utah success stories that have a presence in Ireland are:

**Merit Medical:** Among the first to arrive in Ireland, Merit built a medical device manufacturing facility in the Parkmore Business Park in Galway beginning in 1993. The plant now employs more than 1,000, making it one of Ireland's leading medtech manufacturing hubs.

**Utah Medical Products:** The company formed its Irish subsidiary in 1995 and built a facility in Athlone in 1996. Medical devices from the plants are distributed throughout Europe, the Middle East and Asia.

**Qualtrics:** As a leader of a wave of Utah technology companies to have a presence in Ireland, Qualtrics opened its Europe, Middle East and Asia (EMEA) headquarters in Dublin in 2013. Home to operations, customer support and product development, the Dublin office is approaching 900 employees.

**Overstock.com:** Located in Sligo, Overstock's location is a tech innovation center supporting global platform development. The firm has been there since 2013.

**Pluralsight:** Supporting international sales, customer success and operations functions since 2018, Pluralsight's Dublin office is the company's EMEA headquarters.

**Ancestry:** The Provo-based company has had an office in Dublin for more than 10 years, providing customer operations and international market expansion services.

**DoTerra:** Ireland has proved to be a particularly convenient location for doTerra's essential oil production as many of its raw materials are sourced in Europe. The firm opened operations there in 2020.

**Zagg:** With operations in Shannon's



*Qualtrics employees enjoy the benefits of an authentic Irish pub, one of the amenities in Qualtrics' EMEA headquarters in Dublin, Ireland. (Courtesy Qualtrics)*

Free Zone since 2013, Zagg's 300 employees handle logistics, distribution and regional operations duties for its device protection products.

**Ivanti:** Dublin also serves as the EMEA base for Ivanti's IT management and security software operations.

**Biomerics:** A medical device manufacturer, Biomerics established its Irish Centre of Excellence in Galway in 2022.

Other Utah companies with an Ireland presence include StorageCraft, Utah International, MarketStar, SynergySuite and Henry Schein One.



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# Experts: Expect housing market in '26 to repeat '25

**Brice Wallace**  
*Salt Lake Business Journal*

“Running in place.”

That was a real estate watcher’s assessment of the industry in Salt Lake County in 2025, and also his expectation for 2026.

“The operative notion for this last year really is ‘running in place.’ 2025 was very much like 2024,” James Wood, Ivory-Boyer senior fellow at the Kem C. Gardner Policy Institute, said at a housing forecast event hosted by the Salt Lake Board of Realtors.

“The last couple of years, we’ve been back to the level of sales of the Great Recession period. ... It’s a market that’s really holding its own but really running in place.”

Residential sales and the median price of a home in the county saw little change in 2025. Sales were down 2.4 percent to 11,797 homes, while the median sales price grew 1.9 percent to \$550,000. In 2022-25, the median price grew just 3.8 percent, from \$530,000 to \$550,000. Median

days on the market grew from 29 in 2024 to 36 in 2025.

Real estate sales per 1,000 population were running at the lowest level in the past quarter-century.

“Sales prices were up but at a pretty meager level, which is really good. We need that to improve affordability,” Wood said.

Prices in the county grew a massive 40 percent from 2020 to 2022 but cooled unexpectedly in 2023. Price increases have stabilized since then.

“We are catching our breath right now,” Wood said. “It’s taken a couple of years.”

Housing prices, he said, are “sticky,” unlikely to fall except if there is a serious recession, which leads to foreclosures and slipping property values.

Expect stable home prices for two more years, he said.

“The demand is still a bit weak because of affordability, so the prices, I think, are going to struggle for a little while,” Wood said. “And that’s not bad because we are one of the highest-priced markets in the country, in the metropolitan area of Salt

Lake. ... It’s going to be another year, 18 months, before we see much movement in housing prices.”

Wood expects Salt Lake County single-family homes sales this year to rise 2 percent to 8,600 units. Sales of condos, townhomes and twin homes likely will increase 3 percent to 3,500 units. Overall, the total is 12,100 units, or 2.5 percent. Median sales prices should remain flat.

“Just hang in there,” he advised the audience, which consisted of real estate officials. “Better times are ahead,” he said, with 2026 probably mimicking what the county saw the past couple of years. “Plan on about what you did last year. If you do better than that, congratulations.”

Nonetheless, Jessica Lautz, deputy chief economist and vice president of research at the National Association of Realtors, said Salt Lake City remains a top 10 hot-spot market for housing. Its advantages include a young population, job growth, and in-migration of people from outside the state.

Nationally, the past three years have been sluggish, but the existing-home

sales volume, despite still being below the 5 million mark, should rise 14 percent this year from a flat 2025, she said. New-home sales likely will grow 5 percent, compared to a 2 percent decline last year. And median home prices are expected to jump 4 percent, compared to 3 percent last year.

Both Wood and Lautz decried affordability issues preventing young people from getting into homeownership. First-timers nationally accounted for an all-time low of 21 percent of the homeownership market. It was 44 percent in 1981 and once was as high as 50 percent.

Repeat homebuyers have a median age of 62 — it once was 36 — and they also are likely to hold on to their home for 15 to 20 years.

Lautz noted that the median age of first-time homebuyers is 40, much higher than the traditional 28 to 32. And they aren’t likely to move anytime soon, she said.

Wood said he can relate to the trend. “I’ve got people in my basement,” he said to the audience giggles. “I’m sure I’m not alone.”

# Iran war doesn’t seem to dampen Utahns’ sentiment

Even with most of those surveyed being aware of the beginning of the current U.S. conflict with Iran, Utah’s consumer sentiment rose in March.

Conducted monthly by the Kem C. Gardner Policy Institute at the University of Utah, the Zions Bank Consumer Sentiment Survey was up 3.1 percent from 79.1 in February to 81.5 in March. The Gardner Institute said the results were within the survey’s margin of error.

A similar survey conducted by the University of Michigan found that sentiment among Americans as a whole

fell 5.8 percent in March.

The University of Michigan conducted survey interviews between Feb. 17 and March 23, with about two-thirds completed after the start of the conflict in Iran. Likewise, the Zions Bank Consumer Sentiment survey collected interviews between Feb. 19 and March 25, with the same proportion of completed surveys following the start of the Iran hostilities.

“It’s great to see a slight uptick in consumer sentiment, and it’s particularly notable given the situation in Iran,” said Robert Spendlove, Zions Bank se-

nior economist. “The data suggests that Utahns increased their confidence in local economic conditions despite the conflict. (Utahns) don’t feel like the country is on the right track as much as they’d like it to be, but they feel like, in their own lives and in the state of Utah, the economic conditions are a lot stronger.”

The increase in Utah consumer sentiment follows a slight drop in February preceded by a three-month streak of increases from November to January.

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 expectations 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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# Catheter maker to move HQ to West Jordan

**Brice Wallace**  
*Salt Lake Business Journal*

A medical device manufacturer that has had operations in West Jordan for a few years will move its headquarters there, adding more than 100 jobs over the next five years.

Route 92 Medical Inc. announced in late 2022 it would put a 40,000-square-foot manufacturing operation in West Jordan and recently announced the headquarters move from San Mateo, California, after receiving a Utah state incentive for the \$5 million expansion project.

Founded in 2015, the medical device company specializes in improving acute ischemic stroke treatment. It develops, manufactures and commercializes catheters that can remove clots from the brain and restore blood flow there to treat those strokes.

“We take our science very seriously. We take our mission seriously to treat patients,” Randy Sullivan, the company’s senior vice president of operations and business development, told the Governor’s Office of Economic Opportunity board before the incentive vote. “We’ve done a great job of doing that. And as we did so, we’ve been growing

very quickly for a startup company. ... We’ve been going at a very fast clip.”

“Expanding our presence in West Jordan was a strategic decision driven by Utah’s exceptional talent pool and the state’s strong support for medical innovation,” Dr. Tony Chou, company founder and CEO, said in a news release about the project. “We are grateful to the state of Utah for supporting our work to bring life-saving neurovascular intervention technologies to providers and patients.”

The state incentive is in the form of a tax credit of up to \$272,722 over five years, tied to the creation of 116 high-paying jobs during that time. New total wages are estimated to be \$33.9 million and new state tax revenue is projected to be nearly \$1.4 million. The new jobs are expected to pay an average of \$101,165 annually.

Sullivan told the GOEO board that the new jobs could be added at the current West Jordan location or a nearby site. The existing facility produces 3,000 to 4,000 catheters a month, “but we’re just getting started,” he said. “We’re looking at significant growth going forward.”

Jesse Turley, chairman of the GOEO board’s incentives committee and the board’s acting chairman for the meeting, said that the incentives commit-

tee was impressed by a presentation from the company “and saw quite the miracles that you guys are performing through your technology.”

Jim Grover, economic development director for West Jordan, said the city is excited to have Route 92 in the city and glad the company has chosen to grow in Utah. “We are going to do anything that you possibly need, Randy, to make sure that your business is successful in the city,” he said.

Added Rex Buys, business development manager at the Economic Development Corporation of Utah (EDCUTah): “We know the special ecosystem that we have for medical device manufacturing in Utah and for life science in general, and it feels great to have that recognized by a company choosing to relocate their headquarters here like Route 92 is.”

In a prepared statement, Jefferson Moss, GOEO’s executive director, called the relocation from California “a win for Utah’s economy and our thriving life sciences industry. Route 92 Medical has a strong history of building life-saving medical technologies in Utah, and this new investment will create jobs, compound their impact within our state, and help ensure that Utah remains a global leader in cutting-edge health care technology.”

“We’re proud to welcome Route 92 Medical’s headquarters to Utah,” said Ryan Starks, executive director of ED-CUTah. “Their decision to expand here underscores our state’s reputation as a premier destination for medical device manufacturing. This move will bring high-quality jobs to our residents and further strengthen Utah’s position as a leader in the life sciences sector. We’re excited to support their expansion and the impact they will have on our business community.”

“We welcome the expansion of Route 92 Medical in West Jordan and look forward to the positive impact this new investment will have on our community,” said Paul Coates, West Jordan’s economic development manager. “Beyond job growth in a key industry, this project will enhance our ability to invest in the high-quality services and infrastructure our residents deserve. We are proud that West Jordan will play a direct role in forwarding technology that will save lives across the globe.”

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



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| 6 | <b>Wholesale Office Furniture</b><br>422 W. 12300 S., Ste. 100<br>Draper, UT 84020  | 801-758-6639<br>wholesaleoffices.com           | \$3.2M                   | 5                        | 1                      | New & used office furniture                                                                                                                                                       | Catholic Community Services, Presidio Real Estate, HealthEquity, D.R. Horton, Les Olson Company, Beck Construction, Evoq Nano                                  | Jacob DeKlerk<br>John DeKlerk<br>Robert DeKlerk                                                  |
| 7 | <b>CCG</b><br>358 S. Rio Grande St., Ste. 100<br>SLC, UT 84101                      | 801-359-6622<br>ccgslc.com                     | Proprietary              | 55                       | 1                      | Office furniture, interior design, architectural walls, raised access flooring                                                                                                    | Clearlink, Pluralsight, CHG Healthcare, Hexcel, Bonneville Real Estate Capital, Moreton & Co., USU, AvantGuard, Alpha Warranty, bioMerieux, Taylorsville State | Cameron Stewart<br>CEO                                                                           |
| 7 | <b>Strive Workplace Solutions</b><br>5570 W. 1730 S., Ste. 600<br>SLC, UT 84116     | 801-486-7711<br>striveoffice.com               | Proprietary              | 9                        | 2                      | Office suites: desks, credenzas, bookcases, chairs, systems, sit-stand, office supplies, janitorial supplies, personal protection products, promotional products, custom printing | *                                                                                                                                                              | Paul Savory<br>Owner                                                                             |
| 8 | <b>Bluefin Office Group</b><br>780 N. 1200 W.<br>Orem, UT 84057                     | 801-431-0056<br>bluefinoffice.com              | *                        | 22                       | 1                      | Office furniture & supplies, space planning, installation, moving, healthcare contracts, state contracts                                                                          | *                                                                                                                                                              | Gabe Daley<br>Director of Operations                                                             |
| 8 | <b>Premier Office Design &amp; Furniture</b><br>5934 S. 350 W.<br>Murray, UT 84107  | 801-808-2328<br>premieroffice<br>design.com    | *                        | 3                        | 1                      | Office furniture installation, office design, technology integration, furniture reconfiguration, office furniture sourcing, office furniture recycling                            | Staker Parson, Weber State University, The University of Utah, Hill Air Force Base, Varian Medical Systems, Bureau of Land Management                          | Chase Moser<br>President                                                                         |
| 8 | <b>Utah Office Planning &amp; Design</b><br>1414 S. 700 W. Unit #8<br>SLC, UT 84104 | 801-410-8950<br>utplanning.com                 | *                        | 8                        | 1                      | New & used office furniture, space planning, office design & layout                                                                                                               | Kevin Murphy, Le Meridien Downtown Salt Lake City, University of Utah Student Services Building, Hamlet Homes, West Bountiful Elementary School                | Rick Israelson<br>Owner, Sales & Operations<br>Chad Israelson<br>Owner, Project & Design Manager |
| 8 | <b>Workspace Elements</b><br>3003 Highland Dr.<br>SLC, UT 84116                     | 801-746-0271<br>workspace<br>elements.com      | *                        | 18                       | 1                      | Commercial office furniture & interior design                                                                                                                                     | Salt Lake City School District Administrative Building, CORE Architecture, Lucid Software, Podium                                                              | Jason Woodbury<br>Principal                                                                      |



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Ranked by Number of Utah Employees

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List

|   | Company Name<br>Address                                                                                       | Phone<br>Web                                    | 2025 Number<br>of Utah<br>Employees | No. of Utah<br>Locations | No. of Utah<br>Accounts | Year Est. | Services                                                                                     | Local Executive                             |
|---|---------------------------------------------------------------------------------------------------------------|-------------------------------------------------|-------------------------------------|--------------------------|-------------------------|-----------|----------------------------------------------------------------------------------------------|---------------------------------------------|
| 1 | <b>Cactus &amp; Tropicals</b><br>2735 S. 2000 E.<br>SLC, UT 84109                                             | 801-485-2542<br>cactusand<br>tropicals.com      | 140                                 | 3                        | 1,000                   | 1975      | Design, plants, floral, events,<br>container gardens, holiday,<br>interiorscape services     | Scott Pynes                                 |
| 2 | <b>Plant Jungle</b><br>2194 E. Fort Union Blvd.<br>SLC, UT 84121                                              | 801-453-9500<br>plantjungle.com                 | 12                                  | 2                        | 100+                    | 1998      | Live plants, silk/faux plants,<br>plant walls, moss walls,<br>patioscapes & retail store     | Bonnie Dallimore<br>Founder &<br>Operations |
| 3 | <b>Foliage Inc.</b><br>740 W. 1700 S., Ste. 7<br>SLC, UT 84104                                                | 801-474-0300<br>foliageutah.com                 | 11-13                               | 1                        | 200+                    | 2001      | Design, installation &<br>maintenance<br>of interior plants                                  | Rob & Julie Ward                            |
| 4 | <b>Paradise Palm Interior<br/>Plantscapes &amp; Indoor<br/>Garden Store</b><br>307 E. 300 S.<br>SLC, UT 84111 | 801-582-3212<br>paradisepalm.com                | 11                                  | 1                        | 200+                    | 1977      | Plant care services, sales,<br>retail, living walls, design                                  | John Mueller                                |
| 5 | <b>Intermountain Plant Works</b><br>1842 W. Research Way, Ste. 70<br>West Valley City, UT 84119               | 801-268-1771<br>intermountain<br>plantworks.com | 5                                   | 1                        | 150+                    | 1976      | Interior plant design, installation,<br>maintenance, living walls &<br>special event rentals | Roseann Formaro                             |
| 6 | <b>Living Creations, Plants &amp;<br/>Flowers by Design</b><br>7259 S. 700 W.<br>Midvale, UT 84047            | 801-485-3219<br>livingcreations.net             | 3                                   | 1                        | *                       | 2004      | Office plants & management,<br>floral arrangement                                            | Scott Olsen                                 |
| 7 | <b>Wasatch Greenscapes</b><br>3267 E. 3300 S., Ste. 513<br>SLC, UT 84109                                      | 801-648-2650<br>wasatchgreen<br>scapes.com      | 2                                   | 1                        | 50*                     | 2014      | Interior plant maintenance<br>for home & office                                              | Andrew Spencer                              |

BUSINESS JOURNAL

\*Did not disclose. Please note that some firms chose not to respond, or failed to respond in time to our inquiries. All rights reserved. Copyright 2026 by Salt Lake Business Journal. The Business Journal strives for accuracy in its list publications. If you see errors or omissions in this list, please contact us at lists@slbusinessjournal.com.

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FROM THE COACH

The leadership test: Holding opposing ideas at the same time

In 1936, novelist F. Scott Fitzgerald wrote a line that has become one of the most insightful descriptions of leadership ever penned:

“The test of a first-rate intelligence is the ability to hold two opposed ideas in mind at the same time and still retain the ability to function.”

While Fitzgerald was reflecting on his personal struggle during the Great Depression, his observation captures a central reality of leadership.

Leaders rarely face problems with simple answers. Instead, they face competing truths that must be held in tension. The most effective CEOs learn that leadership is not about choosing one side of these tensions and eliminating the other; it is about managing paradoxes.

In my work coaching executives over several decades, I have seen five paradoxes surface repeatedly in the offices of CEOs and senior leaders:

1. Vision vs. Reality

Leaders must inspire people with a compelling future while confronting the facts of the present. Employees look to their leaders for long-range direction and hope. At the same time, organizations depend on these same leaders to honestly address current constraints — market pressures, financial realities and operational challenges. The ability to balance these forces separates genuine leadership from empty optimism or defeatist realism.

Business author Jim Collins captured this balance well when he wrote in *Good to Great*: “Confront the brutal facts, yet



Leaders must simultaneously care deeply about individuals and maintain high standards of performance.

Too much emphasis on people without accountability leads to mediocrity. Too much emphasis on performance without regard for people destroys culture and loyalty.

The most respected leaders understand that compassion and accountability are not opposites. In fact, they reinforce each other when applied wisely.

3. Stability vs. Change

Businesses require stability to operate effectively. Systems, processes and organizational structures provide the reliability that allows companies to serve customers consistently.

But stability alone eventually leads to irrelevance. Markets evolve. Technologies shift. Competitors innovate. Management thinker Peter Drucker warned leaders decades ago:

“The greatest danger in times of turbulence is not the turbulence — it is to act with yesterday’s logic.”

Leaders must preserve the stability that allows organizations to function while introducing the changes that will keep them competitively viable.

never lose faith.”  
Great leaders do both.

2. People vs. Performance

Organizations exist to accomplish results, yet they are made of people.

Followers expect leaders to project confidence. Teams want to know that someone is capably guiding the enterprise forward.

Yet effective leaders also cultivate thoughtful doubt. They question assumptions. They challenge their own conclusions. They remain open to better ideas.

Unchecked confidence becomes arrogance. Excessive doubt produces paralysis.

The most effective executives demonstrate quiet confidence paired with intellectual humility.

5. Short-Term Execution vs. Long-Term Stewardship

Public companies live or die based on quarterly results. Privately held firms must maintain cash flow and operational discipline. Either way, the short term matters. But leadership also carries a longer responsibility: the stewardship of the enterprise itself.

Decisions that maximize short-term results can undermine long-term health. Conversely, visionary strategies that ignore immediate realities can threaten survival.

The CEO’s task is to ensure that today’s performance does not compromise tomorrow’s possibilities.

Leadership as the Stewardship of Tension

History offers powerful examples of leaders who understood this dynamic.

After spending 27 years in prison under South Africa’s apartheid system, Nelson Mandela emerged with an extraordinary

perspective. While insisting that injustice must be addressed, he also pursued reconciliation with former adversaries.

He once observed, “Resentment is like drinking poison and then hoping it will kill your enemies.”

Mandela demonstrated a rare leadership capacity: holding both justice and reconciliation at the same time.

That ability lies at the heart of leadership.

In reality, the tensions described above never disappear. Vision and reality will always compete for attention. People and performance will always require balance. Stability and change will always pull against each other.

Leadership, therefore, is not the elimination of paradox. It is the disciplined stewardship of it.

The leaders who thrive are those who learn to hold these opposing forces without becoming trapped by them. They see both sides clearly, weigh their implications thoughtfully, and act decisively despite the tension.

Which brings us back to Fitzgerald’s observation.

The true test of leadership intelligence may indeed be the ability to hold opposing ideas in mind at the same time — and still retain the ability to function.

In today’s increasingly complex business environment, that ability may be more essential than ever.

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

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# SBA to fete local Small Business Week honorees at April 17 event

Beacon Commercial Door and Lock, a South Salt Lake-based maker of commercial doors, frames, hardware and access control products, has been named Utah's Small Business of the Year by the Small Business Administration (SBA).

The third-generation family-owned company will now compete for national Small Business of the Year recognition that will be announced in Washington, D.C., by the SBA during National Small Business Week, May 3-9.

Chad Riches, Beacon's owner and president, will accept the Utah award at the SBA Utah District Office's Celebration Awards Luncheon on April 17 at the Loveland Living Planet Aquarium in Draper. The public is invited to attend and lunch will be provided.

Each year during National Small Business Week, the SBA recognizes exceptional small businesses across all 50 states as well as U.S. districts and territories.

Other Utah businesses to be recognized at the April 17 event are Cedar Bear Naturales Inc. of Ballard as the Utah Rural Small Business of the Year and Western Timber Frame Inc. of Lehi as the Utah Manufacturing Small Business of the Year.

During Small Business Week, the SBA also honors the state's top SBA lender institutions. This year's winners are Zions Bank as the top 7(a) lender by number of loans and the top 7(a) rural lender. Bank of Utah is the top export lender and Mountain America Credit Union is

the top 7(a) lender by dollar volume and the Top 504 third-party lender. Mountain West Small Business Finance will receive the Top 504 Lender award.

Thomas Kimsey, the SBA's associate administrator for the Office of Capital Access, will keynote the awards event. Justin Everett, the SBA regional administrator for Region 8, also will participate.

"I'm extremely proud of our small-business award winners and their incredible dedication, resilience and hard work," said Marla Trollan, SBA Utah District director. "These business owners have achieved successful goals through their persistence, discipline and focus."

"During National Small Business Week, SBA is honored to recognize the

job creators, builders and innovators who fuel our nation's economy and anchor communities across America," said SBA Administrator Kelly Loeffler. "This year, as we celebrate our nation's 250th anniversary, we are highlighting the historic America First agenda that is driving growth, opportunity and strength for the next generation of entrepreneurs."

Since 1963, the president of the United States has declared National Small Business Week to recognize small businesses as the job creators, builders and innovators of America's economy.

Details on National Small Business Week and the award winners are featured on [www.sba.gov/NSBW](http://www.sba.gov/NSBW) and will be updated as additional information and activities are confirmed.

## Utah County's Amplēo Marketing and CMO Zen merge

Lehi-based Amplēo Marketing, a national firm providing fractional services, including marketing, finance and human resources, has announced the acquisition of CMO Zen, a fractional marketing firm headquartered in Pleasant Grove.

The move expands Amplēo Marketing's investment in fractional marketing services (chief marketing officer functions) and strengthens its ability to pair senior marketing leadership with full-service agency support, the firm said in a release.

Fractional services are defined as business management expertise provided on demand.

"Amplēo Marketing is built around connecting strategy to execution," said Lincoln Howell, CEO of Amplēo. "Too often, companies are forced to choose between senior marketing leadership and the resources to execute. With the addition of CMO Zen, we're bringing those together to help growing companies translate strategy into measurable growth."

"Together, the organizations bring

complementary strengths to the market: Amplēo Marketing's established agency capabilities and CMO Zen's focus on founder-facing strategic marketing leadership," the statement from Amplēo said. "The combination creates a more comprehensive resource for companies seeking both executive marketing judgment and coordinated execution across channels."

"Fractional service is evolving," said Chad Jardine, founder of CMO Zen. "We're developing better ways to create value for clients. Amplēo Marketing and CMO Zen both recognized that shift and felt that by combining forces we could lead out better than either of us could alone."

"Amplēo Marketing is focused on helping companies grow through disciplined, results-driven marketing," said David Mink, president of Ampleo. "CMO Zen brings deep experience in fractional marketing leadership and founder-focused strategy. Together we can offer companies a stronger blend of strategic perspective and full-service marketing agency support."

The combined organization will continue serving companies across a range of industries, particularly organizations seeking to move from early-stage marketing experimentation to more structured, repeatable systems for growth, according to Howell.

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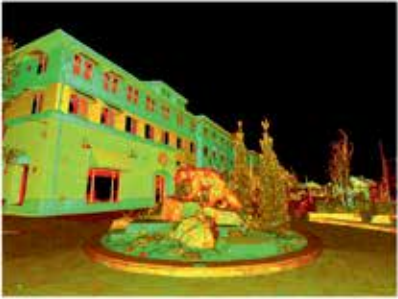
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# Industry Briefs

Company news information may be sent to [brice.w@thecityjournals.com](mailto:brice.w@thecityjournals.com).

### DIRECT SALES

• **USANA**, a Salt Lake City-based company offering nutrition and lifestyle products, has had its flagship **CellSentials** supplement earn the **ConsumerLab.com Seal of Approval**. To earn the Seal of Approval, CellSentials underwent extensive independent testing to verify potency, purity and label accuracy. CellSentials aims to provide a comprehensive foundation for health, supporting immune function, promoting physical and mental performance, and helping protect long-term vitality.

### ECONOMIC INDICATORS

• Eighty-three percent of **Utah workers** say the federal government should step in with a law explicitly protecting employees from being **replaced by AI**, according to research by global workforce solutions provider **Careerminds**. Asked about which protection matters most, 40 percent said human review of all major decisions; 30 percent said transparency about AI use; and 10 percent each said guaranteed retraining options, guaranteed compensation or notice before any AI-driven replacement and limits on AI surveillance. Among other findings, 84 percent say employers should be legally required to disclose any use of AI in hiring, promotions or evaluations, and 32 percent fear being quietly replaced by AI. Details are at <https://careerminds.com/blog/ai-protection-report>.

• **Not saving or investing earlier in life** is the **top regret** of Utah seniors, according to a survey of 65-year-olds by life insurance agency **Choice Mutual**. Other regrets are, in order, not prioritizing health and fitness sooner, not traveling more when they had the chance, letting fear or self-doubt hold them back, not spending enough time with family, staying in a relationship they should have left sooner, letting important relationships fade, not pursuing a passion or dream, not planning well for retirement, and avoiding tough conversations. Details are at <https://choicemutual.com/original-research/what-american-seniors-regret-most/>.

• The **typical home** in the **Salt Lake City/Murray metro area** was built in 1989, making it 35 years old, which is newer than the national median of 43 years, according to a study by **Construction Coverage**, an online publisher of construction industry research reports. This report covers housing stock data for nearly 400 metros and all 50 states. Among all U.S. metros, the Salt Lake City/Murray metro's housing stock ranks 280th-oldest in the country. Among the 55 large metros specifically, the housing stock ranks No. 42, or 14th-newest. The share of homes in the local market built before 1980 is 39.1 percent, compared with 48.1 percent

nationally. Those built locally before 1940 account for 7 percent, compared with 11.5 percent nationally. Those built since 2010 make up 21.9 percent of the local market, compared with 13.8 percent nationally. Construction Coverage notes that buyers of older homes are much more likely to face higher upkeep costs, potential repairs and energy inefficiencies compared to newer homes. Details are at <https://construction-coverage.com/research/cities-with-the-oldest-homes>.

• **Utahns** want their **AI assistants** to speak in a **Southern accent**, according to a study by word search tool **The Word Finder**. It was followed, in order, by New York City, BBC English (The King's English), New England, Southern California or California "Valley," Texas/Texan drawl, New Jersey, Philadelphia English, Chicago Urban and Louisiana. Details are at <https://www.thewordfinder.com/articles/accent-assistants>.

• **Mama Bird Southern Kitchen** in West Jordan leads all Utah locations as a place where people **celebrate payday**, according to a survey by U.S. consumer lender **Advance America**. It asked people about the independent restaurants people turn to for their first "treat" of the month. Mama Bird was followed by No. 2 **Blind Rabbit Kitchen** in Salt Lake City and No. 3 **Station 22** in Provo. Details are at <https://www.advanceamerica.net/money-saving-tips/money-management/local-restaurants-where-families-celebrate-payday>.

• **Horsethief Campground**, near Arches and Canyonlands national parks, holds the top spot in the **"2026 Best Places to Camp: National Park Neighbors Presented by Girl Camper,"** a nationwide community that connects women through camping, outdoor experiences and events. The announcement was made by **The Dyrt**, an app to get campsites. Details are at <https://thedyrt.com/press/the-dyrt-announces-best-places-to-camp-national-park-neighbors-presented-by-girl-camper/>.

• **St. George** tops a list of **"wildest pre-spring break party pit stops by students,"** according to a survey by **American River Wellness**. St. George is ranked No. 70 nationally. Other ranked Utah locations are No. 105 **Ogden** and No. 121 **Salt Lake City**. The top pre-spring break destination party town nationally is Nashville, Tennessee. Details are at <https://americanriverwellnessrecovery.com/pitstop-places/>.

• **Chick-fil-A** is the top fast-food place in Utah for a **marriage proposal**, according to a survey of men by **ACE.com**. It is followed, in order, by Dairy Queen, McDonald's, Taco Bell, Pizza Hut, Burger King, Wendy's, Sonic Drive-In, Popeyes and Subway. Women asked about how they would feel about a fast-food proposal showed that 49 percent said it would be

funny but memorable, 24 percent would find it romantic, 22 percent would find it completely unromantic and 4 percent would view it as desperate.

• **Utahns** are more likely to ignore eye pain than tooth pain, according to a survey by **Lenspricer.com**, a price comparison site for contact lenses. Thirty-four percent of people wait a few weeks before addressing eye problems. Sixteen percent address the issues the same day, while 28 percent wait a few days and 14 percent wait a few months. Cost and convenience are among the factors for the delays. More than a third of respondents admitted skipping an eye appointment purely because of the price. About half said they have postponed an exam simply because it wasn't convenient. Details are at <https://lenspricer.com/news/eye-symptoms-study>.

• **Washington Square Park** in Salt Lake City is Utah's top spot to just **sit and relax**, according to a survey by **A Mission for Michael**. It was followed by No. 2 **Conservation Garden Park** in West Jordan and No. 3 **Centennial Park** in West Valley City. Details are at <https://amfmftreatment.com/blog/city-solitude-best-places-to-disconnect-in-cities/>.

### EDUCATION

• **Club Ability** recently held a "Shark Tank"-style competition at Suazo Business Center in Salt Lake City for student teams in its **AI Innovation Challenge**, a bilingual program for young adults looking to develop AI and entrepreneurship skills. As a part of the program, 25 students worked to develop businesses with AI-driven solutions to real-world problems. The program was launched with support from **Zions Bank**, **Union Pacific** and the **Suazo Business Center**. Club Ability is an organization focused on creating access to tech education for underserved and Spanish-speaking communities.

• **Instructure**, a Salt Lake City-based learning ecosystem and maker of Canvas, has announced a national expansion of **Mastery Predictive Assessments**, its research-validated benchmark assessments designed to predict learner performance on state summative exams and give educators earlier, more actionable insights into learning progress. Beginning with the 2026-27 school year, MPAs will be available in 27 additional states, significantly expanding access to predictive, standards-aligned assessments for K-12 districts across the United States. Mastery Predictive Assessments measures students' understanding of previously taught content throughout the school year and accurately predicts end-of-year performance, helping educators identify which students are on track and which need support while there is still time to make an impact on end-of-year outcomes.

• **Utah Valley University's** spring 2026 student trade show, **VentureCon**, gave 35 student vendors the opportunity to sell their goods, connect with new customers, and network with fellow entrepreneurs. Hosted by the UVU Chelsea & Casey Baugh Entrepreneurship Institute, the event drew hundreds of students and community members. Designed to benefit student entrepreneurs, many vendors reported substantial revenues during the event. VentureCon is free to participants and open to UVU students, concurrent enrollment students and alumni. Students who may still be in the development phases of their product are also invited to participate in the show so they can survey customers, conduct market research, or sell their products. The BEI provides resources to help students achieve their goals of founding their own businesses.

### HEALTH CARE

• **Seek Labs**, a Salt Lake City-based techbio company building a programmable disease response platform to detect, protect and counter disease threats, has joined the **Biopharmaceutical Manufacturing Preparedness Consortium**, a national public-private partnership focused on strengthening the nation's ability to rapidly develop and manufacture critical medical countermeasures. Supported by the Biomedical Advanced Research and Development Authority, the consortium brings together leaders across the drug and vaccine ecosystem to expand domestic biomanufacturing capacity and improve resilience against future public health threats. The consortium is designed to accelerate the transition from discovery to scalable production of therapeutics, diagnostics and vaccines. Participation in the consortium expands opportunities for federal funding, strategic partnerships, and integration into national preparedness initiatives.

• **Co-Diagnostics Inc.**, a Salt Lake City-based molecular diagnostics company, has announced that **CoMira Diagnostics**, the company's joint venture with **Arabian Eagle Manufacturing** in the Kingdom of Saudi Arabia, has secured an industrial land allocation in Sudair Industrial City located in the Riyadh region, one of Saudi Arabia's industrial hubs. The action follows approval by the Saudi Authority for Industrial Cities and Technology Zones. The final lease agreement is expected to be executed upon completion of site infrastructure requirements. The allocated site is intended to support, subject to further development activities and approvals, the development of a state-of-the-art manufacturing facility dedicated to molecular diagnostic instruments and assays, which would be designed and built to meet CoMira's specific production and regulatory requirements.

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# PEOPLE ON THE MOVE

Company news information may be sent to [brice.w@thecityjournals.com](mailto:brice.w@thecityjournals.com).

## GOVERNMENT

Gov. Spencer Cox has appointed **Nate Checketts** to serve as the inspector general of Medicaid Services. Checketts succeeds interim director **Neil Erickson**, who has led the office since August 2025. Checketts most recently served as a senior advisor for the Utah Department of Health and Human Services. He previously served as a deputy director at DHHS, the executive director of the Utah Department of Health, and as the state’s COVID-19 testing coordi-



Nate Checketts

nator. Checketts also served as a senior auditor for the California State Auditor’s Office and a budget analyst in the Governor’s Office of Planning and Budget. He holds a Master of Public Administration from Brigham Young University. The Office of Inspector General of Medicaid Services was created in 2011 to independently identify and prevent fraud, waste and abuse within the Medicaid system. The office conducts audits, investigates fraud and makes recommendations to the Legislature and the governor to ensure the program is managed in the most efficient and cost-effective manner possible. While the office is currently an independent entity, recent legislation moves the office under the direction of the Department of Government Operations, effective May 6.

## INTERNATIONAL

World Trade Center Utah has promoted **Heather Garcia** to chief financial officer. She previously served as controller and continues as managing director of administration. She will continue leading the organization’s financial planning, budgeting and reporting while overseeing the finance and administration team. Garcia has worked in finance, budgets and accounting for 18 years and is a former deputy utilities manager for Los Alamos County, New Mexico.



Heather Garcia

## MANUFACTURING

Packsize, a Salt Lake City-based



James Thomas

company offering sustainable, right-sized, on-demand packaging, has appointed **James D. Thomas** as chief financial officer. Thomas has over 20 years of experience in strategic planning, corporate finance and capital management for large public companies. He has led financial strategy, supported growth initiatives, and partnered across organizations to improve performance and scale operations globally. Before joining Packsize, Thomas served as chief financial officer at Nu Skin Enterprises Inc., where he oversaw the company’s financial strategy and operations and advised the CEO and board of directors.

# CALENDAR

Information about upcoming events may be sent to [brice.w@thecityjournals.com](mailto:brice.w@thecityjournals.com).

## April 13, noon-1 p.m.

**Start School**, a Silicon Slopes event. Speaker Andrew Smith will discuss “Three Tech Companies, 475 Restaurants and \$2.7 Billion in Sales.” Location is Silicon Slopes, 2600 W. Executive Parkway, Lehi. Details are at <https://app.siliconslopes.com/events>.

## April 13, 6-9 p.m.

**CMI Bench to Bedside Competition Night**, presented by the Center for Medical Innovation at the University of Utah and featuring student teams showcasing their projects offering solutions to problems facing health care professionals. Location is Sorenson Center for Medical Innovation, 15 S. Mario Capecchi Drive, Salt Lake City. Details are at [Eventbrite.com](https://eventbrite.com).

## April 14, 7 a.m.-1:30 p.m.

**38th annual Employment Law Symposium**, presented by Parsons, Behle & Latimer, in partnership with Salt Lake SHRM. Keynote speaker is Johnny C. Taylor Jr., president and CEO of SHRM. Location is Grand America Hotel, 555 S. Main St., Salt Lake City. Cost through April 13 is \$270 for members, \$320 for nonmembers. Cost at the door is \$320 for members and \$370

for nonmembers. Cost for student members of SLSHRM is \$120. Details are at <https://slshrm.org/index.php/events#!event-list>.

## April 14, 7:10-9 a.m.

**Sandy emPower Breakfast**, a South Valley Chamber of Commerce event. Speaker Roger Knecht will discuss “The Two Factors That Determine Success in Business.” Location is Legends Pub & Grill, 10631 S. Holiday Park Drive, Sandy. Cost is \$29 (early-bird price). Details are at [southvalleychamber.com](https://southvalleychamber.com).

## April 14, 7:15 a.m.-2:30 p.m.

**Annual Spring Conference**, a ChamberWest Women in Business event featuring three keynote speakers, six breakout sessions and exhibitor booths. Speakers are retired Maj. Gen. Cauley von Hoffman; Jennifer Colosimo, FranklinCovey; and Katy Blommer, founder of Women’s Best Life University. Location is Utah Cultural Celebration Center, 1355 W. 3100 S., West Valley City. Cost is \$125 for ChamberWest members, \$150 for nonmembers. Details are at [chamberwest.com](https://chamberwest.com).

## April 14, 9 a.m.-noon

**“Cash Flow is King” Workshop Series**, a Small Business Development Center event. Location is Salt Lake SBDC at

Salt Lake Community College. Cost is \$99. Details are at <https://clients.utahsbdc.org/events.aspx>.

## April 14, 11:30 a.m.-1 p.m.

**Utah County Women in Business**, presented by the American Fork, Valley Crossroads, Pleasant Grove/Lindon and Point of the Mountain chambers of commerce. Panel will discuss “Women in Politics: Leading with Purpose.” Panelists are moderator Dianna Andersen, Pleasant Grove council member; Jenney Rees, senior advisor for U.S. Sen. John Curtis; Utah Sen. Emily Buss, District 11; Michelle Kaufusi, former Provo mayor; Cedar Hills Mayor Denise Andersen; and Melissa Clark, Eagle Mountain city council member. Location is The Rooftop, 139 N. Hunter’s Grove Lane, Lehi. Details are at [thepointchamber.com](https://thepointchamber.com).

## April 14, 5-7 p.m.

**Business Women’s Forum Spring Mixer**. Location is Squatters Pub Brewery, 147 W. Broadway, Salt Lake City. Cost is \$50 for members and \$70 for nonmembers. Details are at [slchamber.com](https://slchamber.com).

## April 14, 7-9 p.m.

**Pillar of the Valley Gala**, a Utah Valley Chamber of Commerce event honoring individuals who have made extraordinary

contributions to the business, civic, social, educational and cultural climate of Utah Valley. Location is Utah Valley Convention Center, 220 W. Center St., Provo. Details are at [thechamber.org](https://thechamber.org).

## April 15-16

**“Ecom Elevated,”** a Commerce Catalyst event covering operations, marketplaces and multichannel brand-building. April 15 is a brand-only day, featuring roundtables, keynotes and a kick-off party. April 16 opens up to everyone, with full conference programming, including workshops, breakouts and main-stage sessions. Location is Le Meridien Hotel, 131 S. 300 W., Salt Lake City. Cost ranges from \$199 to \$299. Details are at <https://ticketspotapp.com/e/catalyst26spring>.

## April 15, 8-9:30 a.m.

**Executech Business Technology Series**, a three-part series presented by the South Salt Lake Chamber of Commerce and Executech designed to help local business leaders confidently navigate modern technology. April session is titled “AI in Action: How Small Businesses Are Saving Time, Money and Headaches.” Location is The

see CALENDAR page 14



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CALENDAR  
from page 13

Co-Op, 2531 S. 400 E., South Salt Lake. Cost is \$30 for single session. Details are at [sslchamber.com](https://sslchamber.com).

April 15, 11 a.m.-1 p.m.

**Business Boot Camp**, a South Valley Chamber of Commerce event with the theme “Sell Smarter. Grow Faster.” Instructor is Travis Johnson, owner of Axio Automotive/Southtowne Mitsubishi. Location is Salt Mine Productive Workspace, 7984 S. 1300 E., Sandy. Cost is \$35 for members, \$55 for nonmembers. Details are at [southvalleychamber.com](https://southvalleychamber.com).

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

**Business Alliance**, a Davis Chamber of Commerce event. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. No RSVP needed. Free. Lunch available for purchase. Details are at [davischamberofcommerce.com](https://davischamberofcommerce.com).

April 15, noon-1 p.m.

**“Solve the Business Puzzle,”** a Women’s Business Center of Utah event. Speaker Estefany Marte-Bäckman, international speaker and leadership strategist, will discuss “How to Handle Hard Conversations Without Burning Bridges.” Event takes place online. Free. Details are at [wbcutah.org](https://wbcutah.org).

April 15, noon-1 p.m.

**“Walkable Wednesday,”** a ULI (Urban Land Institute) Utah event focused on Citizens West, a multi-phase, transit-oriented, carbon-neutral, mixed-income, mixed-use development located in Salt Lake City’s North Temple corridor. Location is Citizens West 2 and 3, 255 N. 500 W., Salt Lake City. Details are at <https://utah.uli.org/events-2>.

April 15, 4-9 p.m.

**Altitude Lab Demo Day**, hosted by Altitude Lab and BioHive and showcasing achievements of resident companies, exchanging ideas, and building more inclusive and accessible health care. Location is Gallivan Center, 50 E. 200 S., Salt Lake City. Cost is \$40, with higher costs for BioHive Live and Demo Day VIP and BioHive Week All-Access tickets. Details are at <https://luma.com/axc3jho1>.

April 15, 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>.

April 15, 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>.

April 16, 8-11:30 a.m.

**Workplace Mental Health & Well-Being Series**, with the theme “Power of Purpose through Voluntarism,” a Salt Lake Chamber Foundation event featuring Cambia Health and Utah Community Builders. Location is 201 S. Main St., second floor, Salt Lake City. Cost is \$75 for members and \$100 for nonmembers. Details are at [slchamber.com](https://slchamber.com).

April 16, 8 a.m.-4 p.m.

**“BioHive Live,”** a BioHive event celebrating Utah’s leadership in life sciences and health care innovation. Theme is “Currents of Change.” Speakers include Janice Chen, co-founder, CSO and President of research at Mammoth Biosciences; Patti Dombrowolski, CEO and founder at Up Your Creative Genius; Pantea Khodami, worldwide head of life sciences and provision medicine at Amazon Web Services; and Kurt Workman, co-founder and CEO at Owlet Baby Care. Location is Loveland Living Planet Aquarium, 12033 S. Lone Peak Parkway, Draper. Cost is \$179. Details to be announced at <https://www.biohive.com/biohivelive/>.

April 16, 8:30-10 a.m.

**Women in Business Breakfast**, a South Salt Lake Chamber of Commerce Women in Business event. Speaker Katie McMinn, strategic communication expert and branding specialist, will discuss “The Power of Visibility in Business May Not Be What You Think.” Location is South Salt Lake Co-Op, 2531 S. 400 E., South Salt Lake. Cost is \$15 for members, \$20 for nonmembers. Details are at [sslchamber.com](https://sslchamber.com).

April 16, 9-10:30 a.m.

**“Buzz, Build & Brew,”** a Women’s Business Center of Utah event focusing on a specific business training topic, giving a chance to learn, workshop challenges, and applying what you learn in real time alongside other entrepreneurs. Location is The Neighborhood Hive, 2065 E. 2100 S., Salt Lake City. Free. Details are at [wbcutah.org](https://wbcutah.org).

April 16, noon

**Mental Health Town Hall**, presented by Silicon Slopes and Promise2Live. Panelists are Brandy Vega, founder of Promise2Live, speaker and producer; Dr. David Morgan, director of mental health awareness, Silicon Slopes; Steve and Lisa James, founders of ResilientYOU, producers and music artists; Janae Moss, performance coach, writer and social en-

trepreneur; and Mark Ogletree, marriage and family therapist, speaker and author. Location is Silicon Slopes, 2600 W. Executive Parkway, Lehi. Free (everyone is welcome). Details are at <https://app.siliconslopes.com/events>.

April 16, 5-7 p.m.

**“Business After Hours Mixer,”** a Park City Chamber/Bureau event. Speaker Aric Bostick will lead a session on attachment styles and how they impact networking, helping build stronger, more authentic professional relationships. Location is Alpine Distilling, 364 Main St., Park City. Free for chamber partners, \$25 for non-partners. Details are at <https://www.parkcitychamber.com/events/>.

April 16, 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>.

April 17, 8 a.m.-3:30 p.m.

**U Startup Launchpad**, hosted by University of Utah Innovation and designed for researchers, founders, investors and entrepreneurs building or interested in science-based ventures. Location is Utah Museum of Fine Arts, 410 Campus Center Drive, Salt Lake City. Cost is \$35, \$20 for networking lunch only, free for UofU employees and students. Details are at <https://luma.com/er35ovsh?source=social>.

April 17, 8:30-10 a.m.

**“Friday Connections,”** a Chamber-West event. Location is Utah Trucking Association, 4181 W. 2100 S., West Valley City. Cost is \$5 for members, \$10 for nonmembers. Details are at [chamber-west.com](https://chamber-west.com).

April 17, 11:30 a.m.-1 p.m.

**2026 SBA Utah District National Small Business Week Awards Ceremony**, a Small Business Administration event. Honorees and Utah’s top SBA lenders will be recognized. Key-note speaker is Thomas Kinsey, SBA associate administrator at the Office of Capital Access. SBA’s Regional Administrator for Region 8, Justin Everett, will also participate in the event. The National Small Business Award winner is Utah Small Business Person of the Year, Beacon Commercial Door and Lock, Salt Lake City. Local Small Business Award winners are Utah Rural Small Business of the Year, Cedar Bear Naturales Inc., Ballard; and Utah Manufacturing Small Business of the Year, Western Timber Frame Inc., Lehi.

SBA Lender Award winners are Zions Bank, Top 7(a) Lender by Number of Loans and Top 7(a) Rural Lender; Bank of Utah, Top Export Lender; Mountain America Credit Union, Top 7(a) Lender by Dollar Volume and Top 504 Third-Party Lender; and Mountain West Small Business Finance, Top 504 Lender. Location is Loveland Living Planet Aquarium in Draper. Everyone is welcome. Registration can be completed at [Eventbrite.com](https://eventbrite.com).

April 17, 6:30-9:30 p.m.

**2026 Evening at the Point & Business Awards Gala**, a Point of the Mountain Chamber of Commerce event. Location is Loveland Living Planet Aquarium, 12033 Lone Peak Parkway, Draper. Cost is \$85 for members, \$95 for nonmembers, \$150 for member couples. Details are at [thepointchamber.com](https://thepointchamber.com).

April 21, 2-3:30 p.m.

**“Starting Your Business 101,”** a Small Business Development Center event that takes place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

April 22, 11:30 a.m.-1 p.m.

**“Chamber Connections,”** a Davis Chamber of Commerce event. Location is the Davis Chamber, 450 S. Simmons Way, Suite 220, Kaysville. Details are at [davischamberofcommerce.com](https://davischamberofcommerce.com).

April 22, 5-6:30 p.m.

**“Connect After Hours,”** a South Valley Chamber of Commerce event. Location is Eight Settlers Distillery, 7321 Canyon Centre Parkway, Cottonwood Heights. Cost is \$15 for members, \$25 for nonmembers. Must be 21 or older. Details are at [southvalleychamber.com](https://southvalleychamber.com).

April 22, 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>.

April 22, 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>.

April 23-24

**Women’s Business Conference**, presented by WISE (Women Inspiring Success & Excellence) Women and designed for women entrepreneurs to grow, build referral partners and impactful collaborations. Location is Element Event Center, 5658 Cougar Lane, Kearns. Cost is \$399 for both days, \$599 with VIP Night. Details are at [Eventbrite.com](https://eventbrite.com).



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PUBLIC NOTICES

Notice is hereby given that on the **13th day of May, 2026 at 10:00 a.m.** in the Davis County Administration Building at 61 South Main Street, Farmington, Utah 84025, Room 303. The Davis County Controller, Scott Parke, will offer for sale at public auction and sell to the highest bidder pursuant to the provisions of Section 59-2-1351.1 Utah Code, the following described real property located in **Davis County** and now delinquent and subject to tax sale. No bid less than the total amount of taxes, penalties, interest and costs which are a charge on the real estate will be accepted.

- 01-113-0049** Abel, Joe Shannon & Dauneen, **Property address:** 149 South 350 East, North Salt Lake, UT .26 acres \$1,813.05
- 02-173-0010** Green, Steven R & Kristine C, **Property address:** Centerville, UT .01 acres \$122.70
- 03-038-0029** Eggett, Jeri Ann, **Property address:** 1260 South 200 West, Bountiful, UT .49 acres \$12,410.86
- 03-114-3202** Richey, Joshua, **Property address:** 650 South Main Street #3202, Bountiful, UT .00 acres \$9,122.86
- 04-046-0034** Barela, Manuel Joe Jr, **Property address:** Mountain Side close to Bountiful, UT 9.40 acres \$1,556.55
- 04-046-0036** Salcido, Merardo, **Property address:** Mountain Side close to Bountiful, UT 5.15 acres \$955.86
- 05-022-0037** Rawson, Laprele, **Property address:** 2332 South 300 East, Bountiful, UT .33 acres \$33,256.02
- 05-066-0205** Hatch, Kenneth L, **Property address:** 571 East Chelsea Drive, Bountiful, UT .449 acres \$47,891.02
- 05-069-0023** Rasmussen, Cory A, **Property address:** Bountiful, UT .308 acres \$3,096.61
- 05-071-0010** Salazar, Evelia C, **Property address:** Bountiful, UT .193 acres \$1,401.57
- 06-033-0029** Bobs Tree Service Incorporated, **Property address:** Woods Cross, UT 5.071 acres \$75,017.60
- 06-034-0168** Illing, Carol Anne, **Property address:** West Bountiful, UT .05758 acres \$470.99
- 06-249-0012** Uplinger, Jennifer A, **Property address:** 1561 South 1450 West, Woods Cross, UT .18 acres \$16,000.47
- 08-010-0127** GMW Development Inc., **Property address:** Kaysville, UT .01 acres \$117.91
- 08-049-0080** Gordon, Michelle E, **Property address:** 1467 N Cherry Blossom Drive, Farmington, UT .33 acres \$13,706.32
- 08-347-0208** Haun, Andrea, **Property address:** 516 South 1175 West, Farmington, UT .81 acres \$33,512.24
- 08-639-0001** Clark, Andrew Ellsworth & Megan Oshea, **Property address:** 368 West State Street, Farmington, UT .46 acres \$15,148.97
- 09-053-0036** Halls, Kenneth C & Susan E, **Property address:** Layton, UT .148 acres \$872.91
- 09-067-0322** Young, Frank, **Property address:** 2264 North 2650 East, Layton, UT .28 acres \$20,954.50
- 09-171-0061** Tingey, Merrill & Nicole, **Property address:** Layton, UT .02 acres \$125.78
- 09-226-0002** Esskay Investment Company – ETAL, **Property address:** 2137 North 2800 East, Layton, UT .349 acres \$10,835.80
- 09-310-0004** Gilleland, Brooke, **Property address:** 2475 East 1900 North, Layton, UT .00 acres \$5,477.02
- 10-139-0031** Peterson, Mikyong, **Property address:** 1121 North 150 West, Layton, UT .14 acres \$9,786.85
- 11-002-0080** Shurtliff, Robert L, **Property address:** Layton, UT .05 acres \$239.49
- 11-232-0920** Dorius, Val E, **Property address:** 1005 E 750 South, Layton, UT .162 acres \$14,025.73
- 12-325-0730** Dorius, Val, **Property address:** 1403 North 2525 West, Layton, UT .19 acres \$13,114.11
- 12-660-0312** Gougousis, Chris Tony & Tricia Macy-Chan, **Property address:** 3001 South 1325 West, Syracuse, UT .34 acres \$20,764.52
- 12-726-0002 - 12-726-0007** CEMKG LC,

**Property address:** 2107 West 1700 South, Syracuse, UT 1.344 acres \$59,408.28

**13-057-0005** Graham, Shawn D, **Property address:** Sunset, UT .025 acres \$156.16

The above amount is representative of the taxes, penalties, and interest through May 13, 2026. It does not include any costs related to the sale such as advertising, mailings or title reports. For a current payoff, please contact the Davis County Treasurer's office @ 801-451-3243. Payments may be made in the form of check or cash or Card payment including processing fee.

Once the County Auditor has closed the sale of a particular parcel of property as a result of accepting a bid on the parcel, the successful bidder or purchaser of the property may not unilaterally rescind the bid. The County legislative body, after acceptance of a bid, may enforce the terms of the bid by obtaining a legal judgment against the purchaser in the amount of the bid, plus interest and attorney's fees. Section 59-2-1351.1

Keep in mind that the sale is a **“buyer beware”** sale. If you purchase property, you will later be provided with a recorded Tax Deed, which is similar to a Quit Claim Deed. It is your obligation to have researched each property you're interested in.

**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 May 8, 2026 at the hour of 2:00 p.m., by David L. Pinkston, Successor Trustee under the Trust Deed executed by Belles Nuits, LLC, as Trustor, and Wildcat Lending Fund Two LP, as Beneficiary, recorded 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 property 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 RECORDER.**

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 condition 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 successful 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 provided by law.

Bidders must be prepared to tender to the trustee \$5,000.00 at the sale and the balance of the purchase price by 12:00 noon the day following the sale. Both payments must be in the form of a cashier's check.

DATED this 3rd day of April, 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

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CORRECTION

A recent story about a corporate acquisition contained incorrect information about the two companies' headquarters locations. Hirevue is based in Sandy, and Hireguide is based in San Francisco. Also, the story indicated that Hirevue's platform enables companies to screen candidates faster, reducing bias and hiring time by analyzing interviewees' verbal and facial data. Hirevue's AI scores only the spoken words of the candidate and does not use any visual analysis.

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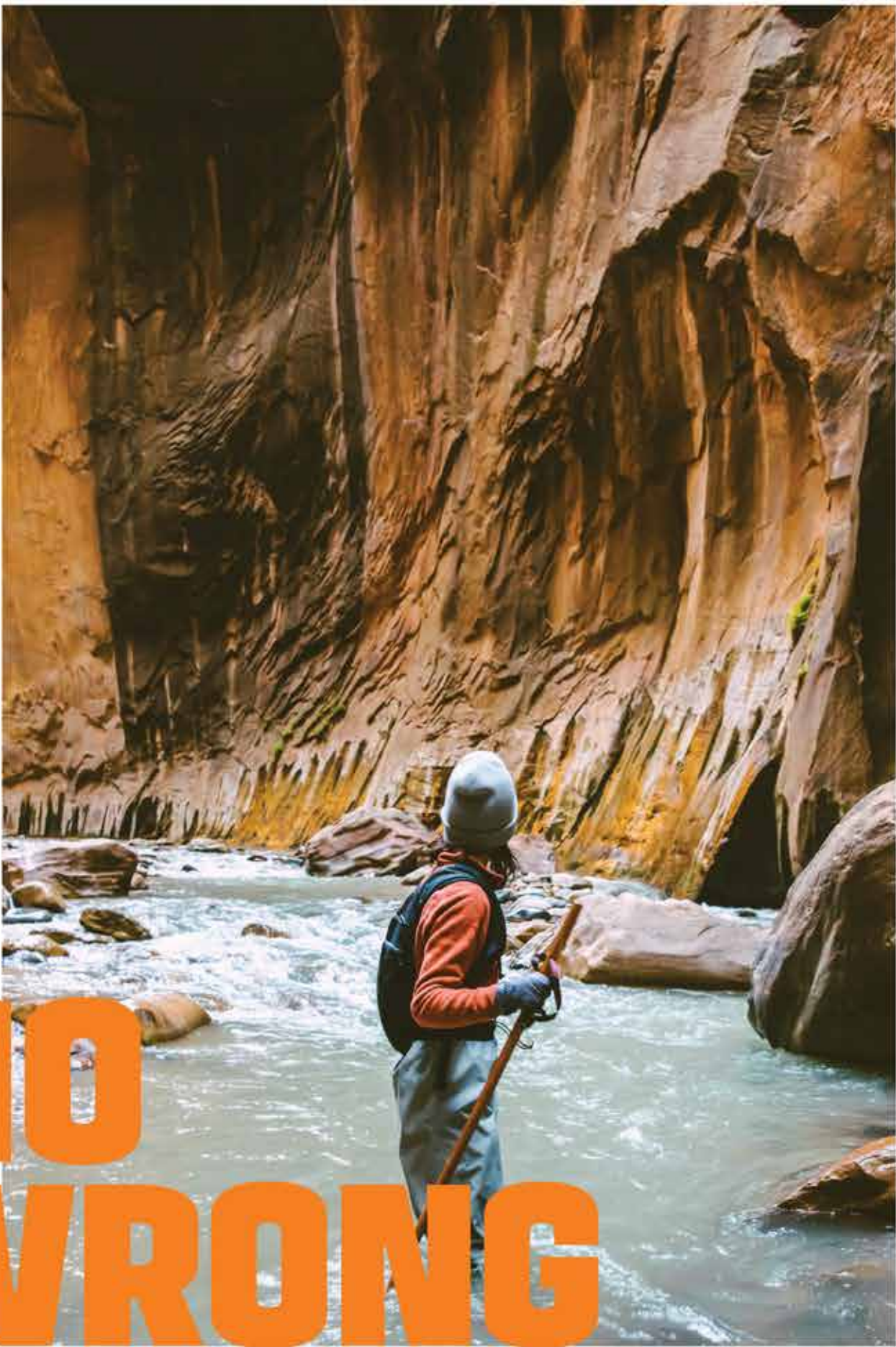
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