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## OF NOTE



### Move over, McDonald's

Mixue (roughly translated from Mandarin to "sweet snow"), a low-cost beverage and ice cream franchise with origins in Zhengzhou, China, has surpassed McDonald's as the world's largest fast food outlet. Located primarily in China, Southeast Asia and Australia, Mixue opened its 45,000th store in 2024. The key to its success? Mixue sells ice cream concoctions and sugary bubble tea for under \$1 — a real draw in China's struggling economy.

## SLC ONE OF THREE WORLDWIDE SITES

### Huge crowds expected for 3-day X Games June event

**Brice Wallace**  
Business Journal

More than 100 extreme sports participants will compete in Salt Lake City this summer during the X Games, with the possibility of attracting extremely large crowds.

The X Games recently announced that the three-day event will take place June 27-29 at the Utah State Fairpark and Event Center and Salt Lake County are partnering to host the event, which will feature Moto X, BMX and skateboarding competitions.

The Salt Lake City event will be one of three summer X Games this year. Osaka, Japan, will have X Games in June, while Sacramento, California, will host the event in August.

Started by ESPN, the first event of its type, then called the Extreme Games, took place in June 1995 in Rhode Island and Vermont and the weeklong event attracted 198,000 spectators. The next year, attendance reached about 200,000. San Francisco saw 268,390 people attend the event over 10 days in 1999. The X Games in Ventura, California, attracted 52,000 in 2024 over a weekend.

"Salt Lake City has a deep-rooted passion for action sports, and we're thrilled to bring the X Games experience here for the first time," said Jeremy Bloom, CEO of X Games. "With its incredible outdoor cul-



Mizuho Hasegawa, a 14-year-old skateboarder from Japan, goes inverted during the Women's Skateboard Vert Final at 2024 X Games in Ventura, California. Salt Lake City gets in on the action this summer as one of three host cities for this year's worldwide summer X Games events. Photo copyright by Trevor Brown Jr. for X Games.

ture, energetic fan base, and strong support from the Utah State Fairpark and Visit Salt Lake, this city is the perfect stage for our athletes to push their limits and put on an unforgettable show."

The athletes will compete for over \$1 million in prize money during the 30th an-

**see X GAMES page 3**

## NEW PLANT WITH 200 JOBS

### HydroBlok moving production from China to Tooele County

**Brice Wallace**  
Business Journal

A waterproof building materials company plans to create 200 jobs and invest \$20 million in a Tooele County manufacturing plant.

Draper-based HydroBlok produces innovative building materials for interior and exterior applications. The Utah plant will take over manufacturing that has been happening in China.

"We are onshoring all our manufacturing," CEO Colin House said in an online video. "We are bringing all the manufacturing home to the state of Utah. This is very important for us because we want to support Gov. [Spencer] Cox, we want to support all our leaders in the government here, on the expansion of Utah jobs, Utah construction. We're bringing manufacturing here and that is a very big decision for us. We want to support our local economy, our local leaders, and we want to make this

state even better than it is today."

In a prepared statement, House said the move is "more than just onshoring. It's a commitment to Utah's future."

Established in 2009, HydroBlok opened its first factory in 2013. It started by producing a shower installation system that evolved into a multi-use material that the company says can replace drywall and can even be used outdoors. HydroBlok has served more than 1,000 customers with more than 100,000 installations in 11 countries, including at hotels like the Ritz-Carlton, Hyatt, Marriott and Hilton.

"This is about as disruptive as you can get in the construction space," House said in the video. The company says its products — HB One Everything Board and HydroBlok Premium Drywall — are waterproof, mold-proof, lighter than typical wood used in construction, has im-

**see HYDROBLOK page 12**

## COX TABS BERRETT TO HEAD FINANCIAL INSTITUTIONS DEPT.

Gov. Spencer Cox has appointed Shaun Berrett as commissioner of the Utah Department of Financial Institutions (DFI). Berrett, with more than two decades of bank supervision and regulatory oversight, must be confirmed by the Utah Senate before taking over the department. He succeeds Darryl Rude in the role.

"Shaun's decades of experience within DFI and his deep expertise in financial regulation make him the ideal choice," Cox said. "His institutional knowledge and long-standing commitment to ensuring Utah residents have access to safe and sound financial services will be invaluable as we continue to build a strong and resilient banking industry."

Berrett joined DFI in 1998 as an examiner and has since built a 26-year career in bank supervision, including time at the Federal Reserve Bank of San Francisco. He has played a role in safety and soundness examinations, IT and service provider oversight, large bank supervision and new bank application processing.

Most recently, Berrett served as DFI's chief examiner, where he advised the commissioner, managed day-to-day operations and led Utah's depository institution examination program. Prior to that, he served



Sean Berrett

**see BERRETT page 5**

# News

## Mo' Bettahs among ACG Utah Deal of the Year awards honorees

The Association for Corporate Growth (ACG), a Utah networking organization for those involved in middle-market mergers and acquisitions and other equity transactions, has named its 2025 Utah Deal of the Year award winners.

ACG said the awards are made "recognizing exceptional transactions and the visionary leaders driving Utah's dynamic business landscape. These awards highlight a commitment to recognizing a variety of transactions that collectively reflect the breadth and depth of the deal ecosystem in Utah and the fantastic entrepreneurs and investors who make them happen."

"This year's honorees represent the pinnacle of deal-making excellence, showcasing strategic acumen, innovative thinking and significant contributions to the region's economic growth," the ACG statement concluded.

Mo' Bettahs Hawaiian Style Food, a fast-growing fast casual restaurant chain founded in Bountiful in 2007, received ACG's Private Equity Deal of the Year award for its acquisition by a pair of national private equity firms. Lehi-based Savory Fund sold the 54-location chain to

Blue Marlin Partners of Bethesda, Maryland, and Trive Capital of Dallas. Mo' Bettahs' founding brothers Kimo and Kalani Mack retained a significant minority stake in their company.

Named Strategic Merger Deal of the Year winner was Spiff, a sales compensation platform based in Sandy. Spiff joined forces with Salesforce, a cloud computing company headquartered in San Francisco in February 2024.

Vision Graphics, a South Salt Lake provider of large-format graphics and printing, was given ACG's Growth Equity Deal of the Year award for its acquisition of Salt Lake City-based Queen of Wraps, also a large-format graphics company that specializes in vehicle wraps.

The Public Markets Deal of the Year award went to Waystar, a platform that provides health care revenue cycle management for the health care industry, for its recent successful public offering.

"We are thrilled to honor these four exceptional companies and their remarkable transactions," said Rob McGee, vice president of awards for ACG Utah and senior vice president at Zions Bank. "Each award winner exemplifies excellence in

their respective fields and demonstrates the power of innovation and strategic thinking in driving successful deals."

The Deal of the Year Awards were made at the Intermountain DealSource Summit held recently in Park City.

## U.S. Synthetic acquired by LongRange

Orem-based U.S. Synthetic Corp. has agreed to be acquired by LongRange Capital, a private equity firm in Stamford, Connecticut. ChampionX Corp. of The Woodlands, Texas, was the previous owner of U.S. Synthetic.

Founded in 1978, U.S. Synthetic is a provider of highly engineered polycrystalline diamond (PCD) technologies, including PCD inserts, bearings and other synthetic diamond science products for the energy, mining and industrial end markets. The company holds over 600 patents globally for synthetic diamond-based technologies.

"We are excited for our future as a standalone business under LongRange's ownership," said Rob Galloway, president of U.S. Synthetic. "LongRange's resources, capital and commitment to fostering innovation and sustainable growth, makes them an ideal partner to support our efforts to de-

liver leading PCD solutions to our customers and invest in new applications for synthetic diamond technology."

"By investing in U.S. Synthetic, we're not just backing a technology leader, we're also supporting a company that has built a strong culture and reputation in its industry through a relentless focus on its customers' needs for nearly 50 years," said Bob Berlin, managing partner at LongRange. "We look forward to partnering with Rob Galloway and the U.S. Synthetic team to build upon their track record of delivering innovative material technology solutions to the energy industry and broader industrial end markets."

The transaction is expected to close shortly after the closing of a previously announced acquisition of ChampionX by Texas oilfield company Schlumberger Ltd. Terms of the deal were not disclosed.

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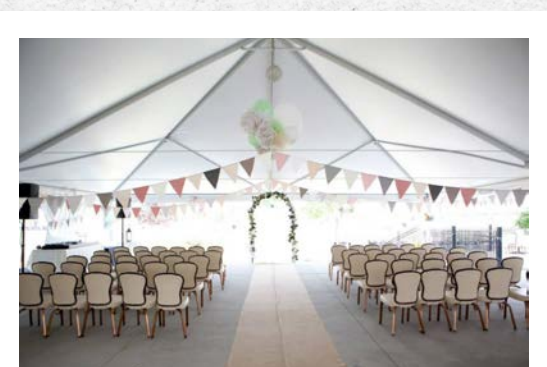
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## SL County home sales expect moderate 2025 gains

The Salt Lake Board of Realtors recently hosted its annual Economic Forecast event, featuring insights from leading experts, including James Wood, Ivory-Boyer Senior Fellow at The Kem C. Gardner Policy Institute, and Lawrence Yun, chief economist of the National Association of Realtors.

Wood told attendees that the overheated asset markets of 2020-22 contributed to today's high inflation, rose home prices and elevated mortgage rates. As a result, home price growth has moderated, with the Salt Lake metro area ranking 28th out of 227 U.S. metros for the highest home prices.

"We are now in a hangover period from those anomalous years," Wood said. "In 2021 alone, Salt Lake County home

prices jumped \$108,000 — a 25 percent increase."

Looking ahead, Wood projected that demographic and economic growth will slow in 2025, while the decline in housing affordability — driven by the excesses of the 2020-22 market — will continue to challenge home sales. Despite these headwinds, condominium sales in Salt Lake County are expected to rise by 8 percent this year, while single-family home sales are forecasted to increase by 3 percent.

The median sales price of a single-family home in Salt Lake County is projected to reach \$620,000, a 2 percent increase, while the median price of a condominium is expected to rise by 6 percent to \$450,000. The combined price increase for homes and condominiums is anticipat-

ed to be 3.3 percent.

Yun noted that nationwide home sales have struggled over the past two years due to mortgage rates remaining just below 7 percent. However, homebuilders — who account for about 10 percent of all sales — have rebounded to pre-pandemic levels. Nationally, monthly home sales began showing increases in October of last year, with year-over-year growth continuing in November, December and January, Yun said.

"Even at a higher interest rate, we are seeing a bit more activity because inventory levels have started to recover," Yun said. "If we can find a way to contain the national debt, mortgage rates could potentially dip below 6 percent."

Nationwide, Yun predicted existing home sales will rise by 9 percent this year, with Utah expected to outperform the national average. "The conditions for more home sales are clearly developing," he said. "I anticipate mortgage rates will range from 6.5 percent to 6 percent after we pass through the spring homebuying season."

## X GAMES

from page 1

niversary of the X Games. The event typically features fan experiences and musical performances. Details about the event and tickets will be announced later.

"Our capital city is stoked to host the X Games for the first time ever this summer as they enter their 30th anniversary of world-class sporting events," said Salt Lake City Mayor Erin Mendenhall. "Salt Lakers are fans, athletes, and some of them even Olympians, making this a natural fit. We look forward to welcoming competitors and fans to a place that lives and breathes the spirit of competition and community."

"As mayor of Salt Lake County, I am thrilled to welcome the X Games to our dynamic community this summer," said Salt Lake County Mayor Jenny Wilson. "Salt Lake County has long been a hub for outdoor adventure and action sports, with our world-class venues and vibrant culture drawing athletes and fans from around the globe. Hosting the X Games is a testament to our reputation as a premier destination for events that inspire, energize and unite communities. We can't wait to showcase our unique spirit to the world and deliver an unforgettable experience for all."

Jagger Eaton, a five-time X Games and two-time Olympic medalist skateboarder, said he is "stoked" for the upcoming X Games. "Competing at X Games since I was 11," he said, "I am excited to be back competing at X Games this year after securing a silver medal at the Paris 2024 Olympics."

## Noone named CEO of FinWise Bank

Jim Noone has been named CEO of Murray-based FinWise Bank by the board of directors of FinWise Bancorp, the parent company of the bank. Noone is currently the president of FinWise Bank and will retain that title.

The board also announced that Kent Landvatter will remain chairman of the board and CEO of FinWise Bancorp as well as executive chairman of FinWise Bank.

Noone joined FinWise Bank in February 2018 and was named executive vice president and chief credit officer in June of that year. He became president of the bank in March 2023. He has over 20 years of financial services experience, including commercial banking, investment banking and private equity.

"Jim has been instrumental in helping shape our strategic roadmap, developing our infrastructure and creating innovative

banking products that drive customer value. I am confident in his abilities to manage the organization's day-to-day operations," said Landvatter. "Jim will continue to work closely with me on the bank's long-term strategy and market positioning to deliver shareholder value."

"I am honored and humbled to step into the role of CEO and president of FinWise Bank. Kent's leadership and mentorship have been a steady guide to me and for the entire executive team. I look forward to continuing to collaborate with Kent, our employees, partners and regulators to deliver the next stage of growth for the bank," said Noone. "Our opportunities and relationships have never been stronger."

Founded in 1999, FinWise provides banking services to financial technology brands, including deposit, lending and payments programs.

## CHG Healthcare acquires CareerMD

CHG Healthcare, a Midvale-based health care industry staffing agency specializing in physician recruitment, has acquired CareerMD, a career management platform offering both digital and live events to help clinicians find their first job out of training. CareerMD is headquartered in New York City.

"CareerMD has established a great reputation with physicians, training programs and health care organizations across the country and we're excited to welcome them to the CHG family of brands," said Scott Boecker, CHG's chief digital officer. "With this acquisition, we aim to help CareerMD expand their product offerings. It will bolster our support for clinicians throughout their career journey."

"We're excited for the opportunity to expand our offerings for clinicians and

continue to advocate for them," said Valerie Gersten, founder and CEO of CareerMD. "We've worked with CHG Healthcare and its companies for many years and have long admired the firm's reputation and leadership of the industry. We have a shared vision for growing the CareerMD platform and look forward to continued collaboration to support physicians and other health care providers."

CareerMD launched as an online resource for medical students in 1996 and hosts more than 100 in-person career fairs at teaching hospitals across the country each year, virtual career fairs in more than 36 specialties, a job board and other resources to help physicians and allied health professionals in their career search.

CareerMD will continue to operate as a standalone company.

## BUSINESS JournalIST

### Plenty of Utah 'Minor-League' sports options

The Utah Jazz, Real Salt Lake and now the Utah Hockey Club are Utah's most prominent sports teams because of their status as "major league." But Utah has several other options for sports fans looking for a good time.

- The **Salt Lake Bees** play from late March into September. The Triple A farm team for the Los Angeles Angels of Anaheim and a member of the Pacific Coast League, the Bees finished the season at Smith's Ballpark in Salt Lake City and start play in 2025 at Daybreak Field at America First Square in South Jordan.

- The **Ogden Raptors** play from late May into September at Lindquist Field in Ogden. The independent team is part of the Pioneer League.

- The **Utah Grizzlies**, part of the East Coast Hockey League, play from mid-October to mid-April at the Maverik Center in West Valley City.

- The **Utah Warriors** play in Major League Rugby from early March through June at Zions Bank Stadium in Herriman.

- The **Real Monarchs**, a professional soccer team, play in the MLS Next Pro division from mid-March to early October at Zions Bank Stadium in Herriman.

- The **Utah Royals** are part of the National Women's Soccer League and play from mid-March to early November at America First Field in Sandy.

- The **Utah Archers** of the Premier Lacrosse League play from early June to mid-August at Zions Bank Stadium in Herriman.

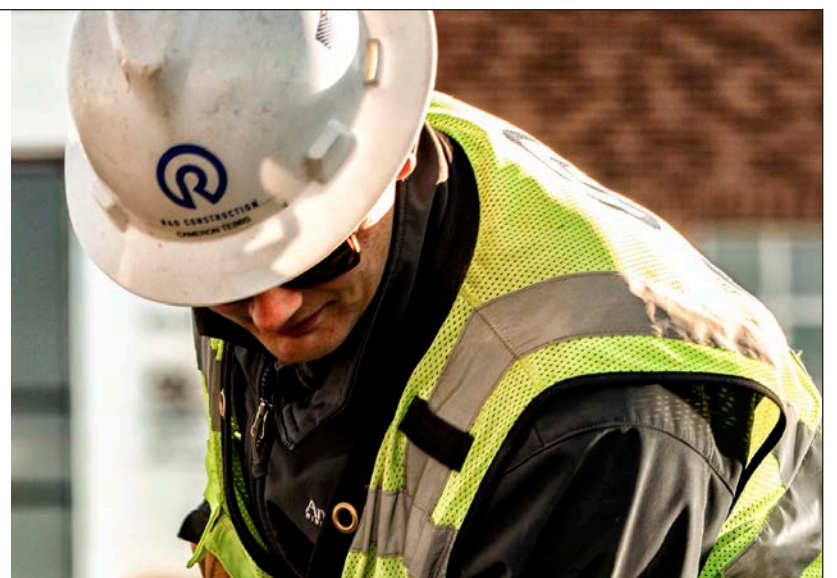
- The **Utah Falcoz** are a women's tackle football team that plays from mid-April to mid-May at Highland High School and Cottonwood High School.

- The **Salt Lake Shred** sling the disk as part of the Ultimate Frisbee Association, playing matches at Zions Bank Stadium in Herriman during a spring/summer season.

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# Chamber Dashboard: Continuing economic pressures test Utah's fortitude

Economic headwinds continue to plague Utahns but the state continues to show strength in facing those challenges, according to data from the Salt Lake Chamber's January Roadmap to Prosperity Economic Dashboard. Developed and released in partnership with the University of Utah's Kem C. Gardner Policy Institute, the dashboard is designed to increase business leaders' understanding of Utah's economy. The tool prioritizes key data on the state's economic outlook and actionable context for decision-makers.

"Utah's strength lies in its resil-

ience. In the face of recent economic pressures, Utahns continue to display perseverance and determination to succeed," said Derek Miller, president and CEO of the Salt Lake Chamber. "While home values remain strong, economic challenges like rising bankruptcies and persistent inflation create uncertainty. As we navigate these headwinds, it will be crucial to support legislative policies and solutions that promote stability and long-term growth."

The Gardner Institute highlighted three essential insights from the January dashboard, including:

1. U.S. Consumer Price Index inflation increased for the fourth consecutive month, with year-over price increases reaching 3 percent in January. January's year-over-year inflation set a new eight-month high, reinforcing concerns that price pressures may persist. Month-over-month inflation in January reached the highest level since August 2023. With uncertainty remaining high, the Federal Reserve faces added risk as it considers future interest rate decisions.

2. Utah's median home sales price equaled \$500,000 in December, up from \$474,000 in December 2023. While still below the \$535,000 monthly peak in May 2022, prices remain high, making it difficult for first-time homebuyers to afford a home. Limited supply continues to keep prices elevated.

3. Total annual bankruptcy cases

filed in Utah increased roughly 13 percent in 2024. After falling two consecutive years, total annual bankruptcy cases increased more than 17 percent in 2023 and another 13 percent in 2024. Coming off of stimulus years likely contributed to the increase, as well as economic pressures including higher interest rates.

The Roadmap to Prosperity Economic Dashboard is updated monthly.

"The Utah and U.S. economies appear to be moderating, slowed by continuing inflation, rising home prices and high interest rates," said Natalie Gochour, director of the Kem C. Gardner Policy Institute. "Despite these economic headwinds, Utahns continue to express high consumer sentiment, even amid uncertainty at the national level."

The full dashboard can be seen at <https://slchamber.com/resources/roadmap-dashboard/>.

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## Myriad Genetics announces senior leadership change: Raha named CEO

Myriad Genetics Inc., a Salt Lake City-based provider of molecular diagnostics testing, has named Sam Raha, the company's current chief operating officer, as president and CEO of the company and as a member of the board. The change will be effective April 30. Raha replaces Paul J. Diaz, who is stepping down to join private equity firm Cressey & Co. Diaz will continue to serve as a consultant to Raha and the board for another year.

"Since joining Myriad in December 2023, Sam has played an integral role in shaping the company's long-term growth strategy, while delivering new perspectives and expertise to advance our business initiatives, operational excellence and profitability," said S. Louise Phanstiel, chair of Myriad's board of directors. "Having engaged in a robust succession planning process, the board is very pleased and excited to welcome Sam as Myriad's next president and chief executive officer. His deep background in the diagnostics industry and leadership throughout his career are crucial to the continued growth of Myriad and the achievement of our mission to advance health and well-being for all, while creating long-

term value for our shareholders."

"I am honored to take on the leadership of Myriad at this pivotal point in the company's evolution and I am grateful for Paul's leadership in both transforming the company and delivering a foundation of profitable growth," said Raha. "I am now looking forward to leading the team and accelerating our strategy to drive continued growth and profitability through our comprehensive portfolio and future innovation, while continuing to leverage the company's multi-year investment program and focusing on the needs of patients and the health care providers who serve them."

"It has been an honor to serve as Myriad's president and CEO and further the company's vision of providing genetic insights that help people take control of their health and enable health care providers to better detect, treat and prevent disease," said Diaz. "I believe the company is well-positioned for the future and will continue to grow and innovate under Sam's leadership."

Myriad also announced that Mark S. Verratti, the company's current chief commercial officer, will be promoted to chief operating officer upon Raha's appointment.

# BUSINESS JOURNAL

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# Bridor taking its new plant and its 400 jobs from Brigham City to SLC

**Brice Wallace**  
Business Journal

Bridor, a global food manufacturer, announced last year it would build a production plant in Brigham City. Now the \$277 million project will happen in Salt Lake City.

The bread and pastry maker still will create about 400 jobs, with the growth happening over 13 years. Originally set to be at the Utah Inland Port Authority's Golden Spike Project Area in Brigham City, the project will be at a new facility at the Scannell Logistics Campus at 2691 N. 2200 W., Salt Lake City.

Since 1984, Bridor has manufactured

European bakery products adapted to the North American market. Bridor North America has four plants: two in Québec, Canada, and two in the eastern U.S. It employs approximately 1,200 people and is part of the global Groupe Le Duff, which has over 30,000 employees across 100 countries and 10 production facilities.

As was the case with the proposed Brigham City plant, the Salt Lake City project is part of a westward expansion that is "a strategy long in the making," the company said.

"Utah's connectivity to major transportation routes, top-notch labor market, and proximity to diverse and rich agricultural products quickly elevated Utah to the top of our five-state regional review," Bridor said. "The strong local support of our project from early on helped Bridor visualize the roadmap for establishing operations here."

"We are thrilled that Bridor has chosen Salt Lake City for its newest facility," said Lorena Riffo-Jenson, director of Salt Lake City's Department of Economic Development. "This investment underscores our city's reputation as a place with a growing job market and a great place for internationally minded businesses to establish roots. We look forward to the addition of 400 jobs to our growing food manufacturing cluster in Salt Lake City."

The Salt Lake City project was announced by the Economic Development Corporation of Utah, an organization that worked with the company and a site selector to issue a request for information, connecting the company with sites and communities. In addition to Salt Lake City, the project received support from EDCUtah partners JLL and Enbridge. Jared Stewart, senior business development manager, led the project for EDCUtah.

"We are pleased to welcome Bridor to Utah, where an increasing number of food manufacturers are choosing to grow and thrive," said Scott Cuthbertson, EDCUtah's president and CEO. "Bridor will play an important role in bolstering Utah's food security, and their decision to expand in Utah was made possible by the collaboration of many important partners."

In May of last year, Bridor announced

it would make artisan breads and Viennese pastries tailored for the American market and adapted to Western customer preferences, with the Brigham City facility figuring to lead to over 150 new jobs in 2026 and 300 in the long term. In June, the Governor's Office of Economic Opportunity board approved a state tax credit incentive for Bridor USA Inc. of up to about \$5 million over 13 years, tied to the creation of 87 high-paying jobs. The board approved the tax credit under the state's Rural Economic Development Tax Increment Financing (REDTIF) program.

GOEO says the Brigham City project incentive was contingent on being in a rural location. The move to Salt Lake City makes the company ineligible for that incentive.

"Utah's food manufacturing industry is thriving, creating new opportunities for businesses and helping consumers have more options closer to home," said Jim Grover, GOEO's managing director of economic growth. "While Bridor no longer qualifies for a state incentive, its continued growth and investment in Utah are a significant win for our state's economy."

## Salt Lake real estate investment firm acquired in \$1.5 billion deal

Salt Lake City-based real estate investment firm Bridge Investment Group Holdings Inc. has agreed to be acquired by Apollo, a New York City private equity firm. The all-stock transaction has a reported equity value of approximately \$1.5 billion.

Founded in 2009, Bridge deals in residential and industrial real estate investment, as well as other specialized real estate asset classes.

"Led by an experienced senior leadership team and over 300 dedicated investment professionals with significant real estate investment and operating expertise, Bridge's forward-integrated model, nationwide operating platform and data-driven approach have fostered organic growth and consistently produced desirable outcomes across asset classes," Apollo said in a release announcing the deal.

Bridge will provide Apollo with immediate scale to its real estate equity platform and enhance Apollo's origination capabilities in both real estate equity and credit, Apollo said. This is expected to benefit Apollo's suite of hybrid and real estate product offerings.

Bridge has approximately \$50 billion in assets under management in real estate products targeting both institutional and wealth clients and is expected to be highly synergistic with Apollo's existing real estate equity strategies and leading real estate credit platform, according to the announcement.

"We are proud to be joining Apollo and its industry-leading team, who share our commitment to performance and excellence," said Bridge Executive Chairman Bob Morse. "This transaction will allow the Bridge and Apollo teams to grow on the

strong foundation that Bridge has built since 2009 as we work to pursue meaningful value and impact for our investors and communities. With Apollo's global integrated platform, resources, innovation and established expertise, we are confident that Bridge will be positioned for the next phase of growth amid growing demand across the alternative investments space."

"We are pleased to announce this transaction with Bridge, which is highly aligned with Apollo's strategic focus on expanding our origination base in areas of our business that are growing but not yet at scale," said David Sambur, Apollo partner and co-head of equity. "Led by a respected real estate team including Executive Chairman Bob Morse and CEO Jonathan Slager, Bridge brings a seasoned team with deep expertise and a strong track record in their sectors. Their business will complement and further augment our existing real estate capabilities, and we believe we can help scale Bridge's products by leveraging the breadth of our integrated platform. We look forward to working with Bob and the talented Bridge team as we seek to achieve the strategic objectives we laid out at our recent Investor Day."

Under the terms of the transaction, at closing, Bridge stockholders will receive 0.07081 shares of Apollo stock for each share of Bridge Class A common stock, valued by the parties at \$11.50 per share.

The parties said Bridge will operate as a standalone platform within Apollo's asset management business, retaining its existing brand, management team and dedicated capital formation team. Morse will become an Apollo partner and lead Apollo's real estate equity franchise.

## BERRETT

from page 1

as supervisor of the industrial banks sector.

"I am honored to serve as commissioner and grateful for the opportunity to continue working with Utah's financial institutions as we ensure our state's banking system is robust," Berrett said. "Utah has a vibrant and dynamic banking sector, and I look forward to collaborating with industry leaders and regulators to support its continued safety and growth."

Berrett has represented Utah and the state's dual banking system at the national level, previously serving on the board of directors for the Conference of State Bank Supervisors.

Berrett is a graduate of the University of Utah. He and his wife Bonnie have three adult children.

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# Work DAZE

## When bad meetings happen to good people

If you think that being forced to attend a bad meeting is the worst thing that can happen in your work-day, I've got news. No matter how boring, unproductive and just plain stupid a bad meeting can be — and believe me, they can — the pain you will suffer during the meeting is nothing compared to the pain you will feel after the meeting is over. Your head aches. Your

bowels quiver. You feel so awful you want to hurl, assuming you haven't done so already.



**BOB GOLDMAN**

If this sounds like how you feel after drinking your way through the vineyards of France or the peat bogs of Scotland, you're not wrong. You have a hangover — a meeting hangover. And you're not going to cure it in the traditional way with a glass

of Korean pear juice or a pinch of *Phyllanthus amarus* extract.

It was an article in the *Harvard Business Review* that alerted me to this malady. "The Hidden Toll of Meeting Hangovers" was written by Brent N. Reed, Steven G. Rogelberg, Rebecca Hinds and Jon Gray, all researchers at the University of North Carolina.

Based on the quartet's extensive studies, we now know that "more than a quarter (28 percent) of workplace meetings left employees with lingering negative effects, such as impaired engagement and productivity." The remaining less than three-quarters did not exit meetings with a feeling of satisfaction for what they had achieved or a sense of enthusiasm for what they could now accomplish. Instead, they left committed to immediately quitting their jobs and restarting their careers as product samplers at Costco. (If you go this route, get assigned to the coconut shrimp. They're great to snack on during your time on duty and easy to slip in your apron pocket at the end of the day.)

The number of ways a meeting can turn sour is limited only by the number of meetings you are forced to attend. Agendas are ignored. Objectives are unrealistic or absent entirely. Action items are missing in action. Yet you are expected to sit through to the bitter end, participating when you can and trying to be invisible when you can't.

Especially painful are meetings designed to shift blame from the organizer to the participants. Even worse are regular meetings when the main purpose is to decide when you will meet next to decide when you will next meet.

Unfortunately, the people who have the power to improve or even limit meetings are the least likely to do so. What's the sense in having the power to call pointless meetings if you never use it? Still, the *HBR* article does offer advice on how to improve meetings. High on the agenda is "cutting the guest list, ruthlessly." Leaders are encouraged to differentiate between "must-have participants" and "nice-to-have participants." A

major meltdown on your part over something important, such as the quality of doughnuts served at the meeting, should be sufficient to elevate you to the most coveted category, "never-have-ever participants."

Managers are also advised to "assign every agenda item an owner." At Apple, every item is designated to a DRI, or Directly Responsible Individual. You could work hard to achieve this designation, or simply fumble enough projects to become known as a DUI, or Definitely Useless Individual.

The purpose of these improvement strategies is to limit "rumination" or negative thinking. This could definitely be motivating. Negative or not, the last thing your managers want you to do is think.

The article concludes with steps you can take to recover your equipoise when the meeting ends and the hangover begins. "Mindfulness exercises, such as deep breathing" can help you regain focus, the authors claim, though breathing does take a lot of time — time I feel is better spent feeling sorry for yourself. Personally, I recommend mindlessness exercises such as holding your breath until you turn red.

The best hangover recovery results occurred "when respondents put physical distance between themselves and a bad meeting." The authors suggest a stroll to the nearest Starbucks, but if you want a 10 percent guaranteed cure for your meeting hangover, consider a trip to a somewhat more distant Starbucks, such as the outpost on the shores of the Arabian Sea in Alibaug, Maharashtra, India.

It may take a while to reach this charming Starbucks and just as long to get back, and you could miss a significant number of meetings, but it will be worth it.

I hear they make a killer Caramel Snickerdoodle Macchiato.

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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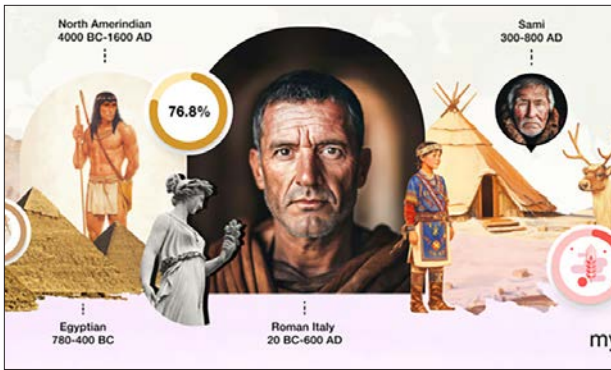
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# INNOVATE UTAH



**My Heritage**, A Lehi-based platform for family history and DNA testing, has released **Ancient Origins**, a new product that complements the company's DNA ethnicity reports. Ancient Origins takes DNA tracing back further in time, thanks to the latest developments in archaeogenetics, allowing MyHeritage DNA customers to trace their origins up to 10,000 years into the past and discover the ancient populations from which they descend, such as Imperial Romans, Norse Vikings, Phoenicians and ancient Egyptians.

The Ancient Origins product is the result of a partnership between MyHeritage and Illustrative DNA, a startup company that specializes in ancient ethnicity analysis. Ancient Origins complements MyHeritage DNA's Ethnicity Estimate, which provides a percentage breakdown of an individual's modern ethnic origins going back a few hundred years. Ancient Origins compares an individual's DNA to ancient DNA samples and populations from the Neolithic Period through the late Middle Ages, providing further analysis one's ethnic makeup.

"DNA testing is a rapidly evolving source of fascination for millions of people worldwide," said **Gilad Japhet**, founder and CEO of MyHeritage. "Ancient Origins is a must-have for anyone who is intellectually curious about their deep historical roots. Ancient Origins forms an important part of one's wider family story and is a welcome addition to MyHeritage."

Ancient Origins reports include a percentage breakdown of the ancient populations from which customers descend in different historical eras, a breakdown of how much of their DNA traces back to populations of hunter-gatherers and early farmers. Principal component analysis maps let customers visualizing their genetic proximity to ancient populations.

**Attestiv**, a cloud-scale fraud protection platform for videos, photos and documents, based in Lehi, has upgraded its video deepfake detection platform with a new **Context Analysis** module, allowing customers to identify deepfake video threats before they lead to losses. The new feature examines a video file's context, including meta-data, descriptions and transcript, to detect signs of modifications that indicate deepfakes or malicious content. "As the deepfake threat landscape

expands, we continue to level the playing field with new capabilities to defend against deepfakes," said **Nicos Vekiarides**, CEO of Attestiv. "Our new Context Analysis adds generative AI technology to better uncover deepfakes. We believe everyone should have access to tools to protect themselves from deepfakes, so we offer Attestiv Video with Context Analysis." The tool is available at no cost for consumers and businesses for scanning up to five videos per month.

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**Cricut Inc.**, a creative technology company that manufactures craft cutting machines and software, has introduced two lower-cost hobby cutting machines, **Cricut Explore 4** and **Cricut Maker 4**. The machines offer an "elevated out-of-box experience" with more available materials, speeds up to two times faster and an improved user experience



our creative community more of what they've been asking for," said **Ashish Arora**, CEO of Cricut. "We are launching these new models at a lower price point and we've added even greater value to each machine by including tools and materials to help creatives get started right out of the box. Our new machines coupled with improvements in our Design Space platform will empower everyone to make projects easily for their loved ones."

**EasyPost**, a shipping technology company in Lehi, has launched **Luma**, a multi-carrier AI shipping platform trained by billions of completed shipments. Added to EasyPost's existing application programming interface, Luma offers performance insights, predictive simulations to test carrier combinations and automated rate selection to produce the best possible shipping results, producing operational



efficiency, delivery accuracy, cost savings and streamlined shipping strategies. "Luma revolutionizes the shipping process by providing companies with up to 97 percent on-time delivery estimates and increasing delivery accuracy by 39 percent," said **Ching Pei**, vice president of product at EasyPost. "With AI-driven insights, businesses can optimize shipping strategies and save millions every month." Luma includes Luma Insights for package tracking from first to last mile, Luma Advisor for shipping simulations that recommend the best options and Luma Select for executing shipping strategies that best fit the customer's needs.

**Inside Real Estate**, a Murray-based real estate software company has introduced its **Vitals Dashboard**, an application that centralizes an agency's performance data into a streamlined, user-friendly format, delivering daily stats, trends and detailed comparisons. The product allows users to quickly gauge

key metrics, track progress and make informed decisions from one interface. "Agents and brokers often struggle not just with juggling multiple tools, but with knowing exactly what actions will drive



the most engagement with their leads and prospects," said **Julia Laurin**, chief product officer at Inside Real Estate. "Vitals eliminates the guesswork by surfacing the highest-priority leads and identifying gaps, such as contacts not on campaigns or not receiving market reports, which drive the most engagement. It then provides clear, actionable steps to fix these gaps in just a click, making it easier than ever to stay proactive and maximize opportunities."

Lehi-based **Alta AI**, a provider of voice AI solutions, has launched its **dental practice platform**, designed to enhance the efficiency and quality of care in the dentist's office. This new technology aims to empower dental hygienists by making their work more enjoyable and more efficient. "At Alta, we recognize the critical role hygienists play in patient



care," said **Rob Bay**, chairman of the board at Alta AI and founder of Dental Intel. "Our new state-of-the-art voice AI technology is designed to streamline their workflows, allowing them to focus more on what they do best: providing exceptional care to their patients." The Alta platform offers a range of features that simplify and improve documentation within dental practices. By integrating voice recognition technology, hygienists can quickly do perio charting, seamlessly record notes and easily access patient information — all hands-free — significantly reducing administrative burdens.

**Xevant**, a health care solutions provider specializing in tools and insights that enable employers to achieve better health outcomes among their employees, has released a new e-book titled **Navigating Obesity Care and GLP-1 Coverage: A Guide for Employers**. The book offers actionable



guidance on crafting effective, sustainable corporate weight management programs that drive meaningful results for both employees and employers. "Obesity isn't just a personal health issue — it's a corporate challenge impacting health care costs, productivity and employee well-being," said **Jason Hardin**, chief revenue officer at Xevant. "Our e-book equips employers with the knowledge and strategies needed to implement cost-effective weight management solutions that improve employee health outcomes and reduce long-term health care expenses." With the guide, employers can gain clarity on how to balance immediate costs with long-term benefits, ensuring a win-win scenario for both employees and the organization, Hardin said.

# Arbinger trends report outlines key factors for building people-first culture

The Arbinger Institute, a Farmington-based leadership and professional development products provider, has released the results of its “2025 Workplace Trends: Building a People-First Culture” report. The study found that 37 percent of professionals reported low morale and engagement as their top challenges this year.

The global survey of 350 professionals, ranging from non-supervisory employees to executive level, benchmarks employee sentiment and identifies strategies for cultivating successful workplace cultures. The goal is to drive better outcomes for both employees and organizations, the company said.

The report also contains Arbinger’s new disengagement calculator, a tool organizations can use to evaluate the cost of disengaged employees and explore solutions for boosting morale and improving retention rates.

“Arbinger’s research validates that having skilled leaders can significantly increase engagement and reduce employee turnover,” said Ray Smith, senior vice president of people and culture at the institute. “Workplaces that foster an environment where employees feel safe to share ideas and contribute in a meaning-

ful way with their work are more likely to be engaged and feel connected to the entire organization’s success.”

The Arbinger study revealed the most critical aspects for creating and scaling a people-first culture that drives growth:

- **The role of the leadership team:** The study shows that employee development is a pressing concern for 46 percent of professionals. Only about one-third discuss overall job performance with their managers annually. The most efficient teams are nearly three times more likely to be regularly encouraged to reflect on how their work impacts the overall team’s success. In addition, organizations with the highest revenue growth are twice as likely to conduct accountability training compared to others.

- **The role of artificial intelligence:** Nearly three-quarters of respondents agree that the use of AI will free up time to focus on human connection at work in the next two years. Organizations using AI report being significantly more likely to have leaders who promote open communication, respect individual work styles and preferences and encourage collaboration.

- **The role of human resources:** HR

is increasingly being viewed as part of the leadership team, a strategic partner responsible for shaping the human experience within the organization. Leaders must recognize and elevate the role of human resources within the organization because HR is no longer just a support function focused on compliance or employee relations. In fact, 92 percent of HR professionals feel that HR has a strong influence on companywide strategic decisions in their organization. Moreover, the study shows that organizations with the most significant revenue increases last year were more likely to have HR involved in strategic decisions like overall business strategy and adoption and integration of tech.

“We are pleased to see that our research supports what we have witnessed over the last few decades in our work with organizations: Fostering an environment where humanity is prioritized enables the high performance that is a hallmark of a culture where every employee feels genuinely connected to and invested in the organization’s overall success,” said Mitch Warner, a managing partner at the Arbinger Institute.

The Arbinger Institute, in collab-

oration with Ascend2 Research, conducted the custom online survey to gather insights from 350 professionals across North America, Europe and the Asia-Pacific region. Participants represented companies of varying industries, with employee counts ranging from 500 to 10,000. The survey respondents spanned a range of job roles, including non-supervisory positions, ensuring a diverse perspective on organizational practices. Data collection for this survey was completed in September 2024.

## Former envoy John Price honored by Utah Global Diplomacy

Utah businessman and former ambassador to Mauritius, Seychelles and Comoros, John Price, is among those honored recently by Utah Global Diplomacy. Price received the organization’s highest honor, the Taza Armstrong Peirce Lifetime Achievement Award, in recognition of his lifelong commitment to educating policymakers, students and the public about Africa’s challenges and opportunities.

Also honored were state Rep. James Dunnigan, who received the Diplomatic Leadership in Governance Award for his dedication to engaging with visiting dignitaries from around the world and strengthening Utah’s global presence; Leonard Bagalwa, founder and executive director of Utah Valley Refugees, who received the Goodwill Ambassador Award for his work in providing essential resources to individuals and families resettling in Utah; and Ruby Vejar, who was given the Young Diplomat of Utah Award for her leadership in the Model United Nations, research on structural inequality and initiatives addressing food insecurity and teen suicide prevention on the Sioux Reservation.

The awards were made in celebration of the second annual Utah Citizen Diplomacy Day to honor individuals for their dedication to fostering international relations and strengthening connections between Utahns and leaders across the globe.

“Now more than ever, we need American citizens committed to building a more free, prosperous and secure world,” said Felecia Maxfield-Barrett, president and CEO of Utah Global Diplomacy. “Through these awards, we recognize the remarkable contributions of volunteer citizen diplomats and celebrate their enduring impact in creating meaningful cross-cultural connections.”

“Through his writings, speeches and advocacy, Ambassador Price has ensured Africa’s significance remains at the forefront of international discussions,” Utah Global Diplomacy said in announcing the award. “His philanthropic contributions, including the John Price Business Building at the University of Utah, highlight his belief in education as a transformative force for future global leaders. His generous support of cultural institutions and public policy initiatives has played a crucial role in strengthening Utah’s global engagement.”

Utah Global Diplomacy is a Salt Lake City-based organization that works to strengthen Utah’s global ties through diplomacy.



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# The Economist

## How Utahns are working together to reclaim housing affordability

For Utahns who want to buy a home — or who hope their children and grandchildren can someday buy a home in Utah — that dream has been slipping further out of reach over the past 10 years.

The average home price in Utah has more than doubled over the past decade. From January 2015 to January 2025, Utah's typical home value jumped from \$226,551 to \$517,331, according to the Zillow Home Values Index.

While housing inflation has slowed since 2022, Utahns are still spending a disproportionate amount of their income on housing costs.

To buy a house in the Salt Lake City metro area in 2025, the typical family would need to allocate nearly 42 percent of their monthly income toward housing costs, compared to 23 percent in 2015, according to Zillow data. Typically, spending more than 30 percent of total household income on housing is considered unaffordable.

Housing affordability is important not only to individuals who want to live and work in Utah, but also to the health of the overall economy. It impacts the state's ability to attract and retain workers, maintain economic mobility, provide housing security and address homelessness.

While there is no silver-bullet solution to making housing more affordable in Utah, leaders across the state are working to confront this challenge.

One imperative is building homes fast enough to keep pace with demand. Utah added more than a half-million residents over the past decade, growing from a population of roughly 3 million in 2015 to more than 3.5 million today. But housing construction has lagged population growth for more than a decade, causing a housing shortage that drove up prices. A 2023 legislative audit noted that "at no point since 2011 has Utah had enough housing."

In his 2025 State of the State address, Gov. Spencer Cox announced plans to construct 35,000 starter homes

within five years. Ogden City Mayor Ben Nodalski is leading a new city-wide planning effort, "Plan Ogden," that prioritizes single-family homeownership. Salt Lake County Mayor



ROBERT SPENDLOVE

Jenny Wilson reported that more than \$25 million were recently invested into affordable housing projects, creating nearly 1,600 rental units across the county. And by early 2026, Salt Lake City will double the number of housing units under affordability protections compared to 10 years ago, according to city officials.

State lawmakers have tackled housing affordability from a variety of angles, from passing bills funding homebuyer incentives to programs expanding homebuilders' access to capital.

Additionally, community-focused companies like Zions Bank have joined with public and private investors to address Utah's housing crisis across the continuum of need — including housing preservation and construction as well as equity generation for renters. Zions Bank, for example, made founding investments in the Utah Housing Preservation Fund, Rocky Mountain Homes Fund and the Perpetual Housing Fund of Utah.

The 2023 legislative audit estimated that Utah needs to build 27,900 housing units per year to keep pace with forecasted population growth. Moreover, Utah could begin to run out of space for housing in less than 20 years.

Meeting this demand within existing land constraints will require a reimagining of what homebuyers demand and what homebuilders provide. While Utah cities have traditionally favored single-family homes, Utah needs more housing density and a variety of housing options, including more multi-family units and "mother-in-law apartments."

Utah is known for its high quality of life, a well-educated and dynamic workforce and a business-friendly en-

vironment where companies can grow and thrive. However, while in the past Utah was also defined by a relatively lower cost of living, the current lack of affordable housing could change that. This will have an impact on the ability to attract and retain future workers, especially young or lower-income

families. There are no easy solutions to these struggles, but working together, community leaders, policymakers and business leaders are trying to address this pressing problem.

Robert Spendlove is the senior economist for Zions Bank in Salt Lake City.

### Recently, I was asked to recommend a lawyer in Salt Lake City ...

My name is Carl Lobell. I am a retired senior partner at the international law firm Weil, Gotshal & Manges, whose principal office is in NY but which has offices throughout the United States, Europe and Asia. It's one of those firms now known as BigLaw. In my career spanning 60 years I have worked for many Fortune



Carl Lobell

500 companies as well as smaller companies and individuals with a variety of legal problems. In this practice I have worked with many, many lawyers but one in particular sticks in my mind. His name is Richard Kaplan and he now lives and practices in Salt Lake City. I would like to tell you about him, because if you are looking for a great lawyer whether you are a large corporation, a small or medium business or an individual you might like to know about him.

In brief Rick has all the attributes, qualities and character traits that make him both an outstanding lawyer and an outstanding person. He is scary smart, trained and experienced as both a lawyer and a businessman and all times a person who thinks and cares about other human beings and their problems.

Rick took his legal education at the University of Minnesota Law School where he was president of the Law Review. He is also a graduate of Harvard Business School, clerked for federal judges at both the trial and appellate levels, and has represented Fortune 500 companies, small and medium businesses and individuals, in a variety of matters encompassing litigation, regulatory and compliance, negotiation and resolution of diverse issues. Having worked with Rick for such companies as GE Capital and its subs in regulated industries, I can attest to his ability as a lawyer, his commitment to his work, flexibility and willingness to do whatever it takes to resolve his clients' problems in the most practicable and best possible manner.



Rick Kaplan

You can reach Rick at 801-556-5661 or 801-359-1900 or by email at [rkaplan@yahlaw.com](mailto:rkaplan@yahlaw.com). Website: [richardkaplanlaw.com](http://richardkaplanlaw.com) or me if you have questions at [Carl.Lobell@weil.com](mailto:Carl.Lobell@weil.com)

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# INDUSTRY BRIEFS

Industry Briefs are provided as a free service to our readers. Company news information may be sent to [brice.w@the-cityjournals.com](mailto:brice.w@the-cityjournals.com). The submission deadline is one week before publication.

## BANKING

• The board of directors of **Zions Bancorporation NA**, based in Salt Lake City, has authorized a share repurchase for fiscal year 2025 of up to \$40 million. Zions operates banks in 11 western states, including Utah.

## CONSTRUCTION

• **Sterling Infrastructure Inc.**, based in Texas, has announced that its **Ralph L. Wadsworth subsidiary** has been awarded two major transportation projects. One is the Interstate 15 1800 North Interchange project for the Utah Department of Transportation that will enhance regional mobility in Davis County. The project has a total value of \$195 million and is expected to begin in spring 2025 and continue through late 2027. RLW has a 60 percent interest in the project, while joint venture partner **Whitaker Construction** holds the remainder.

## ECONOMIC INDICATORS

• **Salt Lake City** is ranked No. 1 and **Ogden** is No. 2 on a list of “best metro areas for HVAC technicians,” compiled by **Home Gnome**. It compared 380 of the biggest U.S. metros based on three categories, looking at average hourly wages for HVAC technicians, projected industry growth, and HVAC jobs per 1,000 total jobs, among nine total metrics. Salt Lake City is ranked No. 1 for projected industry growth, No. 7 for the number of HVAC technicians per 10,000 households, and No. 40 for the number of HVAC employers. Other ranked Utah cities are No. 10 **St. George**, No. 12 **Provo** and No. 48 **Logan**. Details are at <https://www.homegnome.com/blog/studies/best-metro-areas-hvac-technicians/>.

• **Salt Lake City** is ranked No. 2 for growth in **women-owned home services business openings** from 2023 to 2024, a list compiled by **Yelp**. The **She-economy Services Report** showed the city’s openings grew 46 percent. Home services was the top category for total women-owned business openings in the city, beating out categories like beauty services that have traditionally led women-owned business totals. The report attributed the growth

to a housing boom and a rise in new residents. Louisville, Kentucky, topped the list, at 53 percent growth. Details are at <https://trends.yelp.com/sheconomy-services-report-2025>.

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## EDUCATION

• The **Master of Business Creation (MBC)** program at the University of Utah’s David Eccles School of Business graduated 16 students from the online option for the period ending last fall and has admitted 17 students into the online option starting this spring. The fall online students started 14 companies and are from two states, Utah and Texas. They completed the MBC Online option, a virtual, flexible format that spans three semesters. The spring group started 16 companies and are from four states: Utah, California, Idaho and Arizona. The MBC program is provided by the Department of Entrepreneurship & Strategy at the Lasonde Entrepreneur Institute at the UofU. Applications are open to join the MBC Online and In-Person programs in fall 2025. The priority application deadline is March 20, and the regular deadline is June 15.

• **ThrivePoint Academy**, a free-tuition public charter school offering online and hybrid education for grades 7-12, has opened enrollment for its first Utah location, located at 1589 W. 9000 S., West Jordan. The academy aims to meet

the needs of students who thrive outside of traditional educational settings. It has both online and hybrid learning options. Students are required to attend school at least twice a week, where they connect with their coach and teacher to work on their classes and achieve their goals.

## HEALTH CARE

• **MDVIP**, a membership-based health care network of over 1,300 primary care physicians nationwide, has partnered with Salt Lake City physicians **Dr. Celia Garner** and **Dr. Nicholas G.**



Celia Garner



Nicholas Hanson

**Hanson** to open new MDVIP-affiliated practices at 24 S. 1100 E., Suite 310, Salt Lake City. Garner is an internist who has been practicing in the Salt Lake Valley for 15 years. Her special interests include preventive health and wellness as well as helping patients navigate and address acute and chronic conditions. Hanson is a family physician who has been practicing in Utah for 12 years. He received his medical degree from the University of Utah School of Medicine. His clinical interests include hypertension, diabetes, cardiovascular disease and sports medicine, and he is affiliated with CommonSpirit Holy Cross Hospital and Intermountain Health LDS Hospital.

## NONPROFITS

• **United Way of Northern Utah, Comcast and other funders** have launched a nonprofit incubator and Comcast Lift Zone designed to equip local nonprofit organizations with technology, training and collaborative space. The **Behnken Nonprofit Learning Campus** at 2955 Harrison Blvd., No. 201, Ogden, will provide an innovative, low-cost workspace for nonprofit organizations, including access to private offices, shared workspaces, grant research stations, and meeting rooms equipped for hybrid collaboration. The Comcast Lift Zone within the space will offer nonprofits high-speed Internet and digital tools.

## PARTNERSHIPS

• **Sinclair Oil** has announced a partnership in the form of a three-year agreement with the **Utah Hockey Club**. Sinclair will be an official partner of UHC through 2027. As part of the sponsorship, Sinclair will designate a “lucky row” at select home games and deliver Dino merchandise and up to \$25 off in fuel to those seated in the randomly chosen area. Special co-branded station giveaways are under development, as are other annual promotional events with the team.

• **401GO**, a Sandy-based retirement plan provider, has announced a strategic partnership with **Isolved**, a human capital management technology provider. The new offering, Isolved 401(k), aims to simplify compliance, reduce administrative burdens, and deliver impactful benefits, all while potentially maximizing savings through tax credits and deductions for the more than 189,000 employers leveraging Isolved People Cloud. The partnership provides Isolved customers with flexible, automated 401(k) solutions that reduce complexity and ensure compliance.

## PHILANTHROPY

• **Also Uniforms**, based in Salt Lake City, is donating \$50,000 to the **Salvation Army** to support wildfire recovery efforts across the Southern California region. It also has supplied over 8,000 face masks and partnered with the **Dream Center**, a Los Angeles-based nonprofit, to distribute laundry detergent to those directly impacted by the fires. The donated detergent will be included in care packages distributed to families as they return home and begin the rebuilding process. Also operates three laundry facilities in Southern California (Vista, Anaheim and Los Angeles) that provide uniform, linen, floor mat, first aid and restroom supply services. Also has more than 200 locations and 16,000 employees, providing laundry services and other services and products to over 350,000 customers in 13 countries.

• For the 12th consecutive year, **Walmart** and **Sam’s Club** stores, including those in Utah, are participating in the “**Fight Hunger. Spark Change**” campaign. The goal is to provide people facing hunger with access to the food and resources they say they need.

see BRIEFS next page

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Through March 31, shoppers can donate at check-out in stores or clubs or round up at Walmart.com and the Walmart app; donate at the campaign donation websites; or purchase participating products in-store or online at Walmart.com or SamsClub.com, with suppliers donating the monetary equivalent of at least one meal on behalf of a Feeding America partner food bank at Walmart and five meals at Sam's Club, up to applicable limits. Since its inception in 2014, the campaign has generated more than \$206 million and helped secure 2 billion meals for the Feeding America network of local food banks, including **Utah Food Bank**.

• **Wells Fargo volunteers** recently participated in Junior Achievement of Utah's "JA in A Day" program at **Escalante Elementary School** east of Salt Lake City International Airport. The

Wells Fargo volunteers helped the students learn grade-appropriate financial education skills that will help them succeed financially in the future. Financial education is one of the four pillars of Wells Fargo's community outreach efforts across Salt Lake City and Utah.

• **Make-A-Wish Utah** is joining forces with **43 Jersey Mike's Subs** locations in the Salt Lake City area for the **15th Annual March "Month of Giving"** campaign to support local charities. During the month, customers can opt to round up their purchase to the nearest dollar or donate \$1, \$3 or \$5 when placing their order. The campaign culminates in Jersey Mike's "Day of Giving" on March 26, when local Jersey Mike's restaurants will give 100 percent of the day's sales to Make-A-Wish Utah. The company hopes to exceed last year's record-breaking national fundraising total of \$25 million to help local charities nationwide. Jersey Mike's Subs has more than 4,000 locations.

**REAL ESTATE**

• **KBS**, an owner and operator of commercial real estate, has announced that last year it leased a total of over 78,000 square feet of space to 10 tenants at **Second+State**, a 13-story, Class A property with 203,607 rentable square feet at 215 S. State St., Salt Lake City. It previously was known as Parkside Tower. **CBRE's** Scott Wilmarth, Nadia Letey and Roman Bernardo assisted KBS in the lease transactions. The newly signed tenants include Squire & Co. PC, increasing their space to more than 12,000 square feet; Nelson & Naegle, which leased nearly 7,000 square feet; and Big-D Construction/Mission Critical, leasing nearly 10,000 square feet. WebBank has renewed its lease for nearly 30,000 square feet of office space.

**RESTAURANTS**

• **Beans & Brews Coffee House** has opened a location at 230 N. 1000 W.,

Suite 100, Logan. It is the first of two Logan locations planned by franchise owner **Macy Bryan**, who will also introduce the brand's first mobile unit to the region. Bryan lives in Elwood and is a licensed mental health therapist with a practice in Logan. Founded in 1993 and franchising since 2004, Beans & Brews Coffeehouse has over 80 locations open and 112 under development.

**RETAIL**

• **La Sportiva**, an international outdoor apparel and footwear retailer, is opening its first Utah location at the Post District development in Salt Lake City. The store will occupy 5,153 square feet of leased space. **Mountain West Commercial Real Estate** agents Andy Moffitt, Garrett Blomquist and Scott Brady represented the landlord, **Blaser Ventures, Lowe Property Group** and **Bridge Capital**, in the lease transaction.

## CORPORATE FINANCIAL REPORTS

The following are recent financial reports as posted by selected Utah corporations:

**Extra Space**

Extra Space Storage Inc., based in Salt Lake City, reported funds from operations (FFO) attributable to common stockholders and unit holders of \$433.3 million, or \$1.96 per share, for the fourth quarter ended Dec. 31. That compares with FFO of \$418.6 million, or \$1.89 per share, for the same quarter a year earlier.

The company reported net income attributable to common stockholders of \$262.5 million, or \$1.24 per share, for the fourth quarter. That compares with \$216.1 million, or \$1.02 per share, for the year-earlier quarter.

Same-store revenues in the most recent quarter totaled \$415.9 million, down from \$417.5 million in the year-earlier period.

For the full year 2024, the company reported FFO of \$1.68 billion, or \$7.57 per share. That compares with \$1.35 billion, or \$7.56 per share, for 2023.

Net income in 2024 totaled \$854.7 million, or \$4.03 per share. That compares with \$803.2 million, or \$4.74 per share, for 2023. Total same-store revenues in 2024 totaled \$1.67 billion, up from \$1.66 billion in 2023.

"The team continues to optimize performance in a challenging macro environment," Joe Margolis, CEO, said in announcing the results. "This is evidenced by our ability to maintain strong occupancy during a time of year which is typically marked by occupancy declines. Our people, systems and high occupancy position the portfolio for future revenue growth as conditions improve."

"The outsized growth in our third-party management, bridge loan and insurance businesses, as well as our ability to find creative and off-market investment opportunities, continue to provide an avenue of growth in an otherwise tough operating environment, and contribute to core FFO per-share growth modestly ahead of our projections."

"We expect much of the same

in 2025 —a challenging but slowly improving operating environment, augmented by contributions to FFO from our ancillary businesses and structured investments."

**Merit Medical**

Merit Medical Systems Inc., based in South Jordan, reported net income of \$27.9 million, or 46 cents per share, for the fourth quarter ended Dec. 31. That compares with \$27.6 million, or 47 cents per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$355.2 million, up from \$324.5 million in the year-earlier quarter.

For the full year 2024, the company reported net income of \$120.4 million, or \$2.03 per share. That compares with \$94.4 million, or \$1.62 per share, for 2023. Revenue in 2024 totaled \$1.36 billion, up from \$1.26 billion in 2023.

Merit Medical manufactures and markets health care products.

"We finished 2024 with strong momentum by delivering better-than-expected financial results in the fourth quarter, reflecting continued strong execution," Fred P. Lampropoulos, chairman and CEO, said in announcing the results. "Our constant currency revenue, organic, and our constant currency total revenue exceeded the high end of our expectations in the fourth quarter."

**Beyond**

Beyond Inc., based in Murray, reported a net loss of \$81.3 million, or \$1.66 per share, for the fourth quarter ended Dec. 31. That compares with a loss of \$161 million, or \$3.55 per share, for the same quarter a year earlier.

Net revenue in the most recent quarter totaled \$303.2 million, down from \$384.5 million in the year-earlier period.

For the full year 2024, the company reported a net loss of \$258.8 million, or \$5.56 per share. That compares with a loss of \$307.8 million, or \$6.81 per share, for 2023. Net revenue in 2024 totaled \$1.4 billion, down from

\$1.6 billion in 2023.

Beyond owns or has ownership interests in several retail brands, including Bed Bath & Beyond, Overstock and Zulily.

"We are exceeding our previously announced targets of margin improvement and fixed-cost reductions, improved site experience, and the elimination of poor performing SKUs/vendors, which are all leading to our primary goal of making money," Marcus Lemonis, executive chairman, said in announcing the results. "We will continue to make calibrated decisions to reset the base of the company and build a profitable foundation."

"We are excited by the progress we have made since Nov. 1 and are further encouraged by the sequential improvements that have continued through February. While there is still much work to do, we will continue to make the necessary difficult decisions, leverage technology innovation and utilize our resources and partnerships to create a solid foundation that we believe will deliver profitability and growth."

**Recursion**

Recursion, based in Salt Lake City, reported a net loss of \$178.9 million, or 53 cents per share, for the fourth quarter ended Dec. 31. That compares with a loss of \$93 million, or 42 cents per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$4.5 million, down from \$10.9 million in the year-earlier period.

For the full year 2024, the company reported a net loss of \$463.7 million, or \$1.69 per share. That compares with a loss of \$328.1 million, or \$1.58 per share, in 2023. Revenue in 2024 totaled \$58.8 million, up from \$44.6 million in 2023.

Recursion is a clinical stage techbio company.

"In 2024, Recursion made a transformative leap with the largest techbio merger in history, combining our pipeline, partnerships, people and platform to further accelerate the Recursion OS as the leading full-stack techbio platform,"

Chris Gibson, co-founder and CEO, said in announcing the results.

"With a portfolio of 10 clinical and preclinical programs, including both potential first-in-class and best-in-class therapies, we are driving towards faster and more effective drug development. These advances position us at the forefront of the next generation of medicine, where the impact will be measured not just in scientific breakthroughs through the power of our platform, but in real-world patient outcomes at scale."

**Green Dot**

Green Dot Corp., based in Provo, reported net income of \$5.1 million, or 9 cents per share, for the fourth quarter ended Dec. 31. That compares with a net loss of \$23.6 million, or 45 cents per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$455 million, up from \$366 million for the same quarter a year earlier.

For the full year 2024, the company reported a net loss of \$26.7 million, or 50 cents per share. That compares with net income of \$6.7 million, or 13 cents per share, for 2023. Operating revenues in 2024 totaled \$1.72 billion, up from \$1.5 billion in 2023.

Green Dot is a financial technology platform and registered bank holding company that builds banking and payment solutions.

"It was a solid year and fourth quarter for Green Dot as we accelerated revenue and earnings growth and saw our first positive quarter of account growth in several years," George Gresham, CEO, said in announcing the results. "We balanced the impact of ongoing headwinds with operational improvements and growth in our B2B and embedded finance businesses, aided by new partner wins including Varo, Clip Money, DolFiotech and others, reflecting the increasing demand and growth opportunity in embedded finance and Green Dot's unique value proposition. This reinforces our investments in Arc, our embedded finance brand and platform, and further bolsters my confidence in our growth strategy and path forward."

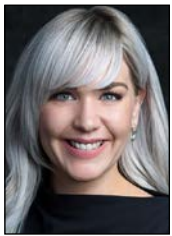
# Career Moves

## CAREER MOVES

Career Moves are provided as a free service to our readers. Company news information may be sent to [brice.w@thecityjournals.com](mailto:brice.w@thecityjournals.com). The submission deadline is one week before publication.

### BANKING

• **Bank of Utah**, based in Ogden, has promoted **Lacey Sansavera** to executive vice president, chief banking officer and hired **Justin Nalder** as executive vice president, chief strategy and innovation officer.



Lacey Sansavera



Justin Nalder

Sansavera will drive the strategic direction, growth and profitability of the bank's deposit products and operations. She will lead all deposit channels, including the branch network, digital banking, treasury management and deposit operation functions. Sansavera has almost two decades of experience in banking, specializing in core system technology, deposit operations, retail banking, e-banking and consumer lending. With 27 years of experience, Nalder will oversee the bank's strategic planning process and lead cross-departmental initiatives. He will also lead IT, data engineering and advanced analytics, AI, marketing and communications, project management and information security. His experience is in several industries, including retail operations, franchising, licensing, catalog, call centers, business process outsourcing and inside sales.

### GOVERNMENT

• **More Perfect** has named **Gov. Spencer Cox** as the first chair of **State Innovations in National Service**, an initiative aimed at expanding and enhancing national service opportunities across the U.S.



Spencer Cox

More Perfect is a bipartisan alliance of 35 presidential centers, the National Archives Foundation, American Academy of Arts and Sciences,

Corporation for Public Broadcasting, Karsh Institute for Democracy at the University of Virginia, and more than 100 organizations working together to advance five democracy goals. The State Innovations bipartisan effort will work alongside governors and other state leaders to develop comprehensive Service Year programs that seek to drive growth in national service participation. More Perfect, America's Service Commissions and Service Year Alliance co-authored the "State Innovations in National Service" report as a plan of action for governors and state legislators to launch their own initiatives to expand America's culture of national service and volunteering in their states over the next decade. The Seedlings Foundation has committed \$3.25 million to help reinvigorate national service.

### HEALTH CARE

• **Med One Group**, a Sandy-based provider of medical equipment leasing and rental, has appointed three people to its board of directors: **John Frank** as an outside director, and CEO



John Frank



Robb Stevens



Mark Stevens

**Robert Stevens** and Chief Operating Officer **Mark Stevens** as inside directors. Frank is a retired executive of UnitedHealth Group, where he served as chief operating officer of its individual consumer division. His career spans multiple industries, including supply chain, IT, health care and logistics. He has held management, executive and partner-level roles at IBM, BrightPoint and UnitedHealth Group, as well as startups, family-owned businesses, and management consulting firms. Robert Stevens joined Med One in 2002 and was appointed CEO in 2024. He has been instrumental in lease originations, vendor development, and customer relationships. Mark

Stevens joined Med One in 2001 and was appointed COO in 2024. He has overseen lease portfolio management and customer relations and will continue to focus on maintaining partnerships and ensuring operational efficiency for the company.

• **CancerVax Inc.**, a Lehi-based developer of a cancer treatment platform that will use the body's immune system to fight cancer, named **Dr. Sumant Ramachandra** as chief scientific advisor. Ramachandra founded SR Global Health LLC, a health care advisory firm.



Sumant Ramachandra

Ramachandra serves as a director on the board of Lyell Immunopharma following Lyell's acquisition of ImmPACT Bio in October. He was CEO of ImmPACT from November 2021 until its acquisition. Ramachandra also serves as an advisor to private equity funds on companies in the pharmaceuticals, biotechnology and medical devices/software sectors. Earlier in his career, he served as chief science, technology and medical officer at Baxter International; president of Baxter Pharmaceuticals; senior vice president, head of research and development at Pfizer Essential Health; chief scientific officer at Hospira; and he held senior roles at Pfizer and Merck & Co. He began his medical career as an intern and resident physician at Massachusetts General Hospital, Harvard Medical School.

### NONPROFITS

• **The PHASE Alliance**, a Logan-based nonprofit dedicated to combating sexual exploitation, has named **Jen Dyer** as chief operations officer. She previously worked as director of development for PHASE Alliance.



Jen Dyer

Dyer will be responsible for overseeing the business operations, fundraising efforts and strategic growth of PHASE and its three founding organizations: Fight the New Drug, the Elizabeth Smart Foundation, and the Malouf Foundation. Dyer has over 13 years of experience in nonprofit

leadership, strategic planning and donor relations. She has consulted for several nonprofit organizations and currently serves on the board of directors at the Carry On Foundation.

### REAL ESTATE

• **Promontory Club**, a 7,200-acre recreational, private mountain community in Park City, has hired **John D. Calhoun** as director of sales. Calhoun is a 20-plus-year veteran of real estate development sales and marketing in the Mountain



John Calhoun

West, most recently serving as sales and marketing director at Schweitzer Mountain Development in Idaho. He also spent a decade as vice president of sales and marketing for East West Partners at Village at Empire Pass in Deer Valley and partner-president at Slifer Smith and Frampton in Park City. Promontory Club had more than \$524 million in sales of homes and homesites in 2024. The community consists of 1,924 total homesites with 962 homes built. There are approximately 1,072 members of the private Promontory Club.

### TECHNOLOGY

• **Listen Technologies Corp.**, a Bluffdale-based provider of advanced wireless listening solutions, has named **David Serpa** as financial controller. Serpa will manage accounting records, ensure



David Serpa

compliance with regulations, analyze financial data, and oversee accounting operations. Serpa has experience in accounting, finance, and international trade and strategy at manufacturing and high-tech organizations.

His expertise includes corporate financial planning and analysis, and knowledge of accounting standards, including international financial reporting standards. Serpa is skilled in audits, tax reporting and implementing internal controls. Prior to joining Listen Technologies, Serpa was director of finance and corporate treasury at a direct sales organization.

## HYDROBLOK

from page 1

proved energy efficiency and cuts project timelines and material costs.

House described the company's ties to Utah as "Built here, sourced here, manufactured here, headquartered here, and [with] great strategic partnerships and relationships."

"We are thrilled to welcome HydroBlok to Tooele County," said Tooele County Council Chairman Jared Hamner. "HydroBlok's investment will bring quality career jobs and strengthen our local economy while helping builders meet housing demands."

"We welcome HydroBlok's expansion in Tooele County and their vision for innovation in construction," said Scott

Cuthbertson, president of the Economic Development Corporation of Utah. "HydroBlok is driving meaningful change in the building products sector and their commitment to growing in rural Utah advances our state's construction supply chain and brings 200 high-quality jobs to the region."

EDC Utah helped the company by facilitating networking opportunities and providing guidance exploring state and local incentives and organized site visits. Spencer Layton, business development analyst, led the project for EDC Utah.

HydroBlok said it also was supported by World Trade Center Utah and Utah's manufacturing community, along with strategic partners including Nilson Homes, L.K.L. & Associates and Little Giant Ladder Systems.

"We are excited to welcome HydroB-

lok to the Utah manufacturing community, where they are leading change as an innovative manufacturer, revolutionizing building materials and the way the trades build," said Ryan Moss, CEO of Little Gi-

ant Ladder Systems. "HydroBlok's commitment to innovation and quality creates valuable opportunities for skilled workers and drives growth in Utah's manufacturing industry."

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# Calendar

Calendar listings are provided as a free service to our readers. Information about upcoming events may be sent to [brice.w@thecityjournals.com](mailto:brice.w@thecityjournals.com). The submission deadline is one week before publication.

## March 11, 9:30 a.m.

**2025 Utah Market/Tech Leadership Roundtable**, a Silicon Slopes event with the theme “Resilience and Growth: Navigating Organizational Risk in 2025,” and exclusive to C-suite, risk and HR management leaders. Location is Silicon Slopes, 2600 W. Executive Parkway, Lehi. Details are at <https://app.silicon-slopes.com/events>.

## March 11, 10-11 a.m.

**“Utah Business Bridge: SBA’s Surety Bond Guarantee,”** a Small Business Administration event. Experts from Leavitt Group, an SBA Surety Bond partner, will discuss the program’s benefits and how it empowers small businesses to secure bonds for which they might not otherwise qualify. Event takes place online. Details are at <https://www.sba.gov/event/63422>.

## March 11, 2-3:30 p.m.

**“Starting Your Business 101,”** a Small Business Development Center event that takes place online. Presenter is Bryce Hansen, associate director of the Salt Lake SBDC. Details are at <https://clients.utahsbdc.org/events.aspx>.

## March 12, 9-10:30 a.m.

**Women in Business Breakfast Series**, presented by the West Jordan and Mountain West chambers of commerce. Speaker Amy Kendall, founder and managing editor of Hello Story, will discuss “How to Clarify Your Message.” Location is Legacy Banquet Room, 1617 Temple Lane, South Jordan. Cost is \$15 for members, \$20 for nonmembers. Details are at <https://wjc-ut.com/>.

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

**“Chamber Connections,”** a Davis Chamber of Commerce event. Location is Fat Cats, 2067 W. 1800 N., Clinton. Free (food available for purchase). Open to the public. No RSVP needed. Details are at [davischamberofcommerce.com](https://davischamberofcommerce.com).

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

**General Chamber Event**, a Point of the Mountain Chamber of Commerce event. Location is Megasphere Lehi, 1657 N. State St., Lehi. Details are at [thepointchamber.com](https://thepointchamber.com).

## March 12, 5-7 p.m.

**“Business After Hours,”** an Ogden-Weber Chamber of Commerce event. Location is Mackenzie Exhibit, 180 S. 1140 W., Ogden. Free for members and first-time guests, \$10 for nonmembers. Details are at [ogdenweberchamber.com](https://ogdenweberchamber.com).

## March 13-14

**Wilson Sonsini Entrepreneur & Investor Life Sciences Summit**, presented by BioUtah and the University of Utah Technology Licensing Office and featuring speakers, national and local investors, and numerous Utah life sci-

ences startups. Keynote speakers include Monica DiCenso, head of global investment opportunities at J.P. Morgan Private Bank, and Earl “Eb” Bright, president of Exploramed and director of IP policy at Stanford Mussallem Center for BioDesign. March 13 summit location is Sheraton Hotel, 150 W. 500 S., Salt Lake City. March 14 ski day is at Snowbird Resort, Snowbird. Details are at <https://eiflifesciencessummit.org/>.

## March 13, 8:30 a.m.-5 p.m.

**Strategic Materials Summit**, hosted by 47G, in collaboration with EDA Tech Hubs, the University of Utah, Idaho National Labs, Utah Mining Association and the Critical Minerals Innovation Hub. Event will feature industry leaders and experts exploring the future of strategic materials, their role in advancing technology and innovation, and opportunities for forging strategic partnerships. Location is Rice-Eccles Stadium, University of Utah, 451 S. 1400 E., Salt Lake City. Details are at <https://lu.ma/7yh4atu5>.

## March 13, 11:30 a.m.-1 p.m.

**Women in Business Luncheon**, a Davis Chamber of Commerce event. Location is Roosters Brewing Co., 748 W. Heritage Park Blvd., Suite 101, Layton. Cost is \$25 for members, \$35 for nonmembers. Details are at [davischamberofcommerce.com](https://davischamberofcommerce.com).

## March 13, 11:30 a.m.-1 p.m.

**“2025 Legislative Update,”** a ULI (Urban Land Institute) Utah event. Speakers Paxton Guymon and Daniel Dansie will discuss significant legislative milestones of this session and their potential impacts on Utah’s land use and infrastructure trajectory. Location is 95 S. State St., Salt Lake City. Cost is \$15 for members, \$25 for nonmembers. Details are at <https://utah.uli.org/events-2>

## March 13, 6-7 p.m.

**“South Korea: Open for Business,”** presented by The Mill, the Brigham Young University Marriott School of Business, Florida International University and the U.S. Commercial Service. Panelists are Jay Biggs, deputy senior commercial officer, U.S. Embassy; S. Andrew Hong, chair, Buyer Relations Committee; Hyea Won Clayton, president, Utah Korean Chamber of Commerce; Lisa McPhie Sagers, Utah District Export Council; Lisa Allen, director, Agricultural Trade Office; and Venita Ross, moderator. Event takes place online. Free. Registration can be completed at [Eventbrite.com](https://eventbrite.com).

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

**Women’s Business Network Kickoff Event**, a Utah Valley Chamber of Commerce event. Speakers are Corbin and Kara Church. Location is IHub, 1555 Freedom Blvd., Provo. Cost is \$30. Details are at [thechamber.org](https://thechamber.org).

## March 18-20

**“X4: The Experience Management Summit,”** a Qualtrics event featuring keynote speakers and more than 30 breakout sessions. Keynote speakers include Donna Morris, Walmart Inc. executive

vice president and chief people officer; Bill McDermott, ServiceNow chairman and CEO; and Rob Swain, KFC global chief operations officer. Location is Salt Palace Convention Center, 90 S. West Temple, Salt Lake City. Cost is \$899 for a two-day summit pass, \$1,298 for a summit pass and “XM Basecamp Live” on March 18. Details are at [www.qualtrics.com/x4summit](https://www.qualtrics.com/x4summit).

## March 18, 8-9:30 a.m.

**Breakfast Speaker Series**, an ACG (Association for Corporate Growth) Utah event. Location is Edison House, 335 S. 200 W., Salt Lake City. Free for members, \$40 for nonmembers. Details are at <https://www.acg.org/utah/events/march-2025-utah-breakfast-speaker-series>.

## March 18, 9-11 a.m.

**Business Women’s Forum**. Presenter Kristyn Allred, director of She’s Daring Mighty Things, Huntsman School of Business at Utah State University, will discuss “Business Community: How to Ignite Collective Power.” Location is Ken Garff University Club, Rice-Eccles Stadium, 451 S. 1400 E., Salt Lake City. Cost is \$35 for members and \$50 for nonmembers by March 14; \$50 for members and \$65 for nonmembers thereafter. Details are at [slchamber.com](https://slchamber.com).

## March 18, 11:30 a.m.-12:30 p.m.

**Lunch Break Networking**, a Point of the Mountain Chamber of Commerce event. Location is Slim Chickens, 1250 E. State St., Lehi. Details are at [thepointchamber.com](https://thepointchamber.com).

## March 19-May 21

**Executive Certificate in Global Business Management**, presented by The Mill at Salt Lake Community College and offered to business executives, professionals, working staff, entrepreneurs and qualified students who wish to increase their knowledge and improve their strategies in global business practices. Classes can be taken in-classroom at SLCC in Sandy, online or hybrid. Cost is \$995, with scholarships available to cover the cost of the program through STEP (State Trade Expansion Program) Grants, and a discount through the Utah Custom Fit Training program. Details are at <https://themillatslcc.com/education/executive-certificate-global-business-management/>.

## March 19, 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](https://davischamberofcommerce.com).

## March 19, noon-1:30 p.m.

**“Strictly Networking Luncheon,”** a West Jordan Chamber of Commerce event. Location to be determined. Free (pay for your lunch). Details are at <https://wjc-ut.com>.

## March 19, 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>.

## March 19, 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>.

## March 20-21

**Intermountain Sustainability Summit**, a 16th annual event that is a gathering of sustainability professionals and emerging leaders, drawing experts and visionaries from business, government, nonprofit and education sectors to learn, collaborate and create positive change. Theme is “Regeneration.” March 20 events include keynote speaker, Eco Expo, student poster contest, over a dozen sessions, networking sessions and more. March 21 includes morning workshops titled “Exploring Utah Water: Local Government and Public Policy in Preserving the Great Salt Lake” and “Data to Decisions: Building Consensus for Energy-Focused Upgrades,” and afternoon workshops including “Advocacy Action Tools for Bipartisan Policy Solutions.” Location is Weber State University, Ogden. Registration for each event is separate, allowing participants to choose and register for the events that interest them most. Details to be announced at <https://www.weber.edu/issummit/>.

## March 20, 10 a.m.

**“Business 101: Essential Steps for New Entrepreneurs,”** a Women’s Business Center of Utah event that takes place online. Details are at [wbcutah.org](https://wbcutah.org).

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

**Chamber Luncheon**, a Davis Chamber of Commerce event. Speaker Colleen Mellor of Smart Solutions will discuss “Captivating Your Community: Making Your Business Irresistible.” Location is Business Resource Center at Davis Technical College, 450 Simmons Way, No. 100, Kaysville. Cost is \$25 for members, \$35 for nonmembers. Details are at [davischamberofcommerce.com](https://davischamberofcommerce.com).

## March 20, 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>.

## March 21, 8 a.m.-5 p.m.

**Spring Conference**, a PRSA Utah Chapter event for public relations, communications and marketing professions and students. Sessions include “The Realist Guide to AI in Public Relations,” “Once Upon a Workshop: Unlocking the Magic of Storytelling,” “Authenticity Wins: \$150M CEO Teaches How to Unlock Higher-Level Success as an Entrepreneur and Marketer,” and “Navigating Mis/Disinformation as a Communicator.” Location is Salt Lake Marriott Downtown at City Creek, 75 S. West Temple, Salt

## CALENDAR

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Lake City. Cost is \$125 for members, \$175 for nonmembers, \$50 for students. Details are at [utahprsa.org](http://utahprsa.org).

### March 21, 8 a.m.-1 p.m.

**Box Elder Business Summit**, a Box Elder Chamber of Commerce event. Keynote speakers are Jeremy and Kristin Andrus, owners of Traeger Grills, and Mike Whitaker of Whitaker Holdings. General sessions include "Regional Economic Update: The Future of Box Elder's Top Five Industries," and Whitaker discussing "Cultivating Employees from the Ground Up." Breakout sessions include "Social Media Advertising Using AI," "Buying, Selling and Franchising Businesses" and "Financing for Businesses." Event also includes the "Taste of Box Elder" lunch. Location is Utah State University Brigham City Campus, 989 S. Main, Brigham City. Cost is \$40. Details are at [boxelderchamber.com](http://boxelderchamber.com).

### March 21, 8:30-10 a.m.

**"Friday Connections,"** a multi-chamber networking event. Location is Utah Trucking Association, 4181 W. 2100 S., West Valley City. Cost is \$5 for members, \$10 for nonmembers. Details are at [chamberwest.com](http://chamberwest.com).

### March 25, 11:30 a.m.-1 p.m.

**Professional Development Series**, a ChamberWest event. Speaker Matthew Croshaw, executive director, Impact Center 47G, will discuss "47G: Building the Premier Global Aerospace and Defense Ecosystem in Utah." Location is Element Event Center, 5658 Cougar Lane, Kearns. Cost is \$25 for members by March 20 and \$35 thereafter, \$35 for nonmembers. Details are at [chamberwest.com](http://chamberwest.com).

### March 25, 11:30 a.m.-1 p.m.

**Women in Business**, an Ogden-Weber Chamber of Commerce event. Location is Jeremiah's, 1307 W. 12th St., Marriott-Slaterville. Cost is \$25 for members and first-time guests, \$35 for nonmembers. Details are at [ogdenweberchamber.com](http://ogdenweberchamber.com).

### March 26, 8-10 a.m.

**"Breaking Barriers Over Bagels,"** a ULI (Urban Land Institute) Utah Women's Leadership Initiative event that is part of a quarterly breakfast series. Location is Utah One Center, No. 18, 201 S. Main St., Salt Lake City. Costs range from \$10 to \$15 for members, \$20 to \$25 for nonmembers. Details are at <https://utah.uli.org/events-2>.

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

**"Chamber Connections,"** a Davis Chamber of Commerce event. Location is Fat Cats, 2067 W. 1800 N., Clinton. Free (food available for purchase). Open to the public. No RSVP needed. Details are at [davischamberofcommerce.com](http://davischamberofcommerce.com).

### March 26, 6-7 p.m.

**"Driving Website Traffic for Free,"** a Small Business Development Center event that takes place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

### March 26, 6-10:30 p.m.

**2025 Annual Gala**, an Ogden-Weber Chamber of Commerce event. Activities include a 6 p.m. reception and 7:30 p.m. awards ceremony. Location is Ogden Eccles Conference Center and Peery's Egyptian Theater, 2415 Washington Blvd., Ogden. Cost is \$25. Details are at [ogdenweberchamber.com](http://ogdenweberchamber.com).

### March 27, April 3, 8:30 a.m.-noon

**"Master Class: Building a Responsible AI Strategy,"** a two-day Salt Lake Chamber event. Presenter is Bennett B. Borden, founder and CEO, Clarion AI Partners. Location is Salt Lake Community College's Miller Campus, Free Enterprise Center Auditorium, 9750 S. 300 W., Sandy. Cost is \$350 thereafter for two-day registration; \$200 for one-day registration. Details are at [slchamber.com](http://slchamber.com).

### March 27

**RevRoad Entrepreneur Competition**, a pitch event for B2B tech innovators. Location is IHub Provo, 1555 Freedom Blvd., Provo. Free, and open to all. Event details are at [Eventbrite.com](http://Eventbrite.com).

### March 27, noon-1 p.m.

**Women in Business**, a Box Elder Chamber of Commerce event. Cost is \$10. Contact the chamber at 435-723-3931 for meeting location and to RSVP.

### March 27, 5-7 p.m.

**"Business After Hours,"** a Salt Lake Chamber event. Location is Kiln, 26 S. Rio Grande St., Suite 2072, Salt Lake City. Free for members and \$30 for nonmembers until March 23, \$20 for members and \$40 for nonmembers thereafter. Details are at [slchamber.com](http://slchamber.com).

### March 27, 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 1, 9-10 a.m.

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

### April 2, 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](http://davischamberofcommerce.com).

### April 2, 11:30 a.m.-1 p.m.

**Wasatch Back Business University**, presented by the Park City and Heber Valley chambers of commerce. Theme is "Leadership Development and Team Building." Location is Utah Valley University Wasatch Campus, 3111 College Way, Heber City. Details are at <https://uk.eventsforce.net/parkcity/88/register>.

### April 4, 7:30 a.m.-3 p.m.

**Elevate Business Summit**, presented by the Eagle Mountain Chamber of Commerce, in collaboration with Point of the Mountain, Pleasant Grove-Lindon and Utah Valley chambers of commerce and the Orem Business Alliance. Location is Utah Valley University, Grand Ballroom, 800 W. University Parkway, Orem. Cost is \$80 for members and \$100 for nonmembers. Details are at [thepointchamber.com](http://thepointchamber.com).

### April 8, 7 a.m.-1:30 p.m.

**37th Annual Employment Law Symposium**, presented by Salt Lake SHRM and Parsons Behle & Latimer. Registration and breakfast take place 7-8 a.m., with programming and lunch taking place 8 a.m.-1:30 p.m. Keynote speaker is Emily M. Dickens, chief of staff, head of government affairs and corporate sec-



### NOTICE TO CREDITORS

THE MARIE S. RASMUSSEN REVOCABLE LIVING TRUST dated September 18, 2019, and any amendments thereto.

Roger L. Holgreen, is the Successor Trustee of THE MARIE S. RASMUSSEN REVOCABLE LIVING TRUST ("the Trust"). Marie S. Rasmussen, the trust Grantor, died on or about May 24, 2023. Creditors of the Trust of Marie S. Rasmussen are hereby notified, pursuant to Utah Uniform Probate Code and the Utah Uniform Trust Code to deliver or mail their written claims to the Trustee's attorney, Benjamin P. Thomas with the law firm of Strong & Hanni, at 102 South 200 East, Suite 800, Salt Lake City, UT 84111 or otherwise present their claims as required by Utah law within three (3) months after the date of the first publication of this Notice or be forever barred from presenting the claim. This Notice is intended to be valid against any creditor of the above-named trust and also against any creditor of the estate of the deceased Grantor.

DATE OF FIRST PUBLICATION: March 7, 2025.

Dated February 28, 2025.

STRONG & HANNI  
/s/Benjamin P. Thomas Attorneys for Trustee 102 S 200 E Ste, 800 Salt Lake City, UT 84111

Publishing: 3/10/2025, 3/17/2025, 3/24/2025

retary for SHRM. Event also will include Parsons' employment law attorneys discussing the latest on DEI, the Department of Labor's new independent contractor rules, addressing drugs and alcohol in the workplace, the Americans with Disabilities Act, handling remote work requests, tips and tricks for documenting discipline and accommodation issues, handbook pointers and pitfalls, and a primer on immigration law. Location is Grand America Hotel, 555 S. Main St., Salt Lake City. Cost is \$200 for members and \$250 for nonmembers through March 28 and \$50 more thereafter; \$300 for members and \$250 for nonmembers day of the event; \$120 for SLSHRM student members. Scholarships are available. Details are at [SLSHRM.org/events](http://SLSHRM.org/events).

### April 8, 7:15 a.m.-2:30 p.m.

**Women in Business Spring Conference**, a ChamberWest event. Location is Utah Cultural Celebration Center, 1355 W. 3100 S., West Valley City. Cost is \$99 for members through April 3, \$125 for members and nonmembers thereafter. Details are at [chamberwest.com](http://chamberwest.com).

### April 8, 6-8 p.m.

**Beginning of "Everyday Entrepreneur Program,"** presented by The Mill Entrepreneurship Center at Salt Lake Community College and is a 10-week program on Tuesdays. Applications are due April 1. Location is South Salt Lake Community Center, 2530 S. 500 E., South Salt Lake. Details are at <https://themillslcc.com/education/everyday-entrepreneur-program/>.

### April 9, 11:30 a.m.-1 p.m.

**"Chamber Connections,"** a Davis Chamber of Commerce event. Location is Fat Cats, 2067 W. 1800 N., Clinton. Free (food available for purchase). Open to the public. No RSVP needed. Details are at [davischamberofcommerce.com](http://davischamberofcommerce.com).



### Notice of Adoption and Termination of Parental Rights

IN THE SUPERIOR COURT OF MADISON COUNTY, STATE OF GEORGIA IN THE INTEREST OF TSH, A MALE CHILD BORN March 11, 2013; and JAH, A MALE CHILD BORN May 31, 2014, DOCKET NUMBER 24MV00412-P.

TO: James Arthur Hall, Current Whereabouts Unknown. You are notified that on August 16, 2024, a Motion for Termination of Parental Rights and Petition for Adoption Pursuant to O.C.G.A. 19-8-6 was filed in the Superior Court of Madison County, Georgia by Mark Joseph Dean, Docket No.: 24MV000412-P, for the purpose of termination of your parental rights and the adoption of a minor child known as TSH, born March 11, 2013, in Greenwood, Mississippi; and JAH, born May 31, 2014, born in Clarke County, Georgia. You are hereby notified that a hearing will be held in the Chambers of the Honorable R. Chris Phelps, Madison County Courthouse, Danielsville, Georgia, at 1:30 P.M., on March 19, 2025, to determine why Petitioner's prayers should not be granted. You may appear at the hearing and in the pending adoption action and show cause why your parental rights to the child sought to be adopted should not be terminated. Notice shall be deemed to have been received the date of the last publication.

Paula O'Neal Stewart, State Bar No. 275260, Attorney for Petitioner, 365 Resource Parkway, Winder, Georgia, 30680, 770-867-9366.

Publishing: 2/24/2025, 3/03/2025, 3/10/2025

### April 9, 5-7 p.m.

**"Business After Hours,"** an Ogden-Weber Chamber of Commerce event. Location is Leavitt's Mortuary & Aultorest Memorial Park, 836 36th St., Ogden. Free for members and first-time guests. Details are at [ogdenweberchamber.com](http://ogdenweberchamber.com).

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

**"Pillar of the Valley Gala 2025,"** a Utah Valley Chamber of Commerce event. Location is Utah Valley Convention Center, 220 W. Center St., Provo. Details to be announced at [thechamber.org](http://thechamber.org).

### April 15, 5-7 p.m.

**Business Women's Forum Spring Mixer**. Location is Kiln, 26 S. Rio Grande St., Suite 2072, Salt Lake City. Cost is \$35 for members and \$50 for nonmembers before April 11, \$50 for members and \$65 for nonmembers thereafter. Two-for-one pricing is in place before March 14. Details are at [slchamber.com](http://slchamber.com).

### April 16, 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](http://davischamberofcommerce.com).

### April 16, noon

**Lunch Break Networking**, a Point of the Mountain Chamber of Commerce

see CALENDAR next page

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## CALENDAR

from previous page

event that features networking at the Tulip Festival, Thanksgiving Point, 3900 N. Garden Drive, Lehi. Cost is \$15. Details are at [thepointchamber.com](http://thepointchamber.com).

### April 17, 10 a.m.

**“Business 101: Essential Steps for New Entrepreneurs,”** a Women’s Business Center of Utah event that takes place online. Details are at [wbcutah.org](http://wbcutah.org).

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

**Women in Business**, an Ogden-Weber Chamber of Commerce speed networking luncheon event. Location is Jeremiah’s, 1307 W. 12th St., Marriott-Slaterville. Cost is \$25 for members and first-time guests, \$35 for nonmembers. Registration deadline is April 15 at noon. Details are at [ogdenweberchamber.com](http://ogdenweberchamber.com).

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

**Women in Business**, a South Valley Chamber of Commerce event. Location to be determined. Cost is \$23 for members, \$35 for nonmembers. Details are at [southvalleychamber.com](http://southvalleychamber.com).

### April 23, 11:30 a.m.-1 p.m.

**“Chamber Connections,”** a Davis Chamber of Commerce event. Location is Fat Cats, 2067 W. 1800 N., Clinton. Free (food available for purchase). Open to the public. No RSVP needed. Details are at [davischamberofcommerce.com](http://davischamberofcommerce.com).

### April 23, 5-6:30 p.m.

**“Connect After Hours,”** a South Valley Chamber of Commerce event. Location is Garage Grill, 12547 Herriman Auto Row, Herriman. Cost is \$15 for members, \$25 for nonmembers. Details are at [southvalleychamber.com](http://southvalleychamber.com).

### April 24, 6-9 p.m.

**“Giant in Our City,”** a Salt Lake Chamber event. Award recipient is Lisa Eccles, president and COO of the George S. and Dolores Dore Eccles Foundation. Reception is 6-7 p.m., followed by welcome and dinner, 7-7:45 p.m., and awards program, 7:45-9 p.m. Location is Grand America Hotel, 555 S. Main St., Salt Lake City. Cost is \$300. Details are at [slchamber.com](http://slchamber.com).

### April 30

**2025 Worksite Wellness Conference.** Keynote presenter Estela Bar-

raza will discuss “Building Employee Well-Being Strategies That Deliver ROI and Engagement.” Awards luncheon is noon-1:30 p.m. on April 29 and costs \$35. Location is Zions Bank Technology Center, Midvale. Conference cost is \$195. Details to be announced.

### April 30, 1:30-6 p.m.

**2025 Business Expo**, a Davis Chamber of Commerce event. Kickoff is at 1:30 p.m., with expo open at 2 p.m. Location is Davis Conference Center & Hilton Garden Inn, 1651 N. 700 W., Layton. Free. Details are at [davischamberofcommerce.com](http://davischamberofcommerce.com).

### May 7, 11:30 a.m.-1 p.m.

**“Mastering Financial Planning and Cash Flow Management,”** a Park City Chamber of Commerce & Visitors Bureau event. Location is Blair Education Center, Intermountain Park City Hospital, 900 Round Valley Drive, Park City. Details are at <https://www.visitparkcity.com/event/wasatch-back-business-university%3A-mastering-financial-planning-and-cash-flow-management/27708/>.

### May 7, 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](http://davischamberofcommerce.com).

### May 8, 11:30 a.m.-1 p.m.

**Women in Business Luncheon**, a Davis Chamber of Commerce event. Location to be announced. Cost is \$25 for members, \$35 for nonmembers. Details are at [davischamberofcommerce.com](http://davischamberofcommerce.com).

### May 9, 11 a.m.-5 p.m.

**Veteran-Owned Business Conference**, a ninth annual event aimed at connecting top-tier partners; detailing veteran-owned businesses and resources; and gaining access to resources from the Utah Veteran Business Resource Center (VBRC), the Veteran Business Outreach Center (VBOC), the Small Business Administration (SBA) and the Utah Department of Veterans and Military Affairs (UDVMA). Keynote speaker is Paden Sickles, a veteran and owner of SickFit. Location is Salt Lake Community College Student Center, 4600 S. Redwood Road, Taylorsville. Cost is \$35. Details are at [utahvbrc.org/conference](http://utahvbrc.org/conference).



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