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OF NOTE



That degree is valuable, after all

The unemployment rate for American information technology workers ticked down to 2.8 percent in April from 3 percent in March, according to the trade group CompTIA. Industry analysts say that's a sign that companies are hiring to support their artificial intelligence-related projects. Tech companies, such as Microsoft and Salesforce, added about 4,280 workers in April. The growth was led by hiring for technology services and software development positions.

BOARD WILL REVIEW PROPOSAL AGAIN ON MAY 20

UIPA says it's flexible on West Weber project

Brice Wallace
Business Journal

The idea of an inland port area in western Weber County continues to draw criticism as a decision to officially create it nears.

The Utah Inland Port Authority board will take up the matter at a May 20 meeting. At the board's most recent meeting, opponents to the proposed West Weber project area submitted a petition with more than 1,500 signatures from people and organizations who want the project to undergo more study.

The project area was discussed at the board's January meeting but authority of-

ficials have been meeting with various stakeholders since then as they continue to review the matter and opponents' concerns focusing on wetlands, environmental, traffic and congestion issues.

The proposed project area consists of the Little Mountain and Weber Bend zones totaling about 8,785 acres east of Promontory Point near the eastern shore of the Great Salt Lake and near wetlands in the Harold S. Crane and Ogden Bay waterfowl management areas.

"We're happy to get more comments and adjust the plan however as needed," said Ben Hart, UIPA's executive director. "We're going to be flexible and make sure that we're protecting the sensitive lands that are in that area."

"We're not going to beat around the bush, there are a lot of wetlands in this area, and we take seriously our responsibility to make sure that those wetlands are protected. So, we're not going to hide them, it's going to be a public conversation and then ultimately how we protect them, we want open feedback from the public, from those who are concerned and from other stakeholders."

The port authority is seeking to improve the state's logistics system, boost manufacturing and exporting, and get more goods moving on rail rather than via trucks.

At the board's January meeting, supporters of the creation of the West Weber project area said it could help the county realize its vision there for the next half-century. Supporters have said the area has the potential for new jobs, a boost to the local economy, access to state

see UIPA page 15

Desire to work remotely tops leftover COVID-19 labor woes

Brice Wallace
Business Journal

More than four years after COVID-19 became a pandemic, and more than a year after the World Health Organization announced it was no longer a public health emergency of international concern, many companies are still plagued by its aftermath.

Coping with workplace issues in a post-pandemic environment was the topic of a recent forum for human resource leaders. Sean Monson, co-chair of the employment and labor section of law firm Parsons Behle & Latimer, said that the onset of COVID was "probably one of the most exciting and most difficult times for me as a lawyer" as he and others worked to digest thousands of pages of new statutes and inform their clients about them.

"But I thought after it was over, everything would go back to normal, right? ... And that's probably been the most surprising thing in my career, is that COVID was transformational from the employment relationship standpoint," Monson said at the event, co-hosted by PBL and ACG Utah.

Among the issues discussed by speakers are COVID's impacts transitioning from mask and vaccination requirements and paid leave to employees



Human resource leaders are still dealing with the aftermath of the COVID-19 pandemic more than four years after it began. Among the most common problems is getting workers to return to the office rather than continue to work from home.

working remotely or moonlighting, with one audience member saying an employee at their company was discovered working five jobs at once.

Perhaps employees' desire to work from home is the most practical impact, with workers' enjoyment of time flexibility conflicting with employers' longings for improved collaboration, produc-

see COVID-19 page 14

HIRING MANAGERS COP TO ASKING ILLEGAL INTERVIEW QUESTIONS

ResumeBuilder.com, an online resume templates and career advice source, has published a recent survey report examining the frequency of hiring managers posing unlawful questions during the hiring process. The report also provides insight into the types of questions these hiring managers commonly ask. The survey collected responses from 1,000 hiring managers in the United States.

According to the survey, 32 percent of hiring managers admit they knowingly ask illegal questions. Thirteen percent "frequently" or "often" pose these questions, 8 percent "sometimes" do, and 11 percent "rarely" do. However, the majority, — 69 percent — claim they "never" ask illegal questions. Additionally, among respondents, male hiring managers are more likely to knowingly ask illegal questions than their female counterparts.

"There are a variety of reasons why hiring managers will ask illegal questions, even though they know they are

see INTERVIEW page 13



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NEWS

South Valley Chamber names three 2024 Titan Award honorees

The South Valley Chamber of Commerce (SVC) has announced the honorees for its 2024 Titan Awards. Sandi Hendry, James E. Clarke and Keith B. McMullin will receive the award at a gala scheduled for Nov. 6 at the Grand America Hotel in Salt Lake City.

The SVC said the award is its highest honor and goes to “business and community leaders who have demonstrated their long-term commitment to the community by being actively engaged, giving back and making a significant positive impact.” Honorees were selected by the chamber’s executive committee and board of directors.

“The individuals being honored this year add to the remarkable tradition of past awardees known for their exceptional business minds and outstanding contributions to the community,” said Jay Francis, president and CEO of the South Valley Chamber. “Sandi, James and Keith exemplify excellence as both accomplished business leaders and dedicated, caring members of our community.”

“The annual Titan Awards offers the SVC a chance to acknowledge and celebrate leaders who have made a significant impact and difference in Utah,” said Rob Brough, South Valley Chamber board chairman and executive vice president at Zions Bank. “Our heartfelt gratitude goes out to our Titan Award honorees. Their leadership and contributions have made Utah a better place to both live in and conduct business.”

Hendry is the owner and founder of Minky Couture, a growing chain of retail outlets for blankets, robes and accessories. Originally from Orem, Hendry introduced

her unique blanket line after her hospitalized daughter asked for a “big baby blanket” to comfort her as she recovered from a long illness. Hendry currently runs six Utah stores with more than 250 employees.

Hendry began her career as a schoolteacher after receiving a degree from Brigham Young University. After 30 years in education, she worked in her husband’s title company before launching Minky Couture. In addition to her retail business, Hendry operates her Heart of Minky program that has donated thousands of Mini Minky blankets to newborn intensive care units nationwide.

Clarke is a founder, investor and operator of private and public companies on five continents with over 36,000 employees globally. He currently serves as the CEO of Clearlink, a company he founded in 2001, sold in 2011 and returned as CEO in 2021.

A graduate of BYU and Harvard Business School, Clarke holds an MBA from Oxford University. He serves on several boards of private and public companies, as well as regional and global nonprofit organizations. He serves as the honorary consul to the United Kingdom for the state of Utah and recently finished his tenure as the governor-appointed chair of the Board of Trustees for Utah Valley University.

Clarke’s family charity, the Labor and Honor Foundation, focuses on poverty alleviation, education and the arts. The foundation’s aim is that through its efforts, it will “improve the lives of others by giving back with humble thanksgiving for life’s many blessings.”

McMullin is the recently retired CEO and president of Deseret Management Corp., the for-profit arm of the The Church of Jesus Christ of Latter-day Saints. He sums up his perspectives on business, leadership and the needs of society, saying, “Business interests, the needs of families and challenges in society are uniquely tied together. A community grows stronger as business leaders and their enterprises unite in furthering the interests of all three. Such unity produces economic growth, productive workforces, wholesome families and vibrant communities.”

A former chair of the Salt Lake Chamber, McMullin serves on the Advisory Board of the David Eccles School of Business. He was a member of the Presiding Bishopric of The Church of Jesus Christ of Latter-day Saints from 1995 to 2012 and was the managing director of the church’s welfare and humanitarian activities. Earlier in his career, he worked for Ford Motor Co. and in several small businesses.

The SVC will also announce the 2024 Small Business of the Year at the Titan Awards event in November.

Pennant Group acquires Davis Co. home health and hospice provider

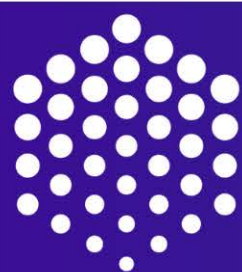
The Pennant Group Inc., an Eagle, Idaho-based group of affiliated home health, hospice, home care and senior living companies, has acquired South Davis Home Health and South Davis Hospice in Bountiful.

“This acquisition provides us with an opportunity to further expand in the state of Utah and will complement our agencies throughout central and northern Utah,” said Brent Guerisoli, CEO of Pennant. “We continue to be the provider of choice in these communities and this opportunity expands our ability to provide life-changing hospice services to residents of Davis County and its surrounding communities.”

“The South Davis Home Health and Hospice staff have touched so many lives, and we are thrilled to partner with

the team of skilled clinicians and compassionate caregivers from South Davis in delivering life-changing home health and hospice services to the residents of this community,” said John Gochnour, president and chief operating officer of Pennant.

Guerisoli said that Pennant continues to pursue opportunities to acquire home health, hospice and senior living businesses throughout the United States. Pennant is a holding company of independent operating subsidiaries that provide healthcare services through 112 home health and hospice agencies and 53 senior living communities located throughout Arizona, California, Colorado, Idaho, Iowa, Montana, Nevada, Oklahoma, Oregon, Texas, Utah, Washington, Wisconsin and Wyoming.



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Utah County financial merger: CCBank acquires Security Home Mortgage

Provo-based Capital Community Bank (CCBank) has acquired residential mortgage lender Security Home Mortgage, headquartered in Orem. Founded in 1999, Security Home Mortgage will become an independently operated sub-

siary division of CCBank.

"Today, we bring together two established Utah companies to better serve our clients in the financial services space," said Matt Field, CCBank's president and chief financial officer.

"CCBank and Security Home Mortgage are well-established Utah companies, and this partnership enables us to strengthen our market position to continue delivering industry-leading financial products, services and home mortgages to our friends, families and neighbors who entrust us with their financial well-being."

"Looking ahead, we are excited about the opportunities this acquisition presents. We are dedicated to leveraging the combined strengths of CCBank and SHM to innovate and enhance our product and service offerings, ensuring we remain at the forefront of the banking and mortgage industries to meet the diverse needs of our customers, partners and personnel," said Jon Chamberlain, president of Security Home Mortgage.

"CCBank and SHM are committed to a seamless transition of the business combination, ensuring that existing cus-

tomers continue receiving exceptional service without interruption," a joint press release said. "As a result of this business combination, SHM customers will gain access to CCBank's comprehensive array of commercial and personal lending and deposit products."

"This acquisition will be seamless for all involved, and we expect no impact on SHM's customers or personnel. We will maintain the excellent infrastructure SHM has in place and welcome all SHM personnel to the CCBank family with Jon Chamberlain and Charlie Green continuing their leadership of SHM, with Chamberlain continuing his role as president of SHM," said Field.

Founded in 1993, CCBank has branch offices in Salem, Provo, Orem, Pleasant Grove, Sandy and St. George. The bank ended 2023 with approximately \$871 million of total assets and \$127 million of equity capital.

Ogden cycling gear manufacturer sold to private investment co. PV3 Investments

Ogden-based ENVE Composites, a cycling equipment manufacturer best known for its carbon wheels, has been sold to PV3 Investments, a Utah-based private investment firm. The acquisition marks the end of nearly a decade of ownership of ENVE by Helsinki, Finland-based Amer Sports. Terms of the transaction were not disclosed.

PV3 Investments is led by principal Mark Hancock, a cycling enthusiast and co-founder of healthcare services company PACS Group, which raised \$450 million in an April IPO. In a press release, Hancock expressed confidence in the brand's current management and strategic direction.

"As a Utah native and cyclist, I believe in ENVE and have confidence in the direction the management team is taking the company. We are dedicated to maintaining ENVE's heritage as a local manufacturer and leader in composites technology while continuing the legacy and providing the necessary support for continued growth," Hancock said.

Founded in 2007, ENVE is a U.S. cycling brand with all-American manufacturing of wheels, components and bicycles. Amer Sports bought the brand in 2013 for a reported \$50 million.

"ENVE is uniquely positioned in the market, and we see PV3 as an excellent opportunity to take the company to the next level with a like-minded buyer who has confidence in our mission," said ENVE's CEO, Mike Stimola. "We are thankful to Amer Sports for its support over the past eight years that has enabled us to grow as a parts supplier to some of the world's leading cyclists."

ENVE operates from its 80,000-square-foot headquarters in Ogden, which includes its engineering, R&D, manufacturing, sales, marketing, customer service and finance teams, all of which will be maintained under the new ownership, according to the release announcing the sale.

Salt Lake City investment banking firm Crewe Capital advised PV3 Investments on the acquisition.

MWCRE releases its first-quarter 2024 commercial real estate report

Mountain West Commercial Real Estate (MWCRE) has released its "Q1 2024 Market Report" highlighting trends across retail, industrial, office and investment real estate sectors throughout the Intermountain West. Based in Salt Lake City, MWCRE has offices in Montana, Nevada, Idaho and throughout Utah.

Highlights of the 2024 report include:

- The retail market continues to thrive with vacancy rates at historic lows of 5.1 percent or below, supported by strong demand and sustained consumer spending. Most markets are seeing rent growth exceeding 5 percent year-over-year.

- In the industrial market, large buildings (100,000-plus square feet) dominate recent construction deliver-

ies and are experiencing higher vacancy (7.1 percent) compared to smaller buildings (under 100,000 square feet) with a 3.3 percent vacancy rate.

- The office market struggles with increased vacancies, especially in Las Vegas, Provo-Orem and Salt Lake City, all reporting over 10 percent. Stagnant rent growth continues, further exacerbated by uncertain economic forecasts. Reduced new construction deliveries offers relief to the supply side.

- Investment transaction activity in the first quarter remains down significantly relative to previous first quarters from 2019 to 2022, amid high debt costs and unclear federal rate cuts due to persistent inflation.

The full report can be viewed on MWCRE's website at mtnwest.com.

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CORPORATE FINANCIAL REPORTS

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

Zions

Zions Bancorporation NA, based in Salt Lake City, reported net earnings applicable to common shareholders of \$143 million, or 96 cents per share, for the first quarter. That compares with \$198 million, or \$1.33 per share, for the same quarter a year earlier.

Net interest income was \$586 million, down 14 percent. Loans and leases totaled \$58.1 billion, up 3 percent. Total deposits were \$74.2 billion, up 7 percent.

Zions operates in 11 western states.

"First-quarter results continued to reflect the adverse impact on net interest income of the bank failures a year ago, with taxable-equivalent revenue down 11.3 percent from the prior year," Harris H. Simmons, chairman and CEO, said in announcing the results. "We nevertheless saw incremental improvement in our net interest margin and earning asset growth, and adjusted operating expenses (which exclude an additional FDIC special assessment related to last year's bank failures) increased a modest 0.4 percent from last year's quarter.

"Although we experienced an increase in classified loans during the quarter, our commercial real estate portfolio continues to perform relatively well; classified loans in that portfolio increased only 7 percent, and we had a slight net recovery in previously charged-off CRE loans during the quarter. We continue to expect that ultimate realized loan losses will be very manageable over the remainder of the year, as indicated by annualized net charge-offs for the quarter which were a very low 0.04 percent of loans and leases."

Extra Space Storage

Extra Space Storage Inc., based in Salt Lake City, reported funds from operations attributable to common stockholders and unit holders of \$415.6 million, or \$1.87 per share, for the quarter ended March 31. That compares with \$289 million, or \$2.02 per share, for the same quarter a year earlier.

Net income attributable to common stockholders in the quarter totaled \$213.1

million, or \$1.01 per share. That compares with \$196.3 million, or \$1.46 per share, in the year-earlier quarter.

Revenues in the most recent quarter totaled \$799.5 million, up from \$503 million in the year-earlier period.

Extra Space Storage is a real estate investment trust that owns and/or operates 3,793 self-storage stores in 42 states and Washington, D.C., under the Extra Space, Life Storage and Storage Express brands. It is the largest operator of self-storage properties in the United States.

"We achieved positive year-over-year occupancy growth in the Extra Space and Life Storage same-store pools," Joe Margolis, CEO, said in announcing the results. "We have also continued to realize G&A savings and to expand our bridge lending and third-party management programs. Rental activity has been strong year to date and vacancies remain muted, which positions us well to maximize revenue during the 2024 leasing season."

Merit Medical

Merit Medical Systems Inc., based in South Jordan, reported net income of \$28.2 million, or 48 cents per share, for the quarter ended March 31. That compares with \$20.7 million, or 36 cents per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$323.5 million, up from \$297.6 million in the prior-year quarter.

Merit Medical Systems develops, manufactures and distributes disposable medical devices used in interventional, diagnostic, and therapeutic procedures, particularly in cardiology, radiology, oncology, critical care, and endoscopy. It has approximately 7,000 employees worldwide.

"We delivered better-than-expected revenue and financial results in the first quarter," Fred P. Lampropoulos, chairman and CEO, said in announcing the results. "Our constant currency, organic, revenue increased 7.0 percent year-over-year and our constant currency total revenue increased 9.3 percent, both of which exceeded the high-end of our expectations. ... We are pleased with the solid start to the fiscal year and remain confident in our team's ability to deliver continued strong execution, stable constant currency growth, improving profitability and solid

free cash flow generation in 2024."

Sportsman's Warehouse

Sportsman's Warehouse Holdings Inc., based in West Jordan, reported a net loss of \$8.7 million, or 23 cents per share, for the quarter ended Feb. 3. That compares with net income of \$11 million, or 29 cents per share, for the same quarter a year earlier.

Sales in the most recent quarter totaled \$370.4 million, down from \$379.3 million in the prior-year quarter.

The current-year period contains an extra week, compared with the prior year.

For the full fiscal year ended Feb. 3, the company reported a net loss of \$29 million, or 77 cents per share, which compares with net income of \$40.5 million, or \$1 per share, for the prior fiscal year. Sales in the most recent year totaled \$1.3 billion, down from \$1.4 billion in the prior fiscal year.

Sportsman's Warehouse Holdings is an outdoor specialty retailer.

"Despite lower-than-expected fourth-quarter sales, we were successful in reducing our excess inventory and ended the fiscal year in a significantly healthier inventory position," Paul Stone, president and CEO, said in announcing the results. "Our efforts to control costs and reduce excess inventory allowed us to generate free cash flow and exceed our internal debt reduction targets. These efforts, combined with more efficient inventory purchasing, will allow us to deliver the merchandise our customers need and expect for their outdoor adventures."

Varex

Varex Imaging Corp., based in Salt Lake City, reported net income of \$1.4 million, or 3 cents per share, for the fiscal second quarter ended March 29. That compares with \$4.1 million, or 10 cents per share, for the same quarter a year earlier.

Revenues in the most recent quarter totaled \$206.2 million, down from \$228.2 million in the year-earlier quarter.

Varex designs and manufactures X-ray imaging components, which include X-ray tubes, digital detectors and other image processing solutions that are components of X-ray imaging systems. It has about 2,300 employees in North America,

Europe and Asia.

"Revenue of \$206 million in the second quarter was in line with guidance, but down year-over-year primarily due to lower sales to our customers in China," Sunny Sanyal, CEO, said in announcing the results. "Sales in the first half of fiscal 2024 were as expected, but we are lowering our expectations for the second half of the fiscal year due to continued softness in our medical segment, particularly in China."

Medallion Bank

Medallion Bank, an industrial bank based in Salt Lake City, reported net income of \$14.5 million for the first quarter. That compares with \$21.4 million for the same quarter a year earlier.

Net interest income was \$48.2 million, compared to \$44.3 million in the prior-year quarter. The total loan portfolio grew 12 percent during the past year. Total assets were \$2.3 billion at March 31.

Medallion Bank provides consumer loans for the purchase of recreational vehicles, boats and home improvements, along with loan origination services to fintech strategic partners.

"We continue to be pleased with our earnings, growth and credit quality," Donald Poulton, president and CEO, said in announcing the results. "Net interest income growth of 9 percent over the prior-year quarter followed from our asset growth. Loan losses reflected the seasonality of our consumer lending business, starting relatively high early in the quarter and falling late in the quarter as delinquency declined from the December peak."

FinWise

FinWise Bancorp, based in Murray, reported net income of \$3.3 million, or 25 cents per share, for the first quarter ended March 31. That compares with \$3.9 million, or 29 cents per share, for the same quarter a year earlier.

Loan originations were \$1.1 billion, compared with \$900,000 for the first quarter of the prior year. Net interest

see EARNINGS page 10

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NEWS

Intermountain Health opens kidney transplant clinic catering to Spanish speakers

Salt Lake City-based healthcare company Intermountain Health has opened the first clinic of its kind in the Intermountain West that is designed specifically to support Spanish-speaking patients undergoing kidney transplantation. The new Intermountain Clinica Hispana de Riñon at Intermountain Medical Center in Murray offers culturally comprehensive care, where providers address patients in their native language and are trained to support patients' cultural needs and educational styles.

Pre-transplant patients receive education and evaluation by all providers in Spanish, including meeting with bilingual providers in nephrology, surgery, social work, coordination, finance and nutrition.

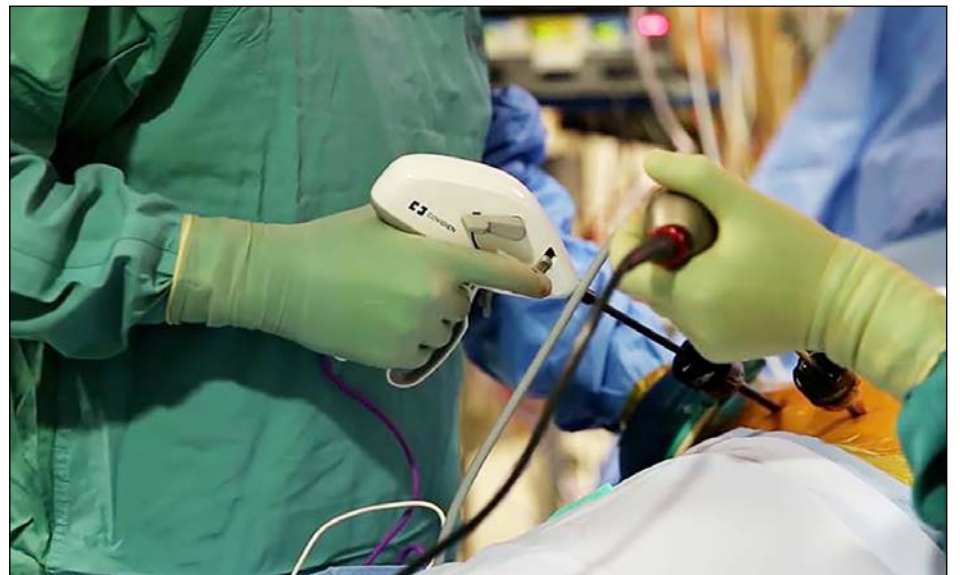
"Programs like this are quite rare in the United States," said Dr. Ivan Zendejas, an Intermountain Health transplant surgeon. "We are happy to offer this muchneeded service to our patients."

"Our vision for the clinic is to help bridge the gap between the medical

community and the Latino community and help our patients feel more comfortable when trying to maneuver the complicated transplant world," said Dr. Alan Contreras, transplant surgeon for Intermountain Health's abdominal transplant program at Intermountain Medical Center.

Patients who receive medical information in their preferred language are more likely to understand and participate fully in decisions about their care, according to research cited by Intermountain. Intermountain Health Transplant Services caregivers spearheaded this project, recognizing there are many misconceptions about transplantation and the donation process in Spanish-speaking communities and that some information may get lost in translation.

"Patients have told me they can finally understand their healthcare," said Anna Petersen, physician associate for Intermountain Health. "They also tell me they feel empowered because they and their family totally understand what is happening with their transplant."



Surgeons perform a kidney transplant operation at the new Clinica Hispana de Riñon at Intermountain Medical Center in Murray. Providers at the clinic address patients in their native language and are trained to support patients' cultural needs and educational styles.

"Receiving information about my surgery in my native language, gave me so much confidence," said Luis Campos, a liver and kidney transplant patient. "All my questions were answered, I was reassured, and my mind was put at ease."

Intermountain Health Transplant Services also offers a clinic for Spanish-speaking patients post-transplant where they meet with a nephrology provider and pharmacist who speak with them in their native language to help complete a successful transplant journey.



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Work Daze

Sleepwalking your way to the top

You've heard it all before. If you want to get ahead in your career, you have to work hard.

Well, how has working hard worked out for you?

I thought so.

The sad fact is that success doesn't come from working hard. It comes from sleeping hard. It's true! Without adequate sleep, you are condemned to spend your work days in zombie mode, too drowsy to take advantage of those rare moments that can turbocharge a career, such as the opportunity to kiss up to your manager or tattletale on your closest work friends.

And how many at your job are sleepwalking through their careers? A lot more than you think.

According to the Nosey Norberts at Gallup, 57 percent of U.S. adults want more sleep. That's up from 43 percent in 2013. Also up — the percentage of people who don't get the minimum daily requirement of eight-plus hours and

the number of people who report getting five hours or less.

What Gallup doesn't report is the opportunity to leapfrog your sleep-deprived co-workers. Considering that sleeping is your superpower, you may be hiding your light under a bushel. Or under a duvet.



BOB GOLDMAN

What will it take to supersize your sleep? Let me tuck you in with these three tips:

No. 1: Sleeping at home won't cut it.

Home is where the heart is. It's also where your stuffies are. Just crank up the volume of your Sleep Number bed to 11 and off to dreamland you go. This assumes, of course, that you pay no attention to your partner, your children, your chores, the latest episode of "Love Island" and the late-night demands of your pets (Pro tip: The perfect pet for a power-sleeper is a sloth.)

But sleeping at home alone is not

enough. You also have to sleep at work.

Many people are lucky enough to have a mind-numbing job or a boring boss — or both — but if you are not so advantaged, you will have to create "Sleepopportunities," so that when everyone else is on, you can doze off.

Your first step is to find a comfy hidey-hole where you can slip away for a quick snooze without fear of discovery. Focus your search on a location that everyone else in the company wants to avoid. Top of the list, of course, is the human resources department.

The demented drones in HR are so worried about being replaced by AI chatbots that you can crawl under any desk, roll out your blankie, turn up your favorite lullaby playlist and snore away the afternoon, without ever being noticed.

No. 2: Sleepcize is the secret to business success.

You already have an exercise program. Now you need a Sleepcize program.

According to the Mayo Clinic, exercise sends oxygen and nutrients to your tissues and helps your cardiovascular system work more efficiently. According to me, Sleepcize fills your brain with dreamy dreams and turns your cardiovascular system to snooze mode.

The first step is to evaluate how much extra sleep you will need. If your co-workers are sluggish and listless, you may only need an extra two or three hours of sleep during the workday. If your company is full of hard-chargers, you will need to power sleep throughout most of the day.

With your daily sleep goal estab-

lished, make sure you keep a pillow jammed into your backpack or briefcase. It will make naptime more comfy-cozy and make it look like you are taking tons of work home. Your favorite stuffie will happily live in your bottom desk drawer; but be sure to rotate. That way you won't always have to tell Peter Panda he can't come to the office today.

Above all, avoid caffeine. It's not a problem with office coffee, but a \$12 Mocha-Frappa-Eggplant-Spice is difficult to resist. A viable alternative is the Triple Melatonin Latte. One sip and you'll be out cold.

No. 3: Never forget what you're sleeping for.

Your extra hours of sleep aren't designed to impress the people from Gallup. It's to give you the energy to take advantage of opportunities to sabotage your best friends at work and look like you're working at highly visible times of the day. Like in the morning, when everyone else is rubbing the sleep from their eyes, you're bright-eyed and bushy-tailed. And at the end of the day, when even your most motivated co-workers are eyeing the clock, you're on fire — peppering the management team with emails and burning up the office Slack.

Which is why I never start the day saying, "Good morning."

I say, "Nighty-night."

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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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. The submission deadline is one week before publication.

ASSOCIATIONS

• The **Murray Chamber of Commerce** has moved to a new address inside Indie Square at 141 E. 5600 S., Suite 300, Murray. The chamber will have an open house to showcase the new space and share its vision for the future on May 31, 10 a.m.-2 p.m.

DIVIDENDS

• The board of directors of **Medallion Bank**, a Salt Lake City-based industrial bank, has declared a quarterly cash dividend of 50 cents per share on the bank's fixed-to-floating rate non-cumulative perpetual preferred stock, Series F. The dividend is payable July 1 to holders of record June 15. Medallion Bank specializes in providing consumer loans for the purchase of recreational vehicles, boats and home improvements, along with loan origination services to fintech strategic partners.

• The board of directors of **Clarus Corp.**, based in Salt Lake City, has confirmed the company's regular quarterly cash dividend of 2.5 cents per share. The dividend will be paid May 20 to stockholders of record May 10. Clarus designs, develops, manufactures and distributes outdoor equipment and lifestyle products.

ECONOMIC INDICATORS

• **Three Utah metro areas** are in the top 10 of a list of **most affordable metro areas for renters**, compiled by **Creditnews Research**. The study measures rental affordability by factoring in the average rent relative to household income in each of the top 100 metro areas. **Ogden-Clearfield** is No. 8, with an income figure of \$7,717 and average rent of \$1,696. **Salt Lake City** is No. 9, with an income figure of \$7,658 and rent of \$1,693. **Provo-Orem** is No. 10, with an income figure of \$7,974 and rent of \$1,769. Nationally, the study indicated that the average household can afford rent in 73 of the top 100 metro areas. The most affordable metro area for renters is Des Moines/West Des Moines, Iowa. The least-affordable on the list is the Miami, Fort Lauderdale and Pompano Beach area of Florida. Details are at <https://creditnews.com/research/the-most-and-least-affordable-metro-areas-for-renters-in-2024/>.

• **Salt Lake City** is ranked No. 41 on the "**2024 City Clean Energy Scorecard**," a report from the **American Council for an Energy-Efficient Economy**. It ranks 75 of the largest U.S. cities on energy efficiency and reducing greenhouse gas emissions and identifies the best-performing cities, the most improved, and those with substantial room for improvement, with recommendations for making progress. Salt Lake City fell seven positions from the most recent previous report and is No. 40 out of 57 cities in a group of large metro areas. Salt Lake City performed best in the community energy infrastructure category and has the most room to improve in the community-wide initiatives category. The top-ranked city overall is San Francisco. The No. 75 city is Akron, Ohio. Details are at <https://www.aceee.org/city-clean-energy-scorecard>.

• **Park City, Cedar City and Bountiful** are on a list of 150 "**Ultimate White Picket Fence Lifestyles**" locations for single people considering matrimony, compiled by **DatingNews.com**. Park City is No. 13, Cedar City is No. 86 and Bountiful is No. 112. The top-ranked location is Greenville, South Carolina. Details are at <https://www.datingnews.com/industry-trends/white-picket-wishes-survey/>.

• **Utah** is ranked No. 2 on a list of states where people are **least prepared for coping with catastrophic weather conditions**, compiled by **ServiceMaster Restoration by Zaba**. It commissioned a survey of 3,000 respondents nationwide to gauge the level of preparedness among households for coping with catastrophic weather conditions. Utah's 47 percent is second-lowest in the nation, behind only Washington's 44 percent. The national figure is 69 percent. The highest figure is in Idaho, at 80 percent. Details are at <https://www.servicemasterbyzaba.com/blog/disaster-preparedness-survey/>.

GOVERNMENT

• The **Utah Department of Commerce** has appointed **Dr. Zachary Boyd** as the director of the newly established **Office of Artificial Intelligence Policy**. Boyd has a background in artificial intelligence and machine learning. He is a faculty member at Brigham Young University's mathematics department, where he teaches applied and computational mathematics. Boyd's research lab focuses on artificial intelligence, machine learning and mathematical modeling in social science applications such as psychology, econom-

ics and social networks. Before working at BYU, Boyd was a postdoctoral research associate at the University of North Carolina at Chapel Hill, an NDSEG Fellow at UCLA, a research associate at Los Alamos National Laboratory, and a Presidential Scholar at BYU. The Office of Artificial Intelligence Policy will consult with businesses, academic institutions and other stakeholders to facilitate dialogue on potential regulatory proposals. The goal is to develop a regulatory landscape that fosters innovation and safeguards public safety.

• Gov. Spencer Cox has named **Dan Bokovoy** to the **Board of Pardons and Parole**. The position resulted from the



Dan Bokovoy

retirement of former BOPP Chair Carrie Cochran. Bokovoy is an assistant attorney general in the Utah Attorney General's Office, serving as general counsel for the Department of Corrections, a position he's held since 2018. Prior to that, he was an assistant district attorney for the Salt Lake County District Attorney's Office, deputy county attorney at the Uintah County Attorney's Office, and a law clerk/bailiff at the Utah County Sheriff's Office. His education includes a master's degree from the University of Utah and a J.D. from the S.J. Quinney College of Law at the University of Utah.

• An updated online tool called the **Utah Healthy Places Index** allows Utahns to research the overall health of their communities based on factors such as education, housing, or clean air. The **Utah Department of Health and Human Services** launched the 2.0 version of the index in April. The updated tool breaks down data on factors that impact a person's health by neighborhood and helps community leaders understand how different neighborhoods experience these conditions. It also includes evidence-based resources that leaders can use to find ways to make their communities healthier. The new version includes updated data using 2020 census geographies, more than 30 new information layers, and a tool to compare different time periods. The Utah Healthy Places Index tool was developed by the DHHS Office of Health Promotion and Prevention in partnership with the Public Health Alliance of Southern California, creators of the California Healthy Places Index. Nearly 100 partners from industries

across Utah provided input on what data and policies were important to include to customize the tool for Utah communities. The tool is available at <https://dhhs.utah.gov/utahhpi/>.

• **ISI VidMobile**, a Willard-based company offering mobile security solutions, has signed a five-year contract to supply solar-powered mobile security units to the state of Utah. Established in 1997, the company offers a surveillance system for government and business that operates entirely on solar power, without the need for external power or Wi-Fi connectivity.

HEALTHCARE

• **Dr. Howard McLeod** has been named to the Clinical Advisory Board of



Howard McLeod

DoseMe, an Australian company that uses smart technology to individualize medical doses. McLeod is an expert in precision medicine, having made novel contributions at the discovery, translation, implementation and policy levels. He is the director and professor at the Utah Tech University Center for Precision Medicine and Functional Genomics and a precision medicine advisor at the Geriatric Oncology Consortium.

• **Altitude Lab**, an incubator focused on early-stage life science and healthcare companies, and the **U.S. Small Business Administration** have announced **Horizon**, a commercialization program to connect startups to distributors, biopharma partners and strategic investors in major biotech hubs nationwide, by providing education on deal structures while driving awareness of Altitude Lab's resident startups. The program is funded by a stage-one Growth Fund Accelerator Grant, which the SBA awarded to Altitude Lab and 60 other incubator and accelerator programs across the country. To help connect and drive Horizon forward, Altitude has formed initial partnerships with industry leaders, including Wilson Sonsini Goodrich and the Utah Innovation Fund, to support its launch this fall.

INTERNATIONAL

• Applications are being accepted until July 1 for businesses interested in participating in a governor-led trade mis-

see BRIEFS next page

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from previous page

sion to Seoul, South Korea, and Tokyo, Japan, taking place Sept. 24-Oct. 5. The **Governor's Office of Economic Opportunity** and **World Trade Center Utah** are organizing the trade mission. The Utah delegation will be organized around two industry tracks. Utah companies and organizations in the manufacturing, aerospace and defense industries, as well as the life sciences and innovation sectors, are being encouraged to apply to join the delegation. The trade mission will consist of meetings with key government officials and business organizations, networking receptions, business-to-business matchmaking opportunities through the U.S. Commercial Service's Gold Key service, and a few cultural activities. The \$4,000 participation fee per person includes local transportation, networking receptions and most meals. Participants will separately cover their own airfare and lodging. Details are at <https://www.wcutah.com/tradeevents/japan-south-korea-trade-mission-2024>.

INVESTMENTS

- **Blackrock Neurotech**, a Salt Lake City-based company focused on precision electrode technology that allows users to see, hear, feel and move again, has received a \$200 million investment from **Tether**, a cryptocurrency company, through its newly formed venture division Tether Evo. With the investment, Tether is now the majority stakeholder in Blackrock Neurotech. The \$200 million investment will primarily fund the commercialization and roll-out of Blackrock Neurotech's medical solutions and further boost Blackrock Neurotech's research and development efforts. Through Blackrock Neurotech's brain interface technology, patients have operated robotic arms, maneuvered wheelchairs, sent messages, surfed the web and even driven a car, all with just the power of their thoughts.

NONPROFITS

- **Bicycle Collective**, a nonprofit that refurbishes bikes for those in need, has opened a new Salt Lake City headquarters at 325 W. 900 S., in the Granary District of Salt Lake City. The 19,000-square-foot facility features a retail space, a repair shop, and areas for community workshops.

OUTDOOR RECREATION

- **Black Desert Resort Golf Course**, St. George, has named **Colby Cowan** as the general manager. Cowan will oversee club operations, including golf, agronomy, golf-related food and beverage, and marketing. He will also play a key role in planning and executing the upcoming



Colby Cowan

Black Desert Championship this fall and an LPGA Tour tournament in 2025. Cowan has more than 30 years of experience in the Utah golf industry, most of it in Southern Utah. He most recently served as director of golf operations for St. George City, a position he has held since 2012. Prior to that, he served as the head golf professional at Sand Hollow Golf Course in Hurricane, as the director of golf at The Ledges Golf Club in St. George, as head golf professional at Coral Canyon in Washington, and as an assistant professional at Bloomington Country Club and Cedar Ridge. Cowan earned a Bachelor of Arts degree in business administration from Southern Utah University.

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PHILANTHROPY

- **The Good and the Beautiful**, a Lehi-based company creating educational resources and materials that uplift and inspire, has kicked off its free Summer Reading Program, a nationwide initiative promoting a love for wholesome literature among children, by distributing 100,000 free books to young readers across the country.

- **SadieB**, a personal care brand dedicated to inspiring girls while supporting mental hygiene, kicked off Mental Health Awareness Month by teaming up with **Huntsman Mental Health Foundation** to provide support to young girls who are facing mental health challenges in their daily lives. Through the partnership, SadieB pledged to donate 1 percent of its annual revenue to the foundation to benefit the West High School Clinic, a school-based health center in Salt Lake City. The clinic addresses the physical, mental, and behavioral health needs of students aged 12-19 and is staffed by University of Utah employees. SadieB will also provide its products to the clinic alongside future Huntsman Mental Health Foundation events and programs. Beginning May 1, online shoppers can round up their purchases on SadieB.

co to support the foundation. As part of the program, the foundation and SadieB have also launched a "Text to Give" campaign in which people can text "SadieB" to 50155 to support SadieB's campaign to bring awareness to mental health and support in expanding high school mental health clinics.

REAL ESTATE

- **VanTrust Real Estate**, a Kansas City-based real estate development company, has completed its purchase of the **Salt Lake Lumber Building**, which will be converted to contemporary office space. Located at 205 N. 400 W., the three-story, 26,997-square-foot brick building was built in 1909. It was built as the Morrison-Merrill Lumber Co. office. Demolition and interior renovation are expected to start this summer, with project competition early next year.

RECOGNITIONS

- The **Utah Chapter of CCIM** has named **Nathan Ricks**, co-founder of Stack Real Estate, as this year's Excellence Awards Hall of Fame award recipient. The honor recognizes an institution or



Nathan Ricks

individual that has had a dramatic and valuable influence on the Utah commercial real estate market. Ricks began his career in network marketing in 1989 with Nu Skin. In 2000, he and partner Steve Peterson started development on Millrock Park, a project in Holladay. In 2006, he began developing with his son-in-law, Andrew Bybee. Along with their partners, they pioneered Class A office at Thanksgiving Park and Thanksgiving Station. In 2015, Ricks and Bybee founded Stack Real Estate to build, own and operate these and future projects in the heart of Silicon Slopes and along the Wasatch Front. Some of those projects include Sandy Towers, SoJo Station in South Jordan, North Slope at Traverse Mountain, Younique Headquarters, Saprea Headquarters, North Farmington Station, Clearfield Station and the Rose Garden in Bluffdale.

- **David W. Wetter** has been awarded the **Society of Behavioral Medicine Senior Investigator Award for Outstanding Contributions to Cancer Prevention and Control**. Wetter



David Wetter

is senior director for cancer health equity science at Huntsman Cancer Institute, director of the Center for Health Outcomes and Population Equity, and a Jon M. and Karen Huntsman Presidential Professor in the department of population health sciences at the University of Utah. This award recognizes individuals in the field of cancer who have made remarkable achievements in cancer

prevention and control. Wetter's work has focused on groundbreaking strategies aimed at erasing gaps in cancer healthcare. Some of his many accomplishments include contributions in evaluating nicotine replacement therapy, studying the impact of smoking on sleep disorders, implementing healthcare system changes for treating tobacco use, and innovating mobile health approaches for addressing cancer risk behaviors among disadvantaged populations. Through the Center for HOPE, Wetter has also established vital connections between researchers and community entities.

RESTAURANTS

- **The Cheesecake Factory** will open at University Place in Orem on July 2. It plans to hire nearly 300 staff members. The company owns and operates 336 restaurants throughout the United States and Canada under brands including the Cheesecake Factory, North Italia and a collection within its Fox Restaurant Concepts business.

RETAIL

- **Beyond Inc.**, a Midvale-based owner of online retail companies Bed Bath & Beyond, Overstock and Zulily, has made several executive changes. They include hiring **Guncha Mehta** as chief digital and information officer, **Stacey Shively** as chief merchandising officer at Bed Bath & Beyond, and **Angela Minor** as chief marketing officer at Bed Bath & Beyond, and appointing **Deb Bollom** as chief merchandising officer at Overstock. Mehta held various senior leadership roles at Madison Square Garden, Avis Budget Group and The Children's Place before joining Party City Holdings as senior vice president/chief information officer in 2021. Shively joins the company from The Container Store, where she was chief merchandising officer. Prior to that, she was at Bed Bath & Beyond and held merchant leadership roles at JCPenney, Fingerhut/Bluestem Brands and Dollar Tree, and began her career at Target. Minor's strategy and retail marketing experience includes holding leadership positions at Michael's, Pier 1, Sears, Kmart and most recently as chief marketing officer for specialty retailer Conn's HomePlus. She started her career in consulting with McKinsey & Co. Bollom has been promoted from her previous role as chief merchandising officer for Bed Bath & Beyond. She also has more than 25 years of prior merchandising experience at Target.

- **Sportsman's Warehouse Holdings Inc.**, a West Jordan-based specialty outdoor retailer, has announced that its board of directors will be reduced from nine to six members. The move follows the resignations of board members Erica Fortune, Gregory P. Hickey and Philip

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EARNINGS

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income was \$14 million, compared with \$12.1 million a year earlier.

FinWise is the parent company of FinWise Bank.

“We are pleased with the first quarter’s robust loan originations and encouraging credit quality performance, which highlights the resiliency of our differentiated business model,” Kent Landvatter, CEO, said in announcing the results. “We also remained laser-focused on executing our strategic initiatives during the quarter as we announced new lending and payments agreements, continued to build out our Payments Hub and BIN Sponsorship platform and deepened our executive bench.

“In addition, given our strong balance sheet and earnings power, we announced a new share repurchase program. We remain on track to deliver on our target to further diversify our business model, which we expect will continue to enhance the company’s long-term growth.”

Clarus

Clarus Corp., based in Salt Lake City, reported net income of \$21.9 million, or 57 cents per share, for the first quarter ended March 31. That compares with \$1.6 million, or 4 cents per share, for the same quarter a year earlier.

Sales in the most recent quarter totaled \$69.3 million, down from \$70.3 million in the year-earlier quarter.

Clarus designs, develops, manufactures and distributes outdoor equipment and lifestyle products. The brands include Black Diamond, Rhino-Rack, MAX-TRAX and TRED Outdoors.

The year-ago figures include the impact of discontinued operations. In December, Clarus announced the sale of its Precision Sport segment for \$175 million.

“We entered 2024 with a strong balance sheet and an experienced leadership team focused on initiating our strategic

plan for our next phase as a pure-play, ESG-friendly outdoor business,” Warren Kanders, executive chairman, said in announcing the results. “We are pleased with our execution in the first quarter, prioritizing simplification and right-sizing in Outdoor, along with the launch of compelling new products and expansion beyond the home market in Adventure. Based on our results to date, we have reaffirmed our full-year guidance and believe we have laid the foundation to drive increased profitability and unlock new growth opportunities going forward.”

LifeVantage

LifeVantage Corp., based in Lehi, reported net income of \$1.7 million, or 13 cents per share, for the fiscal third quarter ended March 31. That compares with \$1 million, or 8 cents per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$48.2 million, down from \$53.7 million in the year-earlier quarter.

LifeVantage formulates and sells nutrigenomic activators, dietary supplements, nootropics, pre- and pro-biotics, weight management, skin and hair care, bath and body, and targeted relief products. It also markets and sells a pet supplement, energy drink mixes and a weight management system.

“We were very pleased with our improved profitability in the third quarter, reflecting continued progress with our LV360 strategic transformation,” Steve Fife, president and CEO, said in announcing the results. “While the operating environment remains challenging, particularly on the top line, we continue to execute well against our strategic priorities and remain confident in our ability to drive long-term value for stockholders as our LV360 transformation plan continues to gain traction.”

Weave

Weave, based in Lehi, reported a net loss of \$7.2 million, or 10 cents per share, for the first quarter ended March 31. That

compares with a loss of \$7.9 million, or 12 cents per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$47.2 million, up from \$39.6 million in the year-earlier quarter.

Weave offers a customer experience and payments software platform for small and medium-sized healthcare businesses.

“Weave delivered another terrific quarter, providing a strong start to the year with solid top-line performance and sig-

nificant improvements in gross and operating margin and adjusted EBITDA (earnings before taxes, interest, depreciation and amortization),” Brett White, CEO, said in announcing the results.

“Achieving greater than 70 percent non-GAAP gross margin for the first time is a significant milestone for Weave. These results underscore the market’s demand for our vertically tailored software and payments platform and our continued efforts to improve efficiency.”

BRIEFS

from page 9

C. Williamson prior to the company’s annual meeting of stockholders, taking place May 30. The company said the board reduction is “in-line with our stated focus on managing our expense structure and rightsizing all elements of the organization.”

SERVICES

• **Diversify Advisor Network**, a Sandy-based privately held, full-service independent wealth management firm, has launched a new **Retirement Plan Advisory Services** program. This program is available to advisors across the network and leverages the expertise of Todd Nuttall and David Gardner, who merged their firm, Caliber Wealth Management, into Diversify earlier this year. Through the new program, Diversify’s advisors can take advantage of Diversify’s retirement plan advisory approach to provide services to their business-owner clients who are responsible for 401(k) and other qualified plans. They can also help plan participants with more than just their retirement plan assets.

TECHNOLOGY

• **LVT** (LiveView Technologies Inc.), an American Fork-based com-



Mark Cranney

pany focused on customizable mobile surveillance solutions, has appointed **Mark Cranney** as chief revenue officer. Cranney will oversee the expansion of the company’s go-to-market strategy and operations.

Cranney comes to LVT and Utah after 20 years in Silicon Valley. His experience includes serving as current board member at Teal Communications, chief operating officer at Skydio, chief operating officer at SignalFx (acquired by Splunk), operating partner at Andreessen Horowitz, leading worldwide field operations for Aster Data Systems (acquired by Teradata), leading worldwide field operations for Opsware (acquired by Hewlett-Packard), and vice president of Americas at PTC.

• **Awardco**, a Lehi-based software company focused on employee recognition and rewards, has appointed **Chantale Callingham** as vice president of client success. Callingham has more than 12 years of leadership experience in roles at several global HR technology organizations, most recently serving five years at O.C. Tanner, culminating as director of client success.



Chantale Callingham

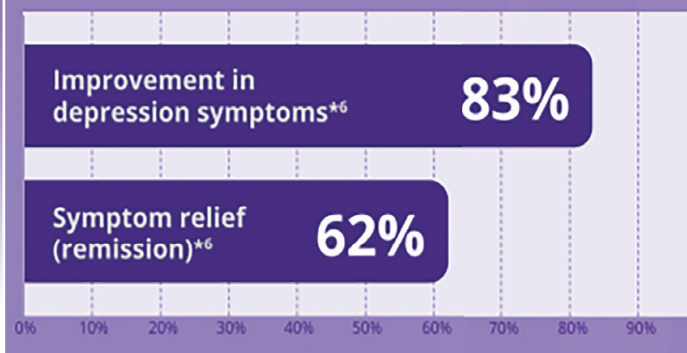
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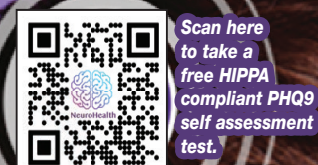


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Outcomes Registry data was published by Sackeim HA, et al. J Affective Disorders, 2020, 277(12):65-74. The outcomes reported represent the subset of study patients for which the CGI-S data was reported before and after an acute course of NeuroStar TMS. Patients were treated under real-world conditions where patients may have been prescribed concomitant depression treatments including medications. “Measurable relief” was defined as a CGI-S score <=3 and “complete remission” was defined as a CGI-S score <=2 at the end of treatment.



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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. The submission deadline is one week before publication.

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.; Career Awareness with Hill AFB 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; and Catalyst Accelerator Ogden Alumni Demo Day on May 16, 2-5 p.m. All events take place at Ogden Union Station, 2501 Wall Ave., Ogden, unless otherwise noted. Registration can be completed at 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 \$235 for members and \$295 for nonmembers through May 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>.

May 14, 7:15-9 a.m.

Breakfast Speaker Series, an ACG (Association for Corporate Growth) Utah event featuring a corporate capital panel moderated by Spence Hoole of IMA and including panelists Adam Swerdlow, The Chosen; and Kurt Workman, Owlet Baby Care. Location is Willow Creek Country Club, 8505 Willow Creek Drive, Sandy. Free for members, \$40 for nonmembers. Details are at <https://www.acg.org/utah/events/utah-may-2024-breakfast-speaker-series>.

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

2024 Zions Bank Wasatch Back Economic Summit, presented by the Park City Chamber of Commerce & Visitors Bureau, the Heber Valley Chamber of Commerce, Heber City, Wasatch County, Summit County and Park City Municipal. Keynote speaker at 8:15 a.m. is Robert Spendlove of Zions Bank providing an overview of current economic conditions and a look-ahead at the opportunities and challenges for 2024 and beyond. Elected officials panel at 12:45 a.m. features Tana Toly, Park City mayor pro tem; Heidi Franco, Heber City mayor; Erik Rowland, Wasatch County Council member, and Malena Stevens, Summit County Council member. Event also features breakout sessions. Location is Summit Hotel in Canyons Village, 4000 Canyons Resort Drive, Park City. Details are at visitparkcity.com/wbes/.

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.

May 14, 10-11 a.m.

"What's Your Brand?" a Women's Business Center of Utah event featuring a free professional headshot. Location is 201 S. Main St., No. 2300, Salt Lake City. Free. Details are at wbcutah.org.

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 14, 9-10:30 a.m.

"AI Tools & Apps for Business," a Small Business Development Center event that takes place online. 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 \$125. Details are at 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.

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 davis-chamberofcommerce.com.

May 15, noon-1 p.m.

"Walkable Wednesday: The Station at Millrace," a ULI (Urban Land Institute) Utah event. The 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, noon-1 p.m.

"Solve the Business Puzzle: Tax-Savvy Business Entities: Strategies for Success," a Women's Business Center of Utah event. Speaker Michelle Cook, partner at Carter Cook CPAs, will discuss the intricacies of business entity selection, focusing specifically on organizing a business to optimize tax savings. Event takes place online. Details are at wbcutah.org.

May 15, 3:30-6:30 p.m.

"Community Career Fair: Uniting Talent with Opportunity," a Davis Technical College event featuring more than 50 businesses ready to hire. Applicants also can attend a free "Tips for Career Fair Success" workshop, 11:15-11:45 a.m. Location is Davis Technical College, 550 E. 300 S., Kaysville. Registration for the workshop can be completed at davistech.edu/calendar/career-fair.

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.

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.

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

Chamber Luncheon, a Point of the Mountain Chamber of Commerce event that is a legislative wrap-up. Speakers are state Reps. Cory Maloy, Kay Christofferson and Jefferson Moss, and Sens. Heidi Balderree and Daniel McCay. Location is Gyvr Hub, 1657 N. State St., Lehi. Details are at thepointchamber.com.

May 16, noon-2 p.m.

Mental Health Town Hall, presented by Silicon Slopes and Promise2Live. Speakers are Dr. Dave Morgan, psychologist and director of mental health awareness for Silicon Slopes; Brandy Vega, founder of Promise2Live; Coz Green, author, publisher, major league sports announcer, emcee and voiceover talent; Ganellyn Condie, speaker and best-selling author; and Jennifer Morris, author of *I Will Be With You Always*. Location is Silicon Slopes, 2600 W. Executive Parkway, Suite 140, Lehi. Details are at <https://app.siliconslopes.com/events>.

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 byums.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.

May 20-22

2024 Utah Aeronautics Conference, a gathering for pilots, airplane mechanics, airport managers and engineers, transportation planners, aviation students, community advocates, policymakers, 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 \$175. Details are at <https://utahaero.com/>.

May 20-22

"Transform Your Business with AI: Create Your AI Vision, Strategy &

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Roadmap, an AI Mavericks event featuring speakers, case studies and workshopping. Location is Salt Lake City. Cost is \$2,499. Details are at <https://aimavericks.ai/join/?ref=newsroom.siliconslopes.com>.

May 21

Construction Opportunity Fair, focused on Texas Instruments' Lehi manufacturing facilities. Open to construction and facility sustaining services suppliers, vendors and subcontractors. Session 1 is 9:30-11:30 a.m.; Session 2 is 1:30-3:30 p.m. Location is Associated General Contractors of Utah, 2207 S. 1070 W., Salt Lake City. Registration can be completed at [Eventbrite.com](https://eventbrite.com).

May 21, 11 a.m.-1 p.m.

"Sorry, Am I Apologizing Too Much?" a Business Women's Forum event. Speaker Paige Frame will discuss the dangers of over-apologizing, the importance of assertive language, and how to communicate with confidence. Location is Ken Garff University Club, Rice-Eccles Stadium 451 S. 1400 E., Salt Lake City. Details are at slchamber.com.

May 21, 11:30 a.m.-1 p.m.

Leadership Luncheon, a Cache Valley Chamber of Commerce event. Location in The Riverwoods Conference Center, 615 Riverwoods Parkway, Logan. Cost is \$25 for members and \$32 for nonmembers registered online, \$28 for members and \$35 for nonmembers not pre-registered. Details are at cachechamber.com.

May 21, 11:30 a.m.-1 p.m.

Professional Development Series, a ChamberWest event. Speaker Craig "Hypr" Andrie, retired U.S. Air Force colonel, will discuss "Taiwan, China, and the Threat of War." Location is Embassy Suites, 3524 S. Market St., West Valley City. Cost is \$25 for members by May 16, \$35 for nonmembers or members after May 16. Details are at chamberwest.com.

May 22, 5-7 p.m.

"Connect After Hours," a South Valley Chamber of Commerce event. Location is Kona Grill, 13252 S. Teal Ridge Way, Riverton. Cost is \$15 for members, \$25 for nonmembers. Details are at southvalleychamber.com.

May 22, 6-7 p.m.

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

May 23

Crossroads of the World International Trade Summit, a World Trade Center and Zions Bank invitation-only event featuring information on market diversification, supply chain resilience, and global monetization and economic trends. Location is Grand America Hotel, 555 S. Main St., Salt Lake City. Details are at <https://www.wtcutah.com/tradeevents/crossroads-of-the-world-international-trade-summit-2024>.

May 23, 7:30 a.m.-3 p.m.

Annual UMA Golf Tournament, a Utah Manufacturers Association event. Check-in and breakfast begin at 7:30 a.m., followed by shotgun start at 9 a.m. Location is Soldier Hollow Golf Course, 1370 W. Soldier Hollow Lane, Midway. Cost is \$900 per foursome. Details are at <https://manufacturingutah.com/event/uma-annual-golf-tournament/>.

May 23, noon-1 p.m.

Women in Business Meeting, a Box Elder Chamber of Commerce event. Contact the chamber for location and other details. Cost is \$10. Details to be announced at boxelderchamber.com.

May 23, 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>.

May 28, 11:30 a.m.-1 p.m.

Women in Business, an Ogden-Weber Chamber of Commerce event. Speaker Jennie Taylor will discuss "Learn

Constantly." 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. Registration deadline is May 21 at noon. Details are at ogdenweberchamber.com.

May 28, 11:30 a.m.-1 p.m.

Women in Business, a South Valley Chamber of Commerce event. Speaker Tamara Zander, co-owner of Zander Real Estate, will discuss "There is No Growth in Fear." Location is Gary L. Whatcott Public Safety Building, 10655 S. Redwood Road, South Jordan. Cost is \$20 for members, \$30 for nonmembers. Details are at southvalleychamber.com.

June 4, 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>.

June 5, 11:30 a.m.-1 p.m.

"Strategic Growth Planning," a Park City Business University event that is part of the four-part "Power Growth for Business" series. Location is Blair Education Center, Intermountain Park City Hospital. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/>

June 6-7

SheMoney Summit 2024, a gathering focused on women's financial wellness, agency and advancement. Topics include societal, historical and technological perspectives on money, financial health and trauma, investment strategies, negotiation skills, entrepreneurship, and other money-related topics. Location is Hyatt Regency in Salt Lake City. Cost is \$349. Details are at <https://www.shemoneysummit.com/about-she-money-summit-2024>.

June 6, 7:30 a.m.-6 p.m.

Second Annual Cybersecurity Summit, a CRA event designed to connect C-suite and senior executives responsible for protecting their companies' critical infrastructures with solution providers and information security experts. Event features keynote pre-

sentations and panel discussions titled "Defining Cybersecurity-Readiness: How Do You Evaluate Yours?"; "2024 & The Biggest Threats to Your Business"; and "Conceptualizing Cloud Security & Why It Matters Today." Location is Sheraton Salt Lake City Hotel, 150 W. 500 S., Salt Lake City. Cost is \$250, \$195 for government attendees. Details are at <https://cybersecuritysummit.com/summit/salt-lakecity24/>.

June 6, 8:30 a.m.-5 p.m.

Employer Tax Workshop, a Small Business Development Center event. Location is Salt Lake SBDC at Salt Lake Community College, Building 5, MCPC 333, 9750 S. 300 W., Sandy. Cost is \$25 for early birds, \$30 for regular registration. Details are at <https://clients.utahsbdc.org/events.aspx>.

June 6, 9 a.m.-2 p.m.

"A Bolder Way Forward" Summit, presented by the Utah Women & Leadership Project and focused on having more girls and women thrive in any setting. Location is Zions Bancorporation Technology Center, 7850 S. Bingham Junction Blvd., Midvale. Free (register online in advance). Registration can be completed at [Eventbrite.com](https://eventbrite.com).

June 7, 8 a.m.

Golf Tournament, a Box Elder Chamber of Commerce event. Shotgun start is at 8 a.m. Event is a four-person scramble format. Location is Eagle Mountain Golf Course, 960 E. 700 S., Brigham City. Cost is \$400 per foursome. Details are at boxelderchamber.com.

June 10, 9 a.m.-5 p.m.

One-U Industry Partnership Summit, focusing on the One-Utah Responsible AI Initiative and opportunities for partnership. Event will feature panel discussions on the integration of AI into healthcare, workforce development and policy, and provide opportunities to engage with University of Utah researchers in these areas. Location is Cleone Peterson Eccles Alumni House,

see CALENDAR next page

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CALENDAR

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University of Utah, 155 Central Campus Drive, Salt Lake City. Registration is required. Registration deadline is May 31. Details are at <https://lu.ma/awa7tlku>.

June 12, 7 a.m.-3 p.m.

Annual Golf Classic, a ChamberWest event with a four-person scramble format. Location is Stonebridge Golf Club, 4415 Links Drive, West Valley City. Cost is \$450 per twosome, \$800 per foursome. Details are at chamberwest.com.

June 12, 9-10:30 a.m.

"Coffee Chat with the CEO," a Park City Chamber of Commerce & Visitors Bureau event in which CEO Jennifer Wesselhoff is available for an informal conversation. Location is Clockwork Café, 1650 Bonanza Drive, Park City. Free and open to the public, but registration is required. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/>.

June 12, 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, \$18 for nonmembers, \$20 at the door. Details are at cachechamber.com.

June 12, 5-7 p.m.

"Business After Hours," an Ogden-Weber Chamber of Commerce event. Location is Youth Impact, 2305 Grant Ave., Ogden. Free for chamber members and first-time guests, \$10 for nonmembers. Details are at ogdenweberchamber.com.

June 12, 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>.

June 13, 11:30 a.m.-1 p.m.

Women in Business Luncheon, a Davis Chamber of Commerce event. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Cost is \$25 for members, \$35 for nonmembers. Details are at davischamberofcommerce.com.

June 13, 11:30 a.m.

"Funding Sources for Manufacturing," a Utah Advanced Materials & Manufacturing Initiative "Monthly Information Session" event. Location is UAMMI, 225 S. Fairgrounds Road, Price. Free. Registration can be completed at [Eventbrite.com](https://eventbrite.com).

INTERVIEW

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illegal," said Resume Builder's resume and career strategist, Julia Toothacre.

"Many job seekers are desperate for work and they believe that not answering a question might take them out of the running for a position, especially if it's a question where the answer would work in their favor. Many people also don't know what is illegal to ask, so they answer questions openly, not thinking about the consequences or bias someone might have."

The survey findings also reveal the most prevalent illegal questions posed by hiring managers. In terms of identity, common inquiries include citizenship status, native language, race and ethnicity, sexual orientation and religion.

June 13, 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>.

June 18, 11 a.m.-1 p.m.

Business Boot Camp, a South Valley Chamber of Commerce event. Speaker Ralph Little, former founder and CEO of a nationwide financial services company, will discuss "What You Don't Know About Sales is Killing You." Location is South Valley Chamber, 9800 S. Monroe St., Sandy. Cost is \$35 for members, \$55 for nonmembers. Details are at southvalleychamber.com.

June 18, 11:30 a.m.-1 p.m.

Leadership Luncheon, a Cache Valley Chamber of Commerce event. Location in The Riverwoods Conference Center, 615 Riverwoods Parkway, Logan. Cost is \$25 for members and \$32 for nonmembers registered online, \$28 for members and \$35 for nonmembers not pre-registered. Details are at cachechamber.com.

June 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>.

June 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>.

June 20, 5:30-7:30 p.m.

"Business After Hours," a Salt Lake Chamber event. Location is National Ability Center, 1000 Ability Way, Park City. Free for members and \$30 for nonmembers before June 17, \$20 for members and \$40 for nonmembers thereafter. Details are at slchamber.com.

June 20, 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>.

June 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.

June 24, 6:30 a.m.-3 p.m.

June Golf Tournament, a Davis Chamber of Commerce event. Registration and breakfast begin at 6:30 a.m. Lunch follows golf. Location is Valley View

Additionally, hiring managers frequently seek information about a candidate's family, including marital status, parental status, family history and pregnancy. Other types of illegal questions pertain to health, disability, prior salaries and political views.

The survey was commissioned by ResumeBuilder.com and conducted online through the survey platform Pollfish. It was launched on April 3 and 1,000 hiring managers completed the survey. To participate, respondents had to meet demographic criteria, including current employment, age 25 or older, holding a middle management position or higher, earning at least \$50,000 annually and working for a company with a minimum of 11 employees.

The full report is available at resumebuilder.com.

Golf Course, 2501 E. Gentile St., Layton. Details are at davischamberofcommerce.com.

June 25, 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.

June 26, 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>.

June 27, noon-1 p.m.

Women in Business Meeting, a Box Elder Chamber of Commerce event. Contact the chamber for location and other details. Cost is \$10. Details to be announced at boxelderchamber.com.

June 27, 5-6 p.m.

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

June 27, 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>.

July 10, 5-7 p.m.

"Business After Hours," an Ogden-

Weber Chamber of Commerce event. Location is Ogden Pioneer Stadium (668 17th Street, Ogden). 668 17th St., Ogden. Free for chamber members and first-time guests, \$10 for nonmember guests. Details are at ogdenweberchamber.com.

July 15

Slopes Cup 2024, presented by Silicon Slopes and the Point of the Mountain Chamber of Commerce. Check-in begins at 8 a.m., followed by golfing 9 a.m.-2 p.m. Location is Alpine Country Club, 5000 W. Alpine Country Club Lane, Highland. Details are at slopescup.com.

July 16, 11:30 a.m.-1 p.m.


Leadership Luncheon, a Cache Valley Chamber of Commerce event. Location in The Riverwoods Conference Center, 615 Riverwoods Parkway, Logan. Cost is \$25 for members and \$32 for nonmembers registered online, \$28 for members and \$35 for nonmembers not pre-registered. Details are at cachechamber.com.

July 19, 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.

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


Women in Business, an Ogden-Weber Chamber of Commerce event. Location to be determined. Cost is \$25 for WIB members and first-time guests, \$35 for nonmembers. Details to be announced at ogdenweberchamber.com.




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COVID-19*from page 1*

tivity and engagement. “Now we’re seeing all the time ‘I want to work from home,’” Monson said.

Businesses can, however, require work occur in the office, unless the employee seeks an accommodation under the Americans with Dis-

abilities Act related to a medical or mental health condition, he said. Companies can condition their employment offers to applicants so that it is clear that work must take place in an office. He also suggested that job descriptions be clear about the essential functions of the job and that the work must occur in the office.

“If there are jobs that it is required that they be on-site, make sure that you put that in

the job description and make sure that you have internal documentation about why this work has to be done on-site,” he said.

Christine Wzorek, founder and CEO of White Label Advisors, said 3.2 percent of the U.S. workforce worked remotely before the pandemic, but the figure swelled to 27 percent last year.

A recent report from personal-finance website Walle-

tHub indicates Utah is No. 2 on a list of best states for working from home. It considered factors including the share of workers that are doing so, Internet costs and cybersecurity. The report said about 14 percent of Utah’s workforce currently works from home, but over 95 percent could do their jobs from home in the future.

In contrast, a study by Wealth of Geeks indicates that the majority of surveyed

Utahns are happy to be back in the office. They missed face-to-face conversations, team lunches, dressing for office work, and office perks. One in five confessed that having some personal space away from their partner brought them joy.

Vic Galanis, executive vice president at Colliers, said having hybrid work as an option can reduce the amount of office square footage a company needs, thereby reducing costs. It also can make the company attractive to potential workers.

“A work-from-home environment is the best environment an employer can offer to employees today,” Galanis said. “Hybrid work should be embraced. It should not be resisted. Study after study suggests that employees that have the flexibility to work from the office or work from their manufacturing facility but also work from home, are the happiest employees. Those are the ones that you’re going to attract and retain the most.”

He cited a recent survey of employees about the attributes of the best companies to work for, with work-life balance, company culture and the ability to work from home all being in the top six.

Wzorek spoke about the emotional burdens COVID placed on people. The pandemic led to sustained emotional exhaustion, with isolation, loneliness, prolonged stress and uncertainty leading in some cases to mental health issues such as apathy and disconnections with others.

Then crisis fatigue set in, she said.

“Does everyone here feel like you are the same today, just because you’re back [at work] in person, as you were before the pandemic?” she asked.

Hostile workplace claims have risen as employees believe they have been the subject of mistreatment or discrimination. Isolation has made some people more aggressive as they have lost touch with general respect, she said. Gender and age bias instances are also up.

Some employees found moonlighting to be a way to earn more money, with remote work allowing them to toil at three jobs or more. But Wzorek said companies need to make it clear to workers, especially during orientation and onboarding, if moonlighting is prohibited by company policy. Employees who think it is their right to work remotely need to understand that using their skills and competencies in the office benefits everyone in an organization, she said.

For part-time workers who want to work more than one job, companies need to spell out what hours are expected from the employee and stress that their attendance and work performance cannot suffer because of that additional job, she said.

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UIPA

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and federal resources, and assisting with the development of the West Weber Industrial District and Renewable Energy Hub. UIPA documents indicate that economic development incentives would generally favor advanced manufacturing, aerospace and defense, distribution and logistics, data centers and renewable energy.

In a news release earlier this year, UIPA said the port authority's overarching mission is "to balance economic growth with ecological preservation."

But opponents at the board's April 29 meeting called for more review of the project's possible impacts. Deeda Seed, of the Center for Biological Diversity and the Stop the Polluting Port Coalition, called the project plan "a recipe for disaster" and said it would create havoc to the nearby wetlands.

"Significant public harm will be caused by paving over, destroying and impairing thousands of acres of Great

Salt Lake's biological wetlands, and, to add insult to injury, taxpayer dollars will be used to subsidize this destruction," Seed told the board. "Fast-tracked industrial development that the port authority proposes will destroy wetlands and the surrounding environment, creating a cascading series of environmental harm, water pollution, water depletion and habitat loss."

Seed said the board is "about to rush ahead" with the approval and that the community "does not know much about what's being proposed."

"It feels like this is being rushed before people can object," added Rhonda Lauritzen of Hooper, who also called for further review, saying "there must be time for answers." She worries that large trucks and bright parking lot lights will cause the development to have "a mammoth impact."

Taxpayers already are spending money to manage the nearby wetlands, she said. "The waterfowl areas have already been budgeted as wetlands. Industrial development right next door would undo all of that protection and funding," she said.

Ken Kraus of Salt Lake City described the proposed project area as "nearly 9,000 acres begging to be inundated by hundreds of warehouses, rail spurs, roads, water, power, diesel trucks and trains — things we call 'progress.'"

Kraus said the port "will not and cannot be a shining star among county achievements, but rather a profit-driven impediment to public health and to the well-being of our built and unbuilt environments."

Before their comments, Hart said the Weber County Commission already has established industrial development as the best use for the project area and that a part of the authority's wetlands policy calls for a portion of the tax differential for project areas be used to protect wetlands and the Great Salt Lake.

"What the port does bring is additional protections for the existing wetlands and the lake," he said. "In addition to additional protections, the inland port authority also brings funding. So, part of our funding stream will actually go back to protect the wetlands and the lake."

Hart noted that the authority has been listening to all stakeholders.

"So, this is not something that's being done in an isolated echo chamber," he said. "And I will say, they have influenced ultimately how we are moving this forward and we've made some adjustments to make sure that we're maintaining the protection for the wetland and for the lake that's necessary."

If approved, West Weber would join eight other project areas in the state: an area in Salt Lake County, including in the Northwest Quadrant of Salt Lake City and parts of West Valley City and Magna; the Iron Springs Inland Port near Cedar City; the Verk Industrial Park project area in Spanish Fork; the Golden Spike project area in Garland, Tremonton, Brigham City and other parts of Box Elder County; the Central Utah Agri-Park in three parts of Juab County; the Mineral Mountains project area, consisting of four zones in Beaver County in parts of Beaver City, Beaver County and Milford City; the Tooele Valley area; and the Twenty Wells area in Grantsville in Tooele County.

The board approved the creation of each of those areas, except for the Northwest Quadrant, last year.

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