

# BUSINESS JOURNAL

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## OF NOTE



### They call it 'Clarkonomics'

The Indiana Fever's dismal 2023 record and consequently its No. 1 selection in last week's WNBA draft is beginning to pay off. Even before the team selected former Iowa Hawkeyes star Caitlin Clark, the Fever, which finished next-to-last in attendance last season, saw a surge in season ticket sales. Clark set numerous records as a player at Iowa, including the all-time scoring record — men's or women's — for college basketball.

## 90 NEW JOBS AT SPANISH FORK PLANT

### EV charging equipment firm to grow with GOEO help



The Utah Governor's Office of Economic Opportunity has awarded EnergiSpot, a Utah-based developer and manufacturer of electric vehicle charging infrastructure, a post-performance tax reduction for its expansion in Spanish Fork. The company designs and builds charging stations for various applications, like this concept for a multi-family housing project. Photo courtesy of EnergiSpot.

#### Brice Wallace

Utah Business Journal

A Salt Lake City-based company focused on charging systems for electric vehicles will grow in Spanish Fork, creating 90 jobs over the next decade.

EnergiSpot LLC made the announcement after being approved for a state tax credit incentive tied to the \$7.3 million project.

The company designs, develops, manufactures and distributes turnkey EV

charging solutions for residential, commercial and fleet applications. It aims to simplify the process of identifying, installing, operating and maintaining EV chargers by offering in-depth education and a streamlined, service-oriented experience. Its hardware, software and services currently serve commercial real estate, multifamily housing, parking lots, fleets, auto dealerships, hospitality and retail, health-care and tourist destinations.

In a prepared statement, Ron Hefferman, the company's co-founder, said that Utah having the nation's strongest econ-

omy and its status as "Crossroads of the West" make the state "an ideal place for EnergiSpot to put down the roots that will help us expand critical EV infrastructure across the country."

EnergiSpot has a joint venture with Taiwanese manufacturer eTreego and its

**see ENERGISPOT page 14**

## Summit makes case for Utah's 'Startup Capital' superlatives

#### Brice Wallace

Utah Business Journal

The backdrop of the ballroom stage at the One Utah Summit in Salt Lake City featured what appeared to be a large umbrella sporting the words "The Startup Capital of the World." It was appropriate, because references to "The Startup State" and "The Startup Capital" were sprinkled throughout the event's presentations.

Speakers at the twice-a-year summit spent time throughout the day trying to diagnose why Utah is worthy of the "startup" superlatives and determining how to enhance them.

"The economic success, the prosper-

ity of a place, is determined by its small businesses and specifically — specifically — the ability to start new businesses," said Gov. Spencer Cox. "That is the lifeblood of any economy and its prosperity."

Utah already is home to 324,821 small businesses that employ 625,571 people. Small businesses account for 45.5 percent of all Utah employees, and 99.3 percent of Utah businesses are startups or small businesses.

Cox listed several accolades that Utah has received for having a strong economy, economic outlook and environment for starting a business.

**see SUMMIT page 12**

## UTAH TOPS 'RICH STATES, POOR STATES' RANKING 17 CONSECUTIVE YEARS

Utah has been named the most business-friendly state in America for the 17th straight year in an annual conservative economic forecast. The "Rich States, Poor States" report released recently by the American Legislative Exchange Council (ALEC), a network of conservative private investors and state lawmakers, found that Utah again dominated a range of 15 indicators after passing sweeping tax cuts for the fourth straight year. Utah has topped the list every year since it started in 2007.

Arthur Laffer, a member of Pres. Ronald Reagan's Economic Policy Advisory Board, worked with former Trump presidential advisor Stephen Moore and

**see RICH STATES page 15**



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# NEWS

## Thrive acquires German freeze dry firm

Thrive Freeze Dry, an American Fork-based manufacturer of freeze-dried products, has announced that it has entered into a definitive agreement to acquire Paradiesfrucht GmbH (Paradise), a global freeze dryer of fruits, fruit preparations, yogurts, drops, powders and granulates headquartered in Germany.

Thrive is a portfolio company of Entrepreneurial Equity Partners, a Chicago-based private equity firm focused on the food and consumer packaged goods industries, and Mubadala Capital, an asset management subsidiary of Mubadala Investment Co. of Abu Dhabi.

The transaction is expected to close in 2024, subject to customary closing conditions, including certain governmental approvals in both the U.S. and Germany. Financial terms were not disclosed.

Paradise is part of the Jahncke group, founded in 1883 by the Jahncke family, a fifth-generation family-owned business supplying products to the beverage, cereal, snack, bakery and confectionery markets. Paradise operates 20 freeze dryers in two facilities located in Salzwedel and Immekath, Germany.

Thrive manufactures freeze-dried

products, including fruits, vegetables, herbs, proteins, candies, pet treats, probiotics, enzymes and prepared meals. The company currently has facilities in the U.S. (California, Utah, New York, Wisconsin, and Texas), Canada, Germany and Peru.

“With the acquisition of Paradise, a well-respected player in the market, Thrive will further enhance its manufacturing capabilities and presence in Europe,” said Steve Palmer, CEO of Thrive. “This transaction builds on Thrive’s acquisition of German-based Freeze-Dry Foods, which occurred in August 2023. Paradise will bring an extensive suite of customized freeze-dried offerings to our already robust product portfolio. The acquisition will also provide an opportunity to expand Thrive’s freeze-dried pet product offerings to the European market through an expanded footprint in Germany.”

“We are excited to be joining the Thrive Freeze Dry’s portfolio of outstanding companies,” said Bernd Wiesner, CEO of Paradiesfrucht. “Our expertise as a global freeze dryer will complement Thrive’s offerings and will allow us to offer more to our dedicated customers.”

## Boart Longyear acquisition complete

American Industrial Partners Capital Fund VIII LP, an investment fund managed by AIP LLC of New York City, has completed its purchase of West Valley City-based Boart Longyear Group Ltd. through a court-approved plan.

Established in 1890, Boart Longyear is a provider of drilling services, ore-body-knowledge technology and drilling equipment. The company’s primary focus is on mining and exploration activities spanning commodities including copper, gold, nickel, zinc, uranium and other minerals. The company has nearly 6,000 employees.

“The closing of this acquisition marks a new chapter in Boart Longyear’s 134-year history,” said Zac Carson of AIP. “Boart Longyear has been an industry leader for more than a century and we aspire to further strengthen that position in partnership with company management by deploying AIP skills across areas including product engineering, aftermarket, procurement, quality systems, logistics, LEAN, IT and finance. We look forward to partnering with the Boart Longyear team to capitalize on the large growth opportunities we mutually envision for the company.”

AIP intends to take the currently publicly traded Boart Longyear private with the acquisition. Boart Longyear was previously listed on the Australian Securities Exchange in Sydney.

“We are excited to partner with AIP and look forward to continuing our tradition of innovation and industry leadership,” said Jeff Olsen, president and CEO of Boart Longyear. “Today is a great day for our customers, suppliers and employees.”

AIP currently manages approximately \$17 billion on behalf of its limited partners. AIP is focused on industrial businesses across a broad range of end-markets that include aerospace and defense, automotive, building products, capital goods, chemicals, industrial services, industrial technology, metals and mining, and transportation and logistics, among others.



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# Utah Black Diamonds' center will be first-ever home facility for a pro pickleball team

Major League Pickleball's Utah Black Diamonds have announced plans for the Utah Black Diamonds Pickleball Center, a privately funded \$25 million team facility in South Jordan.

The Pardoe family, which owns the Black Diamonds franchise and the land where the facility will be built, and GCTM Investments will each put up \$12.5 million and share ownership of the two-

ry, 75,000-square-foot center, which will have a total footprint of 90,000 square feet including outdoor courts.

The Picklr, a Kaysville-based franchisor of indoor pickleball facilities, and architectural partner LARC of Salt Lake City designed the space. The Picklr, which operates more than 250 pickleball clubs across the U.S., will also partner with the Black Diamonds to operate the

center. Connor Pardoe, Black Diamonds owner and Professional Pickleball Association founder and CEO, said the group is still deciding among three contractors to partner on construction. The Utah Black Diamonds Pickleball Center will be the first dedicated facility for a professional pickleball team.

Major League Pickleball is a nationwide, 22-team league split in two divisions. The Utah Black Diamonds play in the upper division known as the Premier Level.

Construction on the new facility is set to begin in October, with the goal of opening in the middle of MLP's 2025 season. Pardoe said the hope is the facility will host at least one PPA Tour and MLP event next year. With an expected membership cost of \$200 per month, it will also offer open play, clinics and tournaments for amateur and recreational players.

The new center will feature 36 pickleball courts (30 indoor and six outdoor); a 1,500-seat championship court with VIP seating; two grandstand courts with 500 seats each; a full gym and recovery center with cold plunges, steam rooms and saunas; a café, bar and social center; and a

Pickleball Central pro shop.

"We see pickleball growing so much, every single month, every single year. I think that this is the first of many," Pardoe said. "I would assume all 22 (MLP) teams would move down a path to have something like this — maybe some just as sophisticated, maybe some a little less sophisticated, as we go. But I think it's going to be an important part, as a team owner, of being able to drive value for your team and being able to think of monetizing and growing the brand. And it's going to be super-important to be able to grow fandom with the local community and grow a local fanbase."

"We are thrilled to partner with the Utah Black Diamonds to launch this pioneering facility, which represents a significant milestone not just for professional pickleball, but for enthusiasts at every level," said Jorge Barragan, CEO and co-founder of The Picklr. "The Utah Black Diamonds Pickleball Center will set a new standard for professional pickleball with its state-of-the-art design and comprehensive amenities that cater to both the casual player and the professional athlete."

## Broadband Center seeks service locations

The Utah Broadband Center (UBC), part of the Governor's Office of Economic Opportunity, is launching the Utah Broadband Availability Challenge Process to finalize identifying broadband serviceable locations in Utah without access to reliable high-speed Internet infrastructure. These locations will be eligible for some of the approximately \$317 million of federal funding allocated to Utah through the Broadband Equity, Access and Deployment (BEAD) program.

Eligible entities, including local and tribal governments, nonprofits, qualified education organizations and Internet service providers, can participate by verifying existing broadband service for households, businesses and community anchor institutions and challenge locations reported incorrectly.

"Now is the time for all local communities and citizens without reliable high-speed Internet infrastructure in their homes, businesses or public buildings to verify these locations appear as "unserved" on the Broadband Availability

Challenge map," said Rebecca Dilg, UBC director. "This will be our final roadmap to ensure reliable Internet reaches every Utahn."

The broadband availability map, registration and Challenge Process Portal are open for review by eligible entities at <https://utahbroadbandportal-ubcommunity.hub.arcgis.com/>. Challenge submittal began April 18.

Individuals wishing to challenge their home or business speeds can also participate by submitting speed tests in the portal until the challenge closes on May 28. Completing a survey and taking three separate speed tests on different days are required for an eligible challenge to a provider's advertised speed.

Internet service providers will have 40 days to respond to challenges made to their service. UBC will make the final determination of challenges before the state's BEAD grant opens this fall. The BEAD grant aims to bring universal coverage to all households and businesses across the state.

## Ground broken on major Northwest Quadrant industrial center project

ViaWest Group, a Phoenix-based commercial real estate developer, and New York City real estate investment firm Clarion Partners have broken ground on the Central Commerce Center project in Salt Lake City's Northwest Quadrant. Big-D Construction has been chosen as the general contractor for the project and Colliers will lead the development's marketing and leasing.

Located near 4100 West and 700 South, Central Commerce Center will consist of two LEED-certified industrial buildings totaling approximately 340,000 square feet on 25.11 acres.

"The addition of the Central Commerce Center will complement Salt Lake City's industrial and manufacturing core in the Northwest Quadrant, offering LEED-certified facilities that support economic growth and environmental quality," said Salt Lake City Mayor Erin Mendenhall at a groundbreaking ceremony. "Efficient development like Central Commerce Center helps ensure the city's industrial network is sustainable and prepared to operate for generations, supporting both workers and residents."

"Central Commerce Center is not only uniquely located geographically in the heart of the Northwest Quadrant, but will be delivering at a unique moment in time when new construction supply has dropped off significantly compared to recent years," said Tom Glissmeyer, market leader for ViaWest Group. "Fundamentals have remained solid, indicating what we all know, that Salt Lake is a very durable market. We are excited to deliver this first-class project, and will continue to look for new opportunities."

"We are thrilled to be part of this groundbreaking endeavor," said David Witham, Clarion Partners' vice president of asset management. "Central Commerce Center represents an opportunity to enhance the fabric of Salt Lake City's industrial community, offering modern, sustainable spaces that meet the evolving needs of businesses in the region."

"We are proud to facilitate the realization of Central Commerce Center," said Rusty Bollow, executive vice president at Colliers. "This project will catalyze economic development, job creation and community enrichment in Salt Lake City."

## Target opens at Provo Towne Centre

Target has opened its new store in the Provo Towne Centre in the 135,000-square-foot space formerly occupied by Dillard's, according to the center's developer, Brixton Capital.

"Target is a terrific anchor for what will be a totally reimagined Provo Towne Centre," said Justin Long, Brixton Capital's vice president of development. "This much-anticipated opening means Provo residents won't have to travel to Orem for a comprehensive Target shopping experience."

The Provo Towne Centre location is Target's first full-size store in Provo. It

will offer a CVS Pharmacy, Starbucks, ULTA Beauty, Target Optical and an adult beverage department.

"Economic vibrancy is one of Provo City's four foundational pillars. As such, we have invested heavily in and are committed to the ongoing success of Provo Towne Centre," said Provo Mayor Michelle Kaufusi. "We see the addition of this new full-service Target, with a much-needed grocery component, as an essential part to Provo's economic health and a first step towards the revitalization of this critical retail center."

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# Rate changes are looming: Follow long-term game plan for winning capital decisions

While basketball fans everywhere are following NBA playoff schedules, business owners are tracking the 2024 Fed meeting schedule. But just as true hoops enthusiasts know that game strategy is comprised of more than three-point shots, so should business owners remember that interest rates aren't the only factor for long-term success.



**NATE CALLISTER**

In December, the Fed said that it expected to cut rates, which are at a 22-year high, three times in 2024. Yet when the central bank met in March, it left rates unchanged, saying it didn't want to jeopardize lower inflation and healthy economic growth.

So, when the Federal Open Market Committee meets again on April 30 and May 1, anticipation will be high.

Prognosticators are on every channel, wondering whether the central bank will keep its 5.25 percent to 5.5 percent target rate unchanged again, or if it will announce the first of its three cuts. And if it does, observers ask, how could lower rates impact growth in the U.S. economy?

As a commercial banker who has watched the interest rate scoreboard over the past many years, here's my advice from the sidelines: *Stick to your long-term game plan.* Put your company in a position to win the balance-sheet game when it comes to the cost of capital.

Here are my four key strategies from my dogeared playbook to keep your head in the game:

**See the court.** Do not focus on interest rates alone for your capital strat-

egy. You need to be aware of other negotiated factors when funding your company's financial future. Besides interest rates, other terms — loan maturity, advance rates and guarantees — can offer important value. Many times, it makes good strategic sense to pivot from the interest rate toward other terms to advance your company's medium- and long-term game plan.

**Do not overreact to the officials.** The Fed is like an economic referee, making calls to control the economy's pace. Do not lose your cool when the whistle blows. Three rate reductions are still expected this year, but when the central bank plans to make that call, no one knows — yet.

**Manage the clock.** Think about timing when it comes to borrowing. When rates dip, you might consider making a few key borrowing moves to fund some crucial projects and wait to fund other projects later in the game. Consider the purpose of the debt on your balance sheet. Would your company benefit from having a mix of floating and fixed rates? This may allow you to hedge and still potentially benefit from low floating rates, while also maintaining certainty for longer-term, fixed rates.

**Stick with your game plan.** When rates do change, do not throw out your playbook. Instead, call a time out and consult with your banker or interest rate risk advisor to help ensure your borrowing decisions match your company's long-term plans and goals for continued growth and success.

If you do not need capital, do not

borrow just to lock in a lower rate. Interest rates should not be the driving factor when making borrowing decisions. Borrow when you need to; have a good reason for it.

Remember, interest rate changes will always interrupt the flow of your game. But your goal is to ensure that your financial future is deliberate — not

purely defensive — based on the ebb and flow of interest rates.

Nate Callister is the head of commercial banking for Wells Fargo in Utah.

*The views expressed present the opinions of the author on prospective trends and related matters in middle market banking trends as of this date, and do not necessarily reflect the views of Wells Fargo & Co., its affiliates and subsidiaries.*

## Cox joins 21 governors in protesting EPA's new fine particles restrictions

**Michael Achterling**  
Utah News Dispatch

Utah Gov. Spencer Cox and 21 other Republican governors called recently for the Environmental Protection Agency to pause its new rule that limits fine particles in the air.

In a letter addressed to EPA Administrator Michael Regan, the governors wrote the new rule will hit rural communities the hardest. The rule, which changes the National Ambient Air Quality Standards for fine particulate matter, is scheduled to take effect May 6.

"So much of the PM 2.5 that we experience in Utah comes from wildfires which are typically on federal land. So it adds insult to injury to punish states for the impact on air quality that stems in part from a federal failure to manage their own forests," Cox told Utah News Dispatch.

Rural communities and businesses will be forced to make air quality changes at a higher cost per cap-

ita than other areas and will struggle to meet the standards, the governors wrote.

The governors also estimated that 20 percent of U.S. counties will be deemed non-compliant once the rule goes into effect, the letter said.

The EPA said the rule protects "millions of Americans from harmful and costly health impacts, such as heart attacks and premature death," according to the agency's website.

The EPA also said particle, or soot, pollution is one of the most dangerous forms of air pollution.

In addition to Cox, the letter was signed by the Republican governors of Alabama, Alaska, Arkansas, Georgia, Idaho, Indiana, Iowa, Louisiana, Mississippi, Missouri, Montana, Nevada, New Hampshire, North Dakota, Oklahoma, South Carolina, South Dakota, Tennessee, Texas, West Virginia and Wyoming.

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# NEWS



*Nucor Corp., a Charlotte, North Carolina-based manufacturer of steel products, has opened an insulated metal panel manufacturing facility in Brigham City under its Meti-Span brand name. Nucor is one of America's largest steel producers and recyclers, with about 28,800 employees over a nationwide network of manufacturing plants. The new \$35 million, 127,000-square-foot facility is bringing approximately 60 new high-quality manufacturing jobs to Brigham City, and will produce a comprehensive range of insulated wall and roof panels for use in end markets such as warehousing, distribution and data centers. Nucor has been a member of the Brigham City and Box Elder County business community for more than 40 years, with its Vulcraft-Utah steel joist facility, which opened in 1981. The Nucor campus also includes Vulcraft-Utah (joists and grating), Nucor Buildings Group-Utah (metal buildings), Nucor Cold Finish Utah (cold finished bar products) and Nucor Wire Products Utah (steel mesh).*

## Utah Aeronautics Conference set for next month in Layton

The Utah Division of Aeronautics, part of the state's Department of Transportation, has scheduled the 2024 Utah Aeronautics Conference, to take place from May 20-22 at the Davis Conference Center in Layton.

"This year's conference theme, 'Life Elevated,' embodies our commitment to reaching new heights in innovation and collaboration within the aviation industry," the division said in its conference announcement.

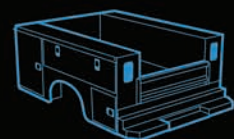
Organizers said the event will be attended by aviation professionals, state and local officials, pilots, airport managers, mechanics, engineers, planners, students and industry leaders who will participate in sessions that address enhancing safety, exchanging best practices and cultivating collaborations. Speakers will include former U.S. Rep. Chris Stewart and Brandon Fugal, board member of the Utah Aerospace & Defense Association.

Conference details are available at the division's website, [utahaero.com](http://utahaero.com).



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# Work Daze

## One question stands between you and career success

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Did I get your attention? (That isn't the question. Don't be a wisecracker.)

The question in question will surely come up in your next job interview. It sounds simple — friendly, even — but the answer you give can make all the difference between getting the job and getting the bum's rush.

"Tell me about yourself."

That's it.

"Tell me about yourself."

If you believe these four little words represent a hiring manager throwing you a softball, you must read "How to Answer 'Tell Me About Yourself' in a Job Interview," a recent "Ask A Boss" column by Alison Green in *New York Magazine*.

Tragically, many job seekers take this question as an opportunity to ramble on about their hopes, dreams and interests. Does the hiring manager really want to know about your passion

for clogging or your love of competitive dog grooming?

Not hardly.

"'Tell me about yourself' doesn't mean 'give me your complete history from birth until today,'" cautions Green. "It doesn't even mean 'walk me through your work history.' It means 'give me a brief overview of who you are as a professional.'"

The ideal duration of your answer, even for a fascinating individual such as yourself, is one minute — 60 slam-bang seconds. (You are allowed to go over one minute if "the interviewer looks interested and engaged." Worrisome clues include yawning, dozing and gagging.)

Green's rules should get you through the interview, but I'm not sure they will get you hired. You want to stand out, and to do that, you have to stand up and speak your truth, or, better, speak whatever lies are most conducive to nabbing the job.

For example:

No. 1: Be Zen.

Impress the interviewer by elevating a mundane question to the realm of the metaphysical. "Who am I?" you respond. "Who are you? Who is anyone? Are we all not assemblages of magical molecules trying to find our

way in a psychic landscape of love and loss, desirous of soaring to the heights of consciousness, yet weighed down by chains of being and nothingness?"

"This is me," you start to sum up in second 59, "a seeker, a searcher, a person who needs a private office and at least two extra weeks of vacation on Turks and Caicos every year to consult the cosmos and work on my tan."

No. 2: Be poetic.

Show your depth by responding with a flourish of rhetoric. "I am a butterfly floating above a rainbow of opportunity. I am a whisper of wind tickling your ears as I open my heart and mind to the infinite possibilities of becoming one with this company."

You get the idea. (Your poetry doesn't have to rhyme, but it couldn't hurt. "I am a hire you will never regret. Fire me and I'll sue, of that you can bet.")

No. 3: Be mysterious.

This approach is especially effective if you have gaps on your resume, such as your sudden departure from your last job when it was discovered you had four printers, 125 staplers and six cases of jumbo paper clips in the trunk of your car, or you need to explain the three years you didn't work because no one was desperate enough

to hire you.

"I would love to tell you everything about myself," you whisper, "but I am forbidden to do so because of the Official Secrets Act of 1951. I can't say I was working for the CIA during this period, but if you persist in probing into my background, I can say that you are putting our national security at risk and embedded operatives will respond with extreme prejudice. Now, shall we talk salary?"

No. 4: Be honest.

If all else fails, you might have to tell the truth about yourself.

"I am motivated by money and probably won't cause trouble if I am left alone and not required to do anything against my principles, like work."

Sound good? Good! You are now ready to go out and fearlessly interview, unafraid of the big bad question.

Tell me about yourself?

"I am a mysterious Zen poet who loves clogging, competitive dog grooming and money."

Will this get you the job?

I think you have your answer.

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



BOB GOLDMAN

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# Companies recognize the power of benefits in attracting and retaining top talent

Offering all the benefits employees want is seemingly impossible, according to a recent Harris Poll commissioned by Oklahoma-based Express Employment Professionals. However, companies appear tuned in to the advantages benefits may provide — including attracting and retaining employees, as well as potentially easing turnover rates.

Nearly half of U.S. hiring managers (48 percent) report more employees at their company have asked for better benefits this year, compared to last year, because of an increase in the cost of living. But delivering on this expectation may not be possible for all. Two-thirds feel it's impossible to offer all the benefits employees want now (66 percent).

While half of hiring managers (50 percent) anticipate their company's tra-

ditional benefits will remain the same next year, it appears some companies are trying to meet the demands. More than two in five (42 percent) report their company plans to increase benefits in 2024 — up from the second half of 2022, where 37 percent planned to increase benefits in 2023.

Seventy percent of hiring managers say their company has modified benefits specifically in the hopes of retaining current employees or attracting new ones.

Around three in 10 report they have offered cost-of-living raises (31 percent) and/or increased the amount of paid time off offered to employees (27 percent). Others say their company has offered customizable benefits packages (21 percent), offered additional health-

care incentives such as a gym membership or mental health resources (21 percent) and/or increased the amount of sick leave available (21 percent).

These modifications may even help to alleviate turnover, as better benefits and perks being offered at other companies are thought to be contributing to employees' desire to look elsewhere for employment.

### Reducing Benefits

As the labor market has softened and employment costs have soared, Express experts across the country said clients are pulling back on the generous benefits that were extended not too long ago.

"Clients have stepped back from attendance awards, retention bonuses and even referral bonuses," said Nancy Reed, Express franchise owner in Texas. "They don't think they need to be offering so many bonuses now that there are more people available seeking employment."

Companies were forced to be creative with retention efforts coming out of the COVID-19 pandemic due to record unemployment, and Express franchise owner Alyssa Chumbley in Indiana cites examples such as an on-site

meal service, 30-minute arrival grace windows, shorter shifts and money for "shout-out" appreciation gift cards given among co-workers.

"The creativity of benefit options has dwindled and the extension of offerings are less abundant," Chumbley said. "However, flexibility in screening and onboarding, in addition to schedule flexibility once hired, continues to be apparent in order to retain employees."

Despite the availability of more workers in the current labor pool, continuing to shape a healthy company culture should be top of mind for business owners to avoid affecting the bottom line.

"Turnover can cost as much as up to 150 percent of the departing employee's salary, not to mention the strain on the remaining staff," said Bill Stoller, Express Employment International CEO. "It's not feasible to offer every desired benefit but choose the ones that resonate the most with your workforce. Investing in people is what makes them stay."

The Job Insights survey was conducted online within the United States by The Harris Poll on behalf of Express Employment Professionals between Oct. 31 and Nov. 10, 2023, among 1,007 U.S. hiring decision-makers.



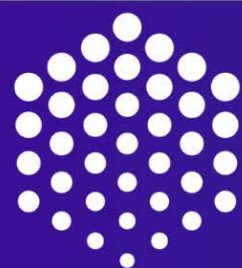
## American Airlines adds flights from Provo to Phoenix and Dallas-Fort Worth

American Airlines has announced that it will begin new nonstop service from Dallas Fort Worth International Airport (DFW) and Phoenix-Sky Harbor Airport (PHX) to Provo Airport beginning this fall. The airline will fly two daily flights to DFW and one daily flight to PHX starting on Oct. 7, using CRJ700 aircraft for all three flights. The CRJ700 carries 65 passengers, including nine in first class. Return flights from the two destinations will also service Provo.

"This new year-round service will of-

fer convenient connections to destinations across the United States and the world on our comprehensive global network, giving local residents more ways to visit the places they want to visit most," said Joe Sottile, American Airline's director of domestic network planning.

American Airlines currently flies six daily flights to the Dallas-Fort Worth area and two daily flights to Phoenix out of Salt Lake City International Airport. American also resumed service between Dallas-Fort Worth and St. George this year.



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Derek Miller is the President and CEO of the Salt Lake Chamber and Downtown Alliance, leading Utah's continued economic prosperity. Previously, Derek served as the President and CEO of the World Trade Center Utah, and as Chief of Staff for Governor Herbert and as Managing Director of the Governor's Office of Economic Development for Governor Huntsman. Recognizing his leadership, Governor Herbert lauded Derek as, "an architect of economic opportunity and innovation," and "instrumental in transforming Utah into one of the most competitive and fastest growing economies in the country. He is a graduate of the J. Reuben Clark Law School and holds a Master of Public Administration from the Romney Institute of Public Management at BYU.

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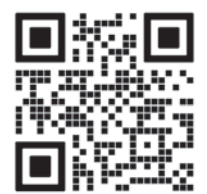
  
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# Industry Briefs

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.

## ASSOCIATIONS

• The **Utah Advanced Materials & Manufacturing Initiative** has named **Scott Stephenson** as senior advisor. He will provide technical support for the UAMMI EDA Tech Hub grant, which is focused on growing Utah and Idaho's critical materials ecosystem. Stephenson has extensive experience in the industry, particularly in research and development of advanced composites and specialty coatings. He previously was the director of strategic initiatives and events at CompositesWorld from March 2007 to April 2023 and the Society for the Advancement of Material and Process Engineering (SAMPE) president and interim CEO in 2023. Before that, he worked as the vice president at Intertech from March 1994 to March 2007. He is the North American immediate past president of SAMPE, a subsidiary that serves Canada, Mexico and the United States.



Scott Stephenson

## BANKING

• **Sunwest Bank**, a privately held commercial bank based in Sandy, has hired **Darrell Daniel III** as senior vice president, director of commercial real estate lending. He is responsible for leading the Investor CRE and Construction platform across the company's entire western footprint. He also will manage the division's client relationships and ensure the performance of the existing portfolio. Daniel most recently was the head of commercial banking and CREF at Unify Financial Credit Union. Previously, he was the senior vice president, director of commercial banking at Pacific Premier Bank and held other positions in banking, including regional president, chief banking officer, managing director and senior account executive.



Darrell Daniel III

## CONSTRUCTION

• **Big-D Cos.**, a Salt Lake City-based contractor, has promoted **Laura Shivers** as vice president of marketing and business development. She will work to further align marketing and business strategies to foster a culture of creativity and collaboration across teams and departments. Shivers joined the company's Southwest office in 2020, leading the office in developing new opportunities in Arizona and improved follow-through to enhance relationships that resulted in tangible outcomes.



Laura Shivers

## CONTESTS

• **Visit Salt Lake**, a private, nonprofit corporation promoting Salt Lake as a convention and travel destination, is accepting nominations through May 17 for the third annual **SALT Awards**, honoring hospitality workers. The awards celebrate hospitality workers that exemplify service, accomplishment, leadership and tenacity (SALT). The categories are Restaurant Front and Center, Restaurant Behind the Scenes, Lodging Front and Center, Lodging Behind the Scenes, Scene Maker (for those involved with attractions, venues, caterers and transportation services), Spirit of Service for overall excellence, Best Boss, and Facility Operations (a new category this year). Award recipients will be honored at a ceremony June 25 at the Janet Quinney Lawson Capitol Theatre. Each recipient will receive an engraved SALT crystal award and \$2,000 check (except for the Best Boss awardee, who will have the opportunity to have \$2,000 donated in their business' name to the charity of their choice). Nominations may be made at <https://www.visitsaltlake.com/salt-award/nomination-form/>.

## ECONOMIC INDICATORS

• **Utah** is ranked No. 6 on a list of "best states for women-owned small businesses," compiled by **Lendio**. It analyzed seven metrics, including factors such as share of employer businesses owned by women, percentage of female-owned businesses that earn a revenue of \$1 million or more, percentage of patents filed by women, and growth in the number of women-owned small busi-

nesses. Data was collected from multiple sources, including the U.S. Census Bureau and Bureau of Labor Statistics. The top-ranked state is Washington. The bottom-ranked state is West Virginia. Details are at <https://www.lendio.com/blog/best-states-for-women-small-business-owners/>.

• Half of surveyed **Utahns** agree that **banning cars in cities** across the state on specific days could enhance urban air quality, according to a study by **Gunther Volvo Delray Beach**. That 50-percent level puts Utah No. 33 among states. The national figure is 54 percent. Iowa is the top-ranked state, at 85 percent. Rhode Island is the bottom-ranked state, at 20 percent. Nationally, 52 percent of drivers are open to the idea of carpooling with a complete stranger if it means contributing to the betterment of their city's air quality. Half of the respondents confessed they would willingly embrace life in one of the top 10 most polluted cities for a chance to double their paycheck. Twenty-six percent of drivers have steered clear of certain cities marred by pollution, while 56 percent believe that owners of large, fuel-thirsty vehicles should shoulder an additional tax for their heavier environmental footprint. Details are at <https://www.gunthervolvo.com/clearer-communities.htm>.

• **Wildlife photographer** is the "most envied career" in Utah, according to a survey by **HostingAdvice**. It polled people across the nation about what they consider to be their dream career. Wildlife photographer also is the top dream job nationally. Other dream careers in Utah are, in order, craft brewer, chocolatier, adventure tour guide, vineyard, manager/winemaker, luxury real estate agent, social media influencer, environmental scientist, video game developer, and cheese artisan. Details are at <https://www.hostingadvice.com/blog/americas-most-envied-jobs/>.

• **Morgan County residents** are the **most generous** in Utah, according to a study by **SmartAsset**. It analyzed IRS data to determine the places where residents are donating the most money. The study calculated how much people donate as a percentage of their net income and the proportion of people in each county who make charitable donations. Morgan County is followed, in order, by Wasatch, Summit, Utah, Davis, Washington, Cache, Salt Lake, Juab and Rich counties. Details are at <https://smartasset.com/retirement/financial-advisor#Utah>.

## HEALTHCARE

• **CHG Healthcare**, Salt Lake City, has launched an advisory services branch. **Advisory Services from CHG Healthcare** will provide consulting services to help hospitals and healthcare organizations deal with provider shortages, rising costs, shrinking revenues, lack of visibility and slow adoption of technology. **Austin Chatlin** is director of Advisory Services. **Scott Polenz** is principal consultant. He has more than two decades of experience in managed care, system administration and physician management and relationships. He is a former CAO with Marshfield Clinic Health System.



Austin Chatlin



Scott Polenz

## INVESTMENTS

• **Leash Biosciences**, a Salt Lake City-based artificial intelligence and machine learning-native biotechnology company focused on medicinal chemistry, has completed a \$9.3 million seed financing round. The oversubscribed round was led by **Springtide Ventures**, with participation from **MetaPlanet**, **Top Harvest Capital**, **Mitsui Global Investment**, **MFV Partners**, Recursion CEO and co-founder **Chris Gibson**, and Recursion co-founder **Blake Borgeson**. To advance its machine learning engine, Leash said it will use the funding to scale its data collection and computational capabilities.

## PHILANTHROPY

• **KeyBank** has awarded a grant of \$300,000 to **Utah Community Action** in support of the expansion of its workforce development program, which offers training and credentials to help low-income individuals increase wages, benefits, job retention and further their career opportunities. Founded in 1965, UCA is one of over 1,100 community action agencies across the country providing low- and moderate-income families with comprehensive services to lift people out of pov-

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from previous page

erty. One of UCA's programs is Workforce Development, designed to increase skills and employability for lower-income community members. The grant from KeyBank will help to expand the current program to include innovative workforce solutions that may include custodial work and various trades, such as HVAC technicians, electricians, plumbers and other contracted expertise that remains in short supply in Utah. Through the administration of six programs, UCA provided services to approximately 50,000 Utahns in 2023.

• **Young Automotive Group's Audi Layton** location recently collaborated with the **Young Caring for Our Young Hope Squad** support event, aiding suicide prevention efforts in the community. The event featured photo booths, yard games, face painters, prize giveaways and a coloring contest. The foundation, Audi Layton and Young Volkswagen collected funds for the participating Hope Squad chapters that were donated during the event.

## REAL ESTATE

• **C.W. Group**, a Centerville-based real estate development company, has closed a construction loan with **Celtic Bank** for the completion of **theYARD**, a 157-unit build-to-rent community located next to Salt Lake City's recently designated "Power District." With early-stage construction efforts at theYARD nearly complete at 125 S. Navajo St., including excavation, earthwork, utilities and foundations, this construction loan clears the way for crews to focus on vertical construction of the site. Construction of theYARD is among the first developments underway adjacent to the Power District, part of a major revitalization effort slated to feature significant development, including additional residences, businesses, shopping, green spaces and a potential Major League Baseball stadium. The first units at theYARD are expected to be available for rent in spring 2025. When completed, theYARD will feature a mix of two- and three-bedroom, three-story townhomes with an attached garage. C.W. Urban has partnered with **Argosy Real Estate Partners** on the equity for the deal. **C.W. Urban** is serving as the developer, with **C.W. Design**, a C.W. Urban affiliate, serving as the lead architect on the project. **C.W. Build**, another affiliate, serves as the general contractor on the project.

## RECOGNITIONS

• **Visit Salt Lake**, a private, non-profit corporation promoting Salt Lake as a convention and travel destination, has announced **Bill Krause** as the recipient of the third annual **Crystal Colleague Award**. Krause is VSL's director of visitor services and brand activations. The Crystal Colleague of the Year program recognizes exemplary performance



Bill Krause

by a VSL employee. Award criteria include service, achievement, leadership and tenacity (SALT). Krause's responsibilities include overseeing the visitor services team and Visit Salt Lake Info Center, activating at events using VSL's Airstream or Mobile Salt Cave, producing community and industry events, and operations and logistics for VSL.

• The **Utah Worksite Wellness Council** has announced the winners of awards to be presented at the **Utah Worksite Wellness Conference** taking place April 25 at the Viridian Event Center in West Jordan. The conference takes place April 24-25. The **Healthy Worksite Awards** are presented to Utah employers for their exemplary work in worksite wellness and those committed to improving employee health and well-being. In the **Platinum** category are **Access Development, Adobe, American Express, BD Medical, Box Elder County, Cambia Health Solutions, G&A Partners, Intermountain Power Service Corp., Lucid Software, Mountain America Credit Union, Nu Skin, Orriant, Salt Lake Community College, Salt Lake County, SeekWell, Uintah County, USANA Health Sciences, Utah Valley University and Weber State University**. In the **Gold** category are **Associated Food Stores, Cadence Innovation Group, Shared Services for Alpha Warranty Services, Davis County, Davis School District (Davis Moves), Duchesne County, Ensign Engineering Land Surveying Inc., Harmons Grocery, HealthEquity Inc., Nightingale Education Group, O.C. Tanner, Sacred Circle Health Care, The Synergy Co., Utah County Government, Utah Retirement System/PEHP and Utah State University**. In the **Silver** category are **Big-D Construction, Nicholas & Co., Squire & Co. and Zions Bancorporation**. Recipients of the **Innovation Awards**, recognizing employees who have developed and successfully implemented an innovative approach to some aspect of work-

site wellness, are **Organizational, Uintah County; Physical, Nu Skin; Emotional, Big-D Construction; Social, Harmons Grocery; Financial, Access Development; and Community, The Synergy Co.**

• **Teleperformance**, Salt Lake City, is No. 95 on a list of the "100 Best Companies to Work For" in the U.S., compiled by *Fortune* magazine and **Great Place To Work**. It is the second consecutive year for the company to be in the top 100. The company was selected based on an analysis of survey responses from Teleperformance employees across the U.S. and North America, including employees for Teleperformance, AllianceOne, Health Advocate, LanguageLine Solutions, PSG Global Solutions and Sature. The group of companies serving the U.S. were assessed on how well they create a strong employee experience through programs and practices that supported employee well-being, inclusion, purpose, listening and care.

• **Several Utah companies** are included in rankings of "Top Workplaces 2024," compiled by *USA Today*. In the category of companies with more than 2,500 employees, **Mountain America Credit Union**, Salt Lake City, is No. 5; **Health Equity**, Draper, is No. 17; and **Savage**, Midvale, is No. 56. In the category of companies with 1,000 to 2,499 employees, **Health Catalyst**, South Jordan, is No. 11; **BambooHR**, Lindon, is No. 29; **Select Health**, Murray, is No. 38; **Young Automotive Group**, Layton, is No. 46; and **Security National**, Murray, is No. 73. In the category of companies with 500 to 999 workers, **Brighton Hospice**, Sandy, is No. 46; and **Big-D Construction**, Salt Lake City, is No. 73. In the 150-to-499-employees category, **Crucial Learning**, Provo, is No. 25; and **BZI**, Kanarrville, is No. 37. A total of 1,531 employers received recognition. Companies were selected based on employee feedback collected through the **Energage** employee engagement survey. Energage ranked the top 100 employers in each of the four categories and then listed the remaining winners in alphabetical order.

• **Young Living Essential Oils**, based in Lehi, has earned a **Direct Selling Association Award** in the Sales and Marketing Campaign category for its **Make a Shift** campaign, which focuses on inspiring people to make small shifts in daily routines to achieve a more balanced and environmentally conscious lifestyle. The company also sees the campaign as a promise to the community that Young Living will support shifts

away from harmful chemicals in cleaning, home fragrance, whole-body health and wellness routines.

## RETAIL

• **Furniture Row** has reopened a newly renovated **Furniture Row** and **Denver Mattress** store at 54 W. Ikea Way, Draper. The store's layout has changed, with the Denver Mattress part of the store being moved to its own side of the building, and the Furniture Row living, bedroom and dining departments all placed together in a row.

• Furniture store brand **Ashley** has opened a retail store at 4060 Riverdale Road, Riverdale. It is the company's sixth store in Utah and features a 44,163-square-foot showroom. The store will employ approximately 18 people. Ashley has 1,125 locations in 67 countries. As part of the company's "Beyond Home Promise," the Riverdale store has donated 40 beds to children in need within the community. The philanthropic effort was made possible through Ashley's partnership with nonprofit organizations **Hope to Dream** and **Sleep in Heavenly Peace**.

## SERVICES

• **Onset Financial Inc.**, a Draper-based company in the equipment lease and finance industry, has unveiled its Red Rock Division in St. George. It is a 55,000-square-foot campus. Founded in 2008, Onset Financial has funded over \$3.5 billion for companies.

## TECHNOLOGY

• **DigiCert**, a Lehi-based company focused on digital trust, has appointed **Atri Chatterjee** as chief marketing officer. Chatterjee will lead the global marketing organization to promote the DigiCert brand, including the development and execution of the company's digital trust initiatives and campaigns, while partnering closely with the sales and product organizations to drive revenue. Chatterjee most recently spent five years as CMO at ForgeRock, until the acquisition by Thoma Bravo and subsequent merger with Ping Identity. Before ForgeRock, he held CMO roles with Zscaler and Act-On Software. He has also served in senior marketing roles at global B2B security technology companies, including Symantec, VeriSign, McAfee and CipherTrust.



Atri Chatterjee

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## LA-based Marshall & Stevens acquires second Utah dispute resolution firm

Marshall & Stevens Inc., a Los Angeles-based national valuation and dispute consulting firm, has acquired its second Utah dispute resolution company. The firm, Lone Peak Valuation Group, headquartered in Salt Lake City, is a valuation, forensic accounting and litigation support firm. Marshall & Stevens' acquisition of Rocky Mountain Advisory was announced last month.

The professionals at Lone Peak, primarily Certified Public Accountants, include accredited senior appraisers in business valuation, certified fraud examiners, certified in financial forensics and certified financial crime investigators.

"Our team found like-minded partners at Marshall & Stevens," said Rick Hoffman, managing director and a co-founder of Lone Peak. "We formed Lone Peak in 2008 with a desire to approach every client matter with the utmost focus, attention to detail and high-quality service. I am proud to say we have been successful

in meeting these goals and we will continue in this manner with Marshall & Stevens. Joining Marshall & Stevens allows us to offer a more robust portfolio of valuation services to our clients and referral sources, including fund valuations, securities, equipment and real estate appraisals and fairness opinions. Marshall & Stevens expands Lone Peak's resources in the areas of financial reporting, estate and gift tax reporting and in the energy and infrastructure arenas."

"People matter most, always. The professionals from Lone Peak will be integral to the long-term success of Marshall & Stevens," said Mark Santarsiero, president and CEO of Marshall & Stevens. "Our goal as a company is to provide a platform for personal and career growth for our employees, and to provide high-quality, independent valuation opinions, investigative accounting and dispute consulting services to the public and private parties we serve."

## SUMMIT

from page 1

"As much as I would love to take credit for it — and I'm running for re-election so I probably will try," he joked, "I know it's not me and it's not our Legislature. It's not government that is making it happen. It's you. It's the people in this room."

While government can "absolutely destroy" a culture needed to become the Startup Capital of the World, Utah instead has benefited from people who care and support others during difficult times, he said. Other places "don't know how to capture that," he added.

Utah leads the nation in volunteerism and charitable giving. "It bleeds over into everything else. ... You don't quit your job and start a business if there's no safety net around you. And, yes, the government safety net is part of it, but it's so much more than that. I think the reason that so many entrepreneurs are willing to take chances and start businesses here, is because they have the support of the people around them."

People get that support from neighbors, communities, churches and volunteer organizations, he said. "They know that if something goes wrong, there will be a whole bunch of people there to help them pick up the pieces," Cox said.

In other places, people will tear down those who attain success. It's common in a nation that Cox said is "addicted to destruction." In contrast, in Utah "we're so happy for them" when they reach success and are ready to help them if they fail, he said.

Utahns have developed a culture without backstabbing or climbing over others to reach success. "We can all win," he said. "And we can lose it. We could become just like every other state, if we aren't intentional about lifting and building and taking care of our neighbors, caring about the people in our community."

Lt. Gov. Deidre Henderson noted that Utah is the nation's happiest state and is instilled with a spirit of volunteerism. "I think that those two things go hand-in-hand, and they also dovetail in our economy and our business ecosystem, and our success as a state," she said.

Brad Bonham, Utah's first-ever entrepreneur-in-residence, noted that Utah "is blessed with deep innovative roots."

"We have an inordinate number of pioneering founders who have revolutionized processes, products, technology and services," he said. "They have disrupted

entire industries."

Bonham co-founded and served as CEO of Walker Edison. He described entrepreneurship as "one of the hardest things I've ever done in my life," full of troubles along the way. "There is not much glamor in the journey," he said. "Finding success in an ocean of uncertainty is not for the faint of heart, but it is worth it."

Among other things, company founders need to have perseverance, passion and an unwavering vision to launch and scale a startup, he said.

"Those attributes sound like what we pride ourselves on here in Utah, right? And this makes Utah the place for entrepreneurs," Bonham said. "Both locals and transplants alike are really tough, we have grit and perseverance, we don't accept defeat and we sure don't know when to stop. It's almost as if we're destined to be entrepreneurs here in Utah."

Bonham challenged all Utahns to become innovators and entrepreneurs. As a way to "make the startup road a little easier," the state has launched a website, startup.utah.gov, that consolidates resources to aid founders in establishing and growing their business ventures.

"Government can't, nor should it, create entrepreneurs, but we can get out of their way and reduce roadblocks to launching and running a startup," he said.

The information at the website would have been helpful when he was starting Walker Edison, he said. "I probably could have shaved a year or two off and saved a few million dollars, had I known this," Bonham said.

Several speakers discussed the challenges that Utah faces from being an economic powerhouse state. Scott Cuthbertson, president and CEO of the Economic Development Corporation of Utah, described a "tension" that exists between economic growth and maintaining a high quality of life.

Derek Miller, president and CEO of the Salt Lake Chamber, listed other challenges, including housing affordability, workforce shortages and transportation congestion. "But make no mistake," he told the crowd, "even though those challenges are real, we would never trade the challenges that come with growth for the challenges that come with decline."

The summit was presented by the Governor's Office of Economic Opportunity, the Utah Office of Energy Development, World Trade Center Utah and the Salt Lake Chamber. The autumn version of the One Utah Summit takes place in Southern Utah.

# 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.

## April 23, 8-9:30 a.m.

**“How to Maximize Your Equity-Based Compensation Plan,”** an ACG (Association for Corporate Growth) Utah “Spring CFO Roundtable” event. Panelists are Reyes Florez (moderator), founder and CEO, Platform Accounting Group; Sam Maheshwari, CFO, Varex Imaging Corp.; Dave Oldham, CEO, Awsm; and Jonathan Spira, CFO, JPhineas Business Advisory. Location is Tanner, 36 S. State St., Salt Lake City. Details are at <https://www.acg.org/utah/events>.

## April 23, 9 a.m.-12:30 p.m.

**Advanced Manufacturing & Materials Symposium for Defense,** a Utah Advanced Materials & Manufacturing Initiative event hosted by a Utah Defense Manufacturing Community grant from the U.S. Department of Defense. Event takes place online via Zoom. Free. Registration can be completed at [Eventbrite.com](https://www.eventbrite.com).

## April 23, 9 a.m.-12:30 p.m.

**WTC Innovation Summit,** a Women Tech Council event featuring discussions about disruptive trends, what they mean for women in tech, and how to chart a career amid the changing circumstances. Event also will include a recognition and celebration of companies on the 2024 “Shatter List” and their active programming to shatter the glass ceiling for women in tech. Location is Zions Bancorporation Technology Center, 7860 Bingham Junction Blvd., Midvale. Cost is \$35. Registration can be completed at [Eventbrite.com](https://www.eventbrite.com).

## April 23, 9-10:30 a.m.

**“Better Your Business” Breakfast Seminar,** a Utah Department of Workforce Services event. Speaker Spencer Phillips, employer and lawyer, will provide an employment law update. Location is Business Resource Center at Utah Valley University, 815 W. 1250 S., Orem. Details are at [thepointchamber.com](https://www.thepointchamber.com).

## April 23, 10 a.m.-1 p.m.

**“Useful AI Workshop: Leverage AI, ML and Digital Transformation Today,”** a 10K Alumni event. Location is Silicon Slopes, 2600 W. Executive Parkway, No. 140, Lehi. Cost is \$20. Registration can be completed at [Eventbrite.com](https://www.eventbrite.com).

## April 23, 10-11 a.m.

**“Get Your Local Business on Google Search and Maps,”** presented by the Women’s Business Center of Utah and Grow With Google. Event takes place online. Free. Details are at [wbcutah.org](https://www.wbcutah.org).

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

**Junior Women in Business Graduation and WIB Young Female Entrepreneur Panel Discussion,** a South Valley Chamber of Commerce Women in Business event featuring the 2024 graduating class of the Junior Women in Business program and keynote remarks by a panel of young female entrepreneurs.

Panelists are Sarah Davies, founder and co-owner, The Piano Place; Alma Lopez & Diana Lopez, co-owners, Cakes by Edith; and Sadie Bowler, co-founder and CEO, SadieB. Location is JATC South, 12723 Park Ave., Riverton. Cost is \$20 for members, \$30 for nonmembers. Details are at [southvalleychamber.com](https://www.southvalleychamber.com).

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

**Women in Business,** an Ogden-Weber Chamber of Commerce event. Location is Jeremiah’s Lodge & Garden, 1329 W. 12th St., Marriott-Slaterville. Cost is \$25 for WIB members and first-time guests, \$35 for nonmembers. Details to be announced at [ogdenweberchamber.com](https://www.ogdenweberchamber.com).

## April 23, 3-4:30 p.m.

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

## April 24-25, 8 a.m.-4 p.m.

**Utah Worksite Wellness Conference,** a Utah Worksite Wellness Council event. Keynote speaker Stella Grizont, author, executive coach and speaker, will discuss “Transforming Vision into Reality.” Awards luncheon takes place April 25. Location is Viridian Event Center, 8030 S. 1825 W., West Jordan. Cost is \$450. Details are at [www.utah-worksitewellness.org/events](https://www.utah-worksitewellness.org/events).

## April 24-25

**University of Utah’s Scientific Computing and Imaging (SCI) Institute’s 30th Anniversary Party.** April 24 activities include a poster session and demonstrations, 1-6 p.m., and a reception, 6-8 p.m., both at the Warnock Engineering Building. April 25 activities take place 8:30 a.m.-4 p.m. at the University of Utah Alumni House. Details are at <https://sci.utah.edu/SCI30>.

## April 24, 7 a.m.-8 p.m.

**“Investors’ Choice,”** a Kinect Capital event featuring a pitch event, workshops, networking and more for investors, mentors and founders. Theme is “The Rising Tide Lifts All Boats.” Keynote speakers are Scott Anderson, former president and CEO of Zions Bank, and Robin Huling, founder of Warner Communication and chairwoman of the board at Silicon Slopes Women in Leadership. Location is EventStack Center, 669 S. West Temple, Salt Lake City. Cost is \$299. Registration can be completed at [Eventbrite.com](https://www.eventbrite.com).

## April 24, 8 a.m.-noon

**“Becoming an Effective Leader,”** a Small Business Development Center event. Location is Kaysville SBDC at the Davis Applied Technology Center. Cost is \$100. Details are at <https://clients.utahsbdc.org/events.aspx>.

## April 24, 8 a.m.-3 p.m.

**Greater Cache Valley Economic and Business Summit,** with the theme “Leading and Succeeding.” Location is The Riverwoods Conference Center, 615 Riverwoods Parkway, Logan. Cost is \$100. Details are at [cachechamber.com](https://www.cachechamber.com).

## April 24, 11:30 a.m.-1:30 p.m.

**“Lunch & Learn: HOA Management & Governance,”** a Utah Chapter of Community Associations Institute event, in partnership with Roof Maxx of Heber and the Park City Chamber/Bureau. Location is the Blair Education Conference Center, Park City. Free, but registration is required. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/>.

## April 24, 11:30 a.m.-1 p.m.

**“Business Success Series,”** a ChamberWest event. Speaker Parker Giles, director of strategic operations for Group 8 Marketing, will discuss “How to Leverage Search Engines to Accomplish Your Marketing Goals.” Location is TownePlace Marriott, 5473 W. High Market Drive, West Valley City. Cost is \$25 per session. Details are at [chamberwest.com](https://www.chamberwest.com).

## April 24, noon-1 p.m.

**“Solve the Business Puzzle: How to Handle Stress,”** a Women’s Business Center of Utah event. Presenter is Christiane Turner. Event takes place online. Free. Details are at [wbcutah.org](https://www.wbcutah.org).

## April 24, noon-1 p.m.

**“Walkable Wednesday: Slate & Sloane,”** a ULI (Urban Land Institute) Utah event. Slate and Sloane are two new Class A apartment buildings developed by a joint venture between Urban Alfandre and Gardner Batt. Location is Slate Apartments, 915 S. Washington St., Salt Lake City. Free for members, \$20 for nonmembers. Details are at <https://utah.uli.org/events-2>.

## April 24, noon-1 p.m.

**“Money Monarch,”** a Women’s Business Center of Utah event. Presenter Sherilyn Gamble will discuss key steps in achieving personal and business financial goals. Location is 1104 Country Hills Drive, Ogden. Free. Details are at [wbcutah.org](https://www.wbcutah.org).

## April 24, noon-2 p.m.

**Mental Health Town Hall,** presented by Silicon Slopes and Promise2Live. Speakers are Dr. Dave Morgan, licensed psychologist and director of mental health awareness for Silicon Slopes; Brandy Vega, founder of Promise2Live; Cameron McBride, CEO of Blomquist Hale Solutions; and Becky Kemp, speaker, coach, and author of *The Word Effect*. Location is Silicon Slopes, 2600 W. Executive Parkway, Suite 140, Lehi. Details are at <https://app.siliconslopes.com/events/>.

## April 24, 6-7 p.m.

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

## April 25, 7:30-9 a.m.

**Partners in Education Appreciation Breakfast,** an Ogden-Weber Chamber of Commerce event. Location is Ogden-Weber Technical College, Event Center, 200 N. Washington Blvd., Ogden. Free. Details are at [ogdenweberchamber.com](https://www.ogdenweberchamber.com).

## April 25, 8:30 p.m.-4 p.m.

**Cyber Summit,** a Webcheck Security event focused on the latest trends, strategies and tools to protect against online threats. Keynote speaker is Adam Marrè, CISO of Arctic Wolf. Location is Megaplex Theatres at Jordan Commons, 9335 State St., Sandy. Cost is \$45. Registration can be completed at [Eventbrite.com](https://www.eventbrite.com).

## April 25, 11:45 a.m.-1 p.m.

**“Lunch & Learn,”** a Point of the Mountain Chamber of Commerce event. Speaker is Tricia Drake. Location is Fat Cats Saratoga Springs, 212 Pioneer Crossing, Saratoga Springs. Details are at [thepointchamber.com](https://www.thepointchamber.com).

## April 25, noon-1 p.m.

**Women in Business Meeting,** a Box Elder Chamber of Commerce event. Call the chamber office for location and to RSVP. Cost is \$10. Details are at [boxelderchamber.com](https://www.boxelderchamber.com).

## April 25, noon-1:30 p.m.

**Women’s Professional Network Lunch,** an ACG (Association for Corporate Growth) Utah event. Location is Forvis, 250 E. 200 S., Salt Lake City. Details are at <https://www.acg.org/utah/events>.

## April 25, 3:30-6:30 p.m.

**“Unveiling Utah City,”** a ULI (Urban Land Institute) Utah event featuring a panel discussion about Utah City. Location is Topgolf, 484 N. Entertainment Way, Vineyard. Costs range from \$45 to \$55 for members, \$65 to \$75 for nonmembers. Details are at <https://utah.uli.org/events-2>.

## April 25, 5-6 p.m.

**Legal Clinic** (in English and Spanish), a Small Business Development Center event that takes place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

## April 25, 6-9 p.m.

**“Giant in Our City 2024,”** a Salt Lake Chamber event honoring Clark D. Ivory, CEO of Ivory Homes. Reception begins at 6 p.m., followed by dinner at 7 p.m. and awards program at 7:45 p.m. Location is Grand America, 555 S. Main St., Salt Lake City. Cost is \$250. Details are at [slchamber.com](https://www.slchamber.com).

## April 25, 6-7 p.m.

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

## April 27, 9 a.m.-4:30 p.m.

**“Elevate Your Brand.”** Location is Miller Conference Center, 9750 S. 300 W., Sandy. Cost is \$30. Details are at [tinyurl.com/VBRCevents](https://www.tinyurl.com/VBRCevents).

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

**“AI for Marketing: Demystified,”** a Small Business Development Center

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

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

**“Enhancing Municipal Commercial Process: A Collaborative Approach,”** presented by ULI (Urban Land Institute) Utah and Associated General Contractors of Utah. Event features a presentation by Rusty Hughes, economic development director for Washington City. Location is AGC Southern Utah, 230 N. 1680 E, B-1, St. George. Cost is \$25 for ULI members, \$35 for nonmembers. Details are at <https://utah.uli.org/events-2>.

### April 30, 2-6 p.m.

**Job Fair**, a ChamberWest event. Location is Hunter High School, 4200 S. 5600 W., West Valley City. Details are at [chamberwest.com](http://chamberwest.com).

### May 1, 11:15 a.m.-1 p.m.

**“Lunch and Learn” Training**, a South Jordan Chamber of Commerce event focusing on how to build authority in a business, get great reviews, respond correctly to reviews, and use them to get more business. Location is Copper Creek Senior Living Center, 10569 River Heights Drive, South Jordan. Early registration cost is \$15, \$20 at the door. Details are at [sj-chamber.org](http://sj-chamber.org).

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

**Business Alliance Networking Luncheon**. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Free, with lunch available for purchase. No RSVP needed. Details are at [davis-chamberofcommerce.com](http://davis-chamberofcommerce.com).

### May 1, 3-5 p.m.

**Lassonde Demo Day**, featuring a student-startup showcase. Location is Lassonde Studios at the University of Utah. Details to be announced.

### May 2, noon-2 p.m.

**“Ms. Biz,”** a Women’s Business Center of Utah event taking place weekly over four weeks and designed for aspiring entrepreneurs or those in the beginning stages of running their business. Event takes place online via Zoom. Free. Details are at [wbcutah.org](http://wbcutah.org).

### May 5, 6-9 p.m.

**Executive Leadership Retreat**, a Utah Valley Chamber event designed for executives and those who are being groomed for leadership roles. Location is Zermatt Utah Resort & Space, 784 W. Resort Drive, Suite 220, Midway. Details to be announced at [thechamber.org](http://thechamber.org).

### May 7, 9-11 a.m.

**“Pay the IRS Less Without Going to Jail,”** a Small Business Development Center event that takes place online. Cost is \$18. Details are at <https://clients.utahsbdc.org/events.aspx>.

### May 7, 2-3:30 p.m.

**WordPress Workshop**, a Small Business Development Center event that takes place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

### May 8

**“BioHive Live,”** celebrating the convergence of research and development, innovation, technology, education and culture. Event features keynote speakers, presentations and demos on

cutting-edge technology, research and networking opportunities. Location is Hale Centre Theatre, 9900 Monroe St., Sandy. Early-bird cost is \$199. Details are at <https://biohivelive.com/>.

### May 8, 11 a.m.

**SBIR 101 Workshop**, a Governor’s Office of Economic Opportunity event focused on federal Small Business Innovation Research (SBIR) and Small Business Technology Transfer (STTR) grants and contracts. Event takes place online. Registration can be completed at [Eventbrite.com](http://Eventbrite.com).

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

**Women in Business Luncheon**, a Cache Valley Chamber of Commerce event. Location is Adams Wealth Advisors, 701 S. Main St., Suite 400, Logan. Cost is \$16 for members and \$18 for nonmembers pre-registered, \$20 at the door. Details are at [cachechamber.com](http://cachechamber.com).

### May 8, 5-7 p.m.

**“Business After Hours,”** an Ogden-Weber Chamber of Commerce event. Location is Pandora Box Events, 1821 W. 4000 S., Roy. Free for chamber members and first-time guests, \$10 for nonmember guests. Details are at [ogdenweberchamber.com](http://ogdenweberchamber.com).

### May 8, 6-7:30 p.m.

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

### May 9 and 16, 4-8 p.m.

**Trademark Workshop**, a two-part event presented by The Mill Entrepreneurship Center at Salt Lake Community College, in partnership with the U.S. Patent and Trademark Office, and focused on the registration process from start to finish. Location is The Mill, SLCC, Building 5, Room 333, 9690 S. 300 W., Sandy. Free. Registration can be completed at [Eventbrite.com](http://Eventbrite.com).

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

**Monthly Information Session**, a Utah Advanced Materials & Manufacturing Initiative event. Speaker is Alan Hall, founder of Blue Sky Energy, which is developing advanced manufacturing processes that will convert coal into a variety of high-demand carbon-based products. Location is UAMMI, 225 S. Fairgrounds Road, Price. Free. Registration can be completed at [Eventbrite.com](http://Eventbrite.com).

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

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

### May 9, 3:30-5:30 p.m.

**“The Olympics, the Economy and the Built Environment,”** presented by the ULI Women’s Leadership Initiative and featuring a panel discussion about the 2034 Olympics, Utah’s economy and the opportunity to leverage events that enhance winter sport venues and augment infrastructure and housing for the Olympics and beyond. Speakers are Catherine Raney Norman, four-time Olympian; Jennifer Wesselhoff, president and CEO of the Park City Chamber of Commerce & Visitors Bureau; Sarah Wright, director of Utah Clean Energy; Jennifer Robinson, chief of staff at the Kem C. Gardner Policy Institute at the University of Utah; and Colin Hilton, president and CEO of the Utah Olympic Legacy Foundation. Location is Utah

Olympic Park, 3419 Olympic Parkway, Park City. Cost is \$35-\$45 for members, \$55-\$75 for nonmembers. Details are at <https://utah.uli.org/events-2>.

### May 9, 6-8 p.m.

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

### May 10, 7:30 a.m.-3 p.m.

**Annual Children’s Charity Golf Tournament**, a Murray Area Chamber of Commerce event with a four-person scramble format. Check-in begins at 7:30 a.m., followed by 9 a.m. shotgun start. A portion of the proceeds will be donated to MYCC and the Murray Children’s Food Pantry. Location is Murray Parkway, 6345 Murray Parkway Ave., Murray. Cost is \$500 per team. Registration deadline is May 1. Details are at [themurraychamber.com](http://themurraychamber.com).

### May 10, 11:30 a.m.-5 p.m.

**Eighth Annual Veteran-Owned Business Conference**. Event features a keynote by Chris Fogt, a U.S. Army major, three-time U.S. Olympian and Olympic silver medalist, plus breakout sessions. Location is Miller Conference Center, 9750 S. 300 W., Sandy. Cost is \$35. Details are at <https://utahvbr.org/conference>.

### May 13-15

**Mountain West Trails Conference**, a first-ever event for Utah and seven other states for trail advocates, volunteers, land managers, industry professionals, users and community leaders to discuss trail-related challenges, share innovative ideas, and participate in workshops. Keynote speaker is JD Tanner, director of education and training at Leave No Trace. Location is Uintah Conference Center, Vernal. Early-bird cost is \$159. Details are at <https://recreation.utah.gov/events/utah-trails-forum2023/>.

### May 14-16

**Inaugural Acceler8 Wasatch Week**. Activities include a scavenger hunt May 13, 5-7 p.m.; UAMMI Crosstalk Conference and Exhibition on May 14, 9 a.m.-4 p.m.; Ogden Art Walk on May 14, 4-5 p.m.; a networking reception and dinner May 14, 5-8 p.m., at Copper Nickel, 2450 Grant Ave., Ogden; APEX Accelerator Defense Matchmaking event on May 15, 9 a.m.-3 p.m.; Beer & Cheese Mixer on May 15, 3:30-5 p.m.; Wildcat Microfund Pitch Event on May 16, 10 a.m.-noon; Catalyst Accelerator Ogden Alumni Demo Day on May 16, 2-5 p.m.; and Career Awareness with Hill AFB on May 16, 9 a.m.-3 p.m. All events take place at Ogden Union Station, 2501 Wall Ave., Ogden, unless otherwise noted. Registration can be completed at [Eventbrite.com](http://Eventbrite.com). Details are at <https://www.acceler8wasatch.com/details?eventID=171778170>.

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

**36th Annual Employment Law Symposium**, presented by Parsons Behle & Latimer and Salt Lake SHRM. Registration and breakfast begin at 7 a.m., followed by breakout sessions and lunch, 8 a.m.-1:30 p.m. Topics include regulatory and compliance issues, ADA, FMLA, workplace investigations, labor unions, discipline and terminations and more. Location is Grand America Hotel, 555 S. Main St., Salt Lake City. Cost is \$195 for members and \$245 for nonmembers through May 3, \$235 for members and \$295 for nonmembers May 4-13, \$340 for members and \$375 for nonmembers thereafter, \$340 for members and \$375 for nonmembers at the door, \$120 for student members of SLSHRM. Details are at <https://slshrm.org/events#!event/register/2024/5/14/employment-law-symposium>.

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## ENERGISPOT

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U.S.-based factory will manufacture residential, commercial and fleet EV charging solutions.

“I’m really excited to say that EnergiSpot is really beginning its journey here in Utah,” Heffernan told the GOEO board. ETreego, backed and financed by the Taiwanese government and that nation’s largest electric company, will soon send five of its engineers, “which are champing at the bit to get here,” he said.

Heffernan said the project received support from several agencies in Utah and he is excited about partnerships that are available in the state.

“We’re excited about the company, we’re excited about this new venture, and really happy to be doing it here in Utah,” he said.

The company’s website says that 45 percent of vehicles on the road are expected to be electric by 2030, 86 percent of public chargers need to be along transit route and highway corridors, and 43 percent of all public charging stations need to be DC fast chargers to accommodate EV demand.

The Spanish Fork project is expected to generate new total wages of nearly \$55.8 million over 10 years and new state tax revenue of nearly \$4.8 million during that time. The new jobs are projected to pay an average of \$87,500. The company was approved for a tax credit of up to \$953,124 over 10 years, tied to the cre-

ation of the high-paying jobs.

“This is, we think, a very, very good fit for not only the community but the precise location they’re looking at,” Dave Anderson, Spanish Fork’s community and economic development director, told the GOEO board, referring to the Verk Industrial Park. “Spanish Fork has a number of very advanced machining and manufacturing companies already in the community. We think this is an excellent addition to what we already have here. We couldn’t be more excited to have them in the community and to be part of the Verk industrial project.”

“The future of electric vehicles is changing rapidly, and we’ll need the infrastructure to keep up with the growth,” Ryan Starks, GOEO’s executive director, said in a prepared statement. “We’re thrilled EnergiSpot chose to grow in Utah and look forward to the impact it’ll have on the sustainable energy industry of our state and the nation.”

“Utah’s advanced manufacturing industry is gaining global attention, thanks to the collaboration of many partners across the state,” said Scott Cuthbertson, president and CEO of the Economic Development Corporation of Utah. “We look forward to seeing the innovation that comes out of this foreign direct investment win.”

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

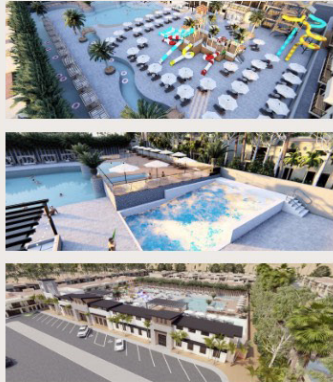
# MARKETPLACE

## LUXURY NIGHTLY RENTAL TOWNHOME RESORT UNITS FOR SALE

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## CALENDAR

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### May 14, 8 a.m.-5 p.m.

**2024 Zions Bank Wasatch Back Economic Summit**, presented by the Park City Chamber of Commerce/Convention & Visitors Bureau, the Heber Valley Chamber of Commerce, Heber City, Wasatch County, Summit County and Park City Municipal. Location is Summit Hotel in Canyons Village, 4000 Canyons Resort Drive, Park City. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/>.

### May 14, 8:30 a.m.-5 p.m.

**Crosstalk 2024 Conference & Exhibition**, presented by the Utah Advanced Materials Manufacturing Initiative and 47G Utah Aerospace and Defense Association. Theme is "Emerging Opportunities for Advanced Manufacturing Small Businesses in Aerospace & Defense." Location is Union Station, 2501 Wall Ave., Ogden. Free. Registration can be completed at [Eventbrite.com](https://www.eventbrite.com).

### May 15, 8 a.m.-noon

**"Setting Goals & Managing Performance,"** a Small Business Development Center event. Location is Kaysville SBDC at the Davis Applied Technology Center. Cost is \$100. Details are at <https://clients.utahsbdc.org/events.aspx>.

### May 15

**Women in Business Golf Clinic**, a ChamberWest event. Morning session is 8:15 a.m.-12:15 p.m. Afternoon session is 11:15 a.m.-3:15 p.m. Location is The Ridge Golf Club, 5055 S. West Ridge Blvd., West Valley City. Cost is \$95 for members by May 9, \$125 for members and nonmembers thereafter. Details are at [chamberwest.com](https://chamberwest.com).

### May 15, 11 a.m.-1 p.m.

**"Business Boot Camp,"** a South Valley Chamber of Commerce event. Speaker Craig Lloyd, in charge of talent strategy at Wiseman Strategies, will discuss "The Art of Communication: It's Time to Break Down the Silos," focusing on how to leverage people data to create a culture of retention using the

Predictive Index, a behavioral assessment targeted at measuring an individual's preferred work style. Location is South Valley Chamber, 9800 S. Monroe St., Sandy. Cost is \$35 for members, \$55 for nonmembers. Details are at [southvalleychamber.com](https://southvalleychamber.com).

### May 15, 11:30 a.m.-1 p.m.

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

### May 15, noon-1 p.m.

**"Walkable Wednesday: The Station at Millrace,"** a ULI (Urban Land Institute) Utah event. Station at Millrace is a new Class A apartment community in downtown Provo. Location is The Station at Millrace, 77 W. 500 S., Provo. Free for members, \$20 for nonmembers. Details are at <https://utah.uli.org/events-2>.

### May 15, 5:30-6:30 p.m.

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

### May 15, 6-8 p.m.

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

### May 16, 8 a.m.-12:30 p.m.

**Home-Based and Small Business Conference**, a Box Elder Chamber of Commerce event. Keynote speaker is Juliana Lindsay, Entrepreneurial Operating System. Location is Box Elder County Fairgrounds, Fine Arts Building, 320 N. 1000 W., Tremonton. Cost is \$30. Details are at [boxelderchamber.com](https://boxelderchamber.com).

### May 16, 11:30 a.m.-1 p.m.

**2024 Mayors Lunch**, a Davis Chamber of Commerce event featuring Davis County mayors discussing business and community issues. Location is Davis Technical College, Allied Health Building, 550 E. 300 S., Kaysville. Cost is \$25 for members, \$35 for nonmembers. Details are at [davischamberofcommerce.com](https://davischamberofcommerce.com).

### May 16, 6-8:30 p.m.

**31st Annual Distinguished Utahn Gala**, a BYU Management Society Salt Lake Chapter event honoring Derek Miller, president and CEO of the Salt Lake Chamber and Downtown Alliance. Reception is 6-6:25 p.m., followed by the gala at 6:30-8:30 p.m. Location is Little America Hotel, 500 S. Main St., Salt Lake City. Cost is \$80. Details are at [byu.edu/us-salt-lake](https://byu.edu/us-salt-lake).

### May 16, 6-8 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>.

### May 17, 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](https://chamberwest.com).

## RICH STATES

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ALEC chief economist Jonathan Williams to rank all 50 states. Their analysis favored those with generous tax incentives, light regulatory burdens and low debt.

New York finished dead last for the 11th consecutive year

"Americans are voting with their feet and fleeing the high-tax, high-regulation states like California, New York and Illinois for pro-growth, pro-employment havens like Utah, Idaho and Arizona, where leaders rely on a set of free-market principles and pro-taxpayer reforms that landed those states at the top of our rankings," Williams said.

In a statement, Utah State Senate President J. Stuart Adams applauded the list. He touted the state's balanced budget and pointed to \$1.3 billion in tax cuts that his fellow Republicans in the Utah Legislature worked to pass over the past four years.

"We continue to emulate our pioneer ancestors' industrious nature and strategic foresight that transformed our state into the economic powerhouse it is today," said Adams, a Republican representing the state Senate's 7th District.

### May 20-22

**2024 Utah Aeronautics Conference**, a gathering for pilots, airplane mechanics, airport managers and engineers, transportation planners, aviation students, community advocates, policy-makers, and other professionals working in Utah's aviation community and focused on safety, best practices and meaningful collaborations. Keynote speakers are former U.S. Rep. Chris Stewart and Brandon Fugal, board member of the Utah Aerospace & Defense Association, EY's Entrepreneur of the Year, and owner of Skinwalker Ranch. Event also includes a career fair, hands-on training, interactive breakout sessions, and mobile tours. Theme is "Life Elevated." Location is Davis Conference Center, Layton. Cost is \$150 through May 10, \$175 thereafter; \$65 for students. Details are at <https://utahaero.com/>.

The study builds on demographic trends that show more people have relocated from states with high-income taxes to states with lower tax rates in recent years, study authors said.

Idaho, Arizona, North Carolina, Indiana, Texas, South Dakota, Wyoming, Oklahoma and North Dakota rounded out the top 10 states after Utah. According to ALEC, Idaho rose to the second spot from fourth place last year due to "significant 2022 tax cuts." Texas jumped from 13th to sixth place over the same period after passing the biggest tax cuts in state history last year. The group also noted that Texas broke into the top 10 after receiving a flood of residents moving from other states.

On the other side of the ranking, Vermont, Illinois, California, New Jersey, Maine, Minnesota, Maryland, Oregon and Hawaii filled out the 10 worst states for businesses list after New York.

The annual report has ranked New York last for 15 out of 17 years due to steep tax burdens, high government spending and complex regulatory policies. The state finished 49th in 2008 and 2013.

Lisa B. Nelson, CEO of ALEC, said the rankings confirm that workers and businesses "follow the jobs, the freedoms and the opportunity to achieve."



# Construction

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