

OF NOTE



Where did you put Fluffy?

Ten percent of Utahns whose residential lease agreement prohibits pets admit to hiding their dog or cat from the landlord. That amounts to nearly 29,000 illicit pets, according to a survey published by real estate website AgentAdvice.com. The guiltiest pet owners are in Vermont, with the percentage of households hiding illegal pets reaching near 50 percent.



Section 2

3 years running: Provo/Orem again best-performing cities

Brice Wallace
The Enterprise

Several Utah cities continue to fare well in an annual ranking of “best-performing cities” in the U.S., with Provo/Orem maintaining the top spot for the third straight year.

The 2023 Milken Institute Best-Performing Cities Index put Provo/Orem at No. 1 among large cities. Meanwhile, among small cities, Idaho Falls, Idaho, jumped from No. 5 and overtook previous

No. 1 Logan, pushing Logan back to No. 2. St. George, last year’s No. 2, slipped to the third spot.

The index ranks cities into five tiers to more easily compare economic performance to their peers. Provo/Orem, Logan and St. George are Tier 1 cities. Among Tier 2 cities are Ogden/Clearfield at No. 18, down from No. 13 last year and No. 9 in 2021; and Salt Lake City at No. 19, dropping from No. 3 last year and No. 4 in 2021.

see PROVO/OREM page 14



Curbing vehicle emissions, like those produced by heavy traffic on Interstate 15 in the Salt Lake Valley, is the aim of the annual Clear the Air Challenge, set for July 1-31. The Salt Lake Chamber, the Utah Clean Air Partnership (UCAIR) and TravelWise Utah are encouraging companies, organizations and individuals to participate in the activity.

Organizations' challenge aims to clean up Utah's hazy summer air

Brice Wallace
The Enterprise

A 1960s song described summer as “those lazy, hazy, crazy days,” but a group of Utah organizations are hoping to eliminate the “hazy” part.

The Salt Lake Chamber, the Utah Clean Air Partnership (UCAIR) and TravelWise Utah have teamed up for the 2023 Clear the Air Challenge, a month-long competition involving businesses, organizations and individuals. The goal is to

reduce vehicle pollution and raise public awareness of the importance of clean air by driving less and driving “smarter” during July.

Participants are asked to avoid trips alone in their car and use TravelWise strategies such as carpooling, teleworking, taking public transit, biking or trip “chaining” (grouping errands into one trip). Transportation emissions are responsible for nearly half of the pollutants that make up the ar-

see CLEAN AIR page 12

What economic decline? Jobless rate holds at 2.3%

Despite financial data pointing to a slowing economy, Utah’s unemployment rate stayed put at 2.3 percent in May, while the national rate ticked up three-tenths of a percentage point to 3.7 percent from April. The May number means about 42,000 Utahns are still jobless, according to data released by the Utah Department of Workforce Services (DWS). Utah’s rate has changed only slightly since beginning the year at 2.4 percent.

The department also reported that Utah’s nonfarm payroll employment for May increased an estimated 2.9 percent in the past year, with the state’s economy adding a cumulative 48,900 jobs over 12 months. The report said 1,727,100 people currently hold jobs in Utah.

“Springtime is here, and the Utah economy is ready for its yearly injection of new labor into the economy,” said Mark Knold, DWS chief economist. “Spring graduation is the most prolific time of the year for new labor to enter the Utah economy. Whether from high school graduation or college, young working-age people approach the labor market — some for the first time, some for a more expanded and full-time role. This is the lifeblood for the Utah economy. Its expansion and vibrancy are driven by the large amount of young labor that ages in each year.”

Utah’s May private-sector employment recorded a year-over-year expansion of 2.9 percent with an increase of 41,500 jobs, DWS said. Eight of 10 major private-sector industry groups posted net year-over-year job gains, led by leisure and hospitality services (up 16,100 jobs), education and health services (up 8,500 jobs), professional/business services (up 6,600 jobs) and construction (up 4,700 jobs). The two sectors with a year-over-year job loss are financial activities, which lost 1,400 jobs, and the trade/transportation/utilities sector, down 1,000 jobs.

Additional employment data tables and analysis, including county unemployment rates, can be accessed at <https://jobs.utah.gov/wi/update/index.html>.



New name, same commitment to You



U.S. home prices still rising

Nationwide year-over-year home prices rose 2 percent in April, the 135th consecutive month of annual growth but the sixth straight month of single-digit gains, according to the recently released CoreLogic Home Price Index. CoreLogic, an Irvine, California-based global property information, analytics and data-enabled solutions provider, said home prices are slowing significantly from an all-time high of nearly 20 percent annual appreciation in the spring of 2022.

CoreLogic said numerous economic concerns are contributing to buyer reluctance, including mortgage rate volatility and the related uncertainty surrounding the recent debt-ceiling debate. That said, a continued shortage of homes for sale could keep pressure on housing prices over the next 12 months. CoreLogic projects that home price growth will slow a bit more in 2023 before regaining steam to about 5 percent annual appreciation by April 2024.

"While mortgage rate volatility continues to cause buyer hesitation, the lack of for-sale homes is putting firm pressure on prices this spring, leading to above-average seasonal monthly gains and a rebound in home prices in most markets," said Selma Hepp, CoreLogic chief economist. "Nevertheless, the recent surge in mortgage rates and continued inflation issues suggest that rates may remain elevated, leading home price appreciation to possibly relax this summer and return to average seasonal gains later in 2023."

"Still, while slim inventory is pushing prices up once again and constraining affordability," Hepp continued, "recent trends suggest that home price growth in 2023 will fall in line with the historical 4 percent annual average."

Miami posted the highest year-over-year home price increase in the country in April at 13.2 percent, while Atlanta ranked second at 4.8 percent. Utah, with a year-over-year home-price drop of 4.9 percent, was among nine western states where sale prices fell from the previous year.

SalesRabbit acquires Miami-based Solar Blaze

SalesRabbit, a Lehi-based field sales platform, has announced its acquisition of Miami, Florida-based Solar Blaze, a sales platform for the solar industry. SalesRabbit intends to combine its solar industry outside sales platform with the Solar Blaze application and release a new solar industry sales tool called Proposals.

Proposals is designed to be an interactive tool that solar sales teams can use to cre-

ate and edit solar proposals for their prospects. It is designed to be integrated with other solar industry sales products like Aurora Solar, Sunnova, HelioDesign and Eagleview software.

"We've seen the friction that comes from a disjointed sales process navigating between various software platforms just to complete one singular task. We're bringing Proposals to SalesRabbit to generate and manage leads and provide

advanced proposals in a single solution," said Zac Kerr, SalesRabbit's chief strategy officer.

"We noticed that homeowners were overpaying for underperforming systems and sales teams were missing out on deals due to inaccurate calculations in bad proposals," said Davis Nunez, Solar Blaze founder, who will become general manager of the Proposals product.

Proposals is now available to all SalesRabbit customers.

Stack Homes buys North Salt Lake's Modules LLC

Salt Lake City-based modular home and accessory dwelling unit builder Stack Homes has acquired North Salt Lake's Modules LLC. Stack said it made the acquisition to expand its manufacturing capabilities.

Stack has created a new manufacturing division, known as Stack Modular Development, which will be producing its Stack Homes models as well as modular buildings for large-scale residential developments and commercial projects.

In addition to the ac-

quisition, Stack Homes recently moved into a new 80,000-square-foot manufacturing facility in Salt Lake City. The facility location, with new tech-enabled state-of-the-art production lines, will allow the company to produce over 620 homes per year, the company said. The new building also includes a design showroom and the ability for clients to tour the manufacturing process and view completed homes.

Stack Homes was founded by Sumner Douglas in 2019.

"It has been in our plans to bring manufacturing in-house to deliver the best quality and timelines to our clients," said Douglas. "The acquisition of Modules provides a next-level opportunity to also allow us to expand our product offerings to provide modular solutions in more areas of the housing industry. This knowledgeable team, combined with cutting-edge technology enhancements we are outfitting in our new factory, will make us one of the most capable modular builders in the country."



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Toll Brothers launches 550-home community in Desert Color project

Toll Brothers Inc., a Pennsylvania-based builder of luxury homes, has launched a 550-home development in the Desert Color community in St. George. The Regency at Desert Color project is an age 55-plus adult community of single-family homes.

Toll Brothers has completed three model homes for each of the community's four home collections, as well as limited number of fully decorated quick-move-in homes. Models are available from small duplex homes to expansive single-family floor plans ranging from 1,425 to 3,294 square feet of living space. Regency features a resort-style clubhouse that will include both indoor and outdoor pools, a fitness center, lounge areas, event lawns, bocce ball and pickle ball courts.

"Toll Brothers Regency at Desert Color 55-plus active-adult community is the ideal addition to the Desert Color's diverse offerings," said Mitch Dansie, vice president of operations for GWC Capital, developer of the Desert Color master-planned community. "We are honored to have Toll Brothers in Desert Color and help us fulfill the vision of providing something for everyone in southern Utah."

Chamber updates Roadmap to Prosperity Dashboard

The Salt Lake Chamber has updated its May Roadmap to Prosperity Dashboard. Produced in partnership with the Kem C. Gardner Policy Institute at the University of Utah, is aimed at giving business leaders an understanding of how economic data impacts on Utah's business community by prioritizing key data on the state's economic outlook and actionable context for decision-makers, the chamber said.

The dashboard can be accessed at <https://slchamber.com/resources/roadmap-dashboard/>. The dashboard is updated monthly.

"Inflation remains higher than desired and continues to influence consumers' buying decisions and ripples throughout the economy," said Derek Miller, president and CEO of the Salt Lake Chamber. "After the

debt ceiling compromise, markets have reacted positively with optimism that the economy is strengthening. As we enter a stabilization phase, we must continue to tackle challenges associated with growth, such as housing and transportation. Utah is one of the strongest economies in the country, and we plan to keep it that way."

Three essential insights from the May Roadmap to Prosperity Dashboard are:

- 1. Employment growth slows slightly, but the labor market remains strong.** Job growth now nears pre-pandemic levels after a post-pandemic spike. Sustained job growth, low unemployment levels and increasing labor force participation rates indicate a tight labor market.
- 2. After notable declines, Utah's median home sales price**

ticks upward. Utah's median home sales price peaked in May 2022 then fell 15 percent by January 2023. The median sales price has since increased two consecutive months but remains 10 percent below the peak.

3. Inflation falls further, contributing to 10 consecutive months of decreases. Although still higher than the target range, inflation continues showing signs of moderating in response to the Fed's aggressive rate hikes. Current levels are nearly half of last June 2022's 9.1 percent peak.

"Utah's economy continues to outperform relative to the nation, despite speculation of either a hard or soft landing following recent federal interest rate hikes," said Natalie Gochnour, director of the Kem C. Gardner Policy Institute. "With the debt ceiling lifted and a short-term pause in rate increases likely, policymakers and businesses can now focus on building up strength in state and regional economies."

WFII advises 'defensive position' for investors in current market

The Wells Fargo Investment Institute (WFII) has released its "2023 Midyear Outlook: Navigating End-of-Cycle Turbulence." The report discusses WFII's guidance to remain defensive in portfolio positioning, as the current economic slowdown is likely to evolve into a moderate recession during the second half of 2023 and into 2024, followed by a gradual, U.S.-led global recovery as 2024 progresses.

WFII suggests that investors should have a chance to position for an eventual 2024 recovery, but they might have to do so while the economy is still within the grips of the anticipated recession. For now, the important objective for investors is to understand how recessions evolve and to position defensively.

"Protecting capital during more challenging times is often as important — or more important — than growing capital," said Darrell Cronk, chief investment officer for Wells Fargo Wealth & Investment Management. "There will come a time to turn more opportunistic in positioning portfolios for a recovery; however, we need to respect the signals and understand when the risk and reward dynamic changes."

For the remainder of the year, WFII anticipates periods of elevated volatility, especially as financial conditions tighten in the second half of the year. Drivers of this elevated volatility include potential inconsistencies between actual economic and policy trends versus the market's perceptions of those trends. For example, the Fed's stated policy is to keep rates high while high inflation persists, but markets expect rate cuts. Further, actual

earnings have contracted for two consecutive quarters, but markets expect earnings to grow. While the markets realign with these trends, there is potential for these disjoints to create financial-market volatility.

WFII believes that earnings will contract further in 2023, and that an economic recession will stall 2023 corporate revenue growth. Profits should rebound through 2024, as the economic recovery gradually takes hold,

but corporate earnings may not recapture their 2022 peak until early 2025.

Other highlights of WFII's forecast include:

- The anticipated U.S. GDP (gross domestic product) growth target for 2023 year-end is 1.1 percent and 1.5 percent for 2024.
- Inflation will likely fall below 3 percent in 2023 and through 2024. The target for inflation in 2023 is 2.9 percent and 2.8 percent in 2024.

• The S&P 500 Index is expected to be relatively flat into year-end with stock prices rebounding in 2024. The index target range is 4,000 to 4,200 for year-end 2023 and 4,600 to 4,800 for 2024.

• One more interest rate increase is anticipated in 2023, before cuts start in 2024. The Federal Funds Rate forecast for 2023 is 5.25 percent to 5.5 percent and 3.75 percent to 4 percent in 2024.



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Six keys to multiplying your success through highly effective storytelling

Several years ago, I was on a Delta Airlines flight to Chicago for business. As we approached the runway at O'Hare International Airport, the aircraft suddenly lurched hard to the left. I was seated over the left wing, and with momentary terror, I saw that wing come precariously close to the ground. In the next instant, the plane corrected its posture and slammed down hard, but safely, on the tarmac. Most of my fellow passengers looked stunned — and then broke into spontaneous applause. I, too, clapped for



RICH TYSON

the pilot. However, the man sitting next to me looked perturbed. "Isn't he supposed to do that?" he asked.

Today's column is not about close calls or air travel. Rather, it is about how we define success. In that regard, success is generally defined by what we celebrate. On that day in Chicago, I celebrated being alive, and when I disembarked, I had the chance to personally thank the pilot. His skill in handling his aircraft in what was an unforeseen encounter with wind shear saved many lives, including my own. And he provided me with a sto-

ry that I have retold many times regarding professional competence.

Every business has such stories of competence, courage and sacrifice that have the potential to form a powerful, inspiring culture. Unfortunately, too often, as leaders we miss the opportunity to memorialize those stories. Like my traveling companion, we too easily shrug off the significant performances of our teams by implying that they are "just supposed to do that."

On the other hand, when your best moments are remembered, celebrated, published and posted prominently, they can inspire your entire team to amazing action, behaviors, and outcomes.

There are six keys to becoming a highly effective story-sharing organization:

1. Begin to actively seek the success stories of your team. *Be purposely observant.* When you discover these stories, don't just recognize them, *trumpet them.* Several of my clients have decided to create a Wall of Fame in prominent areas of their facilities to post the photographs of outstanding employees, along with a brief description of what they had done. The posting was done with great fanfare whereby all employees shared in hearing the story and celebrating both the actions and the outcomes.

This is more than an "employee of the month" recognition. It effectively trumpets the type of performance that makes the company successful and provides inspiration for all employees to add their own stories to that success.

2. Look backward. What are the historic stories of how you got here? If you are just getting started on your own Wall of Fame, perhaps you can prime the pump by honoring the founders of the company, or even some personalities from world or national history that you have found to be inspiring. A great story about Abraham Lincoln might be used to inspire hard work, love of learning, humility or other values that you desire in your enterprise.

3. Consider the possibility of developing and publishing a book of compelling company stories. The late founder of Zappos, Tony Hsieh, developed a company "culture book," that was a compilation of his employees' ideas regarding their culture. This engaged everyone in the company in not only defining the culture, but also telling their personal experiences

within the business. By sharing this book with new recruits, it became an important part of selecting the right people for the Zappos team.

4. Think strategically. Ask yourself, "How can we build on our history and our recent success stories to chart our future? How do these stories help us align with our purpose, mission, and values?" Your answers to these questions will often help lead you to breakthrough innovations to your current strategies.

5. With a clear sense of aligning your stories with desired outcomes, strategize how to operationalize your stories to inspire specific roles, actions and behaviors in your organization. CEOs, especially, should use their "bully pulpit" to evangelize such performance.

6. Sustain your progress. Make story creation and storytelling continual processes, not merely one-time or occasional events. Strive to make the recognition, publication and celebration of your stories a central feature of your company culture.

When you employ these six keys, you will discover that storytelling in a corporate environment is a powerful tool for effective communication, building trust, inspiring employees, fostering innovation and creating a shared organizational culture. It will help you create a more engaging and cohesive work environment, leading to improved employee engagement and satisfaction, greater productivity and strong business outcomes.

Richard Tyson is the founder, principal owner and president of CEObuilder, which provides forums for consulting and coaching to executives in small businesses.

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New UWLP report: Utah men hold 4,500 more executive positions in state than women

Utah enjoys one of the highest economic growth rates in the nation. But the Utah Women & Leadership Project (UWLP) says the ability to attract, retain and provide positive workplace environments for women will be critical for future growth and success.

Utah ranks as one of the lowest states for women's equality in many areas, including wages, education, health and political empowerment, according to a WalletHub survey. For example, Utah is ranked 46th in the disparity between the percentage of full-time working women versus full-time working men who hold executive positions, with men having 4,500 more of these positions than women, according to a report by UWLP.

"It is critical to identify the obstacles in closing gender gaps so that Utah's workforce and economy can continue to thrive," said Susan Madsen, UWLP founding director. "On the whole, raising awareness and education have been shown to reduce bias; however, one-time interventions are often insufficient to create long-lasting workplace equality. We will need to help employers understand the underlying issues creating inequities so they can be addressed."

Madsen said one set of obstacles relates to "gender bias," a term used to describe various barriers embedded in workplace cultures that disadvantage women, either overtly, such as harassment, or covertly, such as policies that inadvertently benefit men more than women.

To better understand how Utah women and men perceive gender bias in the workplace, Helen Knaggs, vice president of research and development at Nu Skin Enterprises, research fellow for UWLP and the report author, conducted an online survey between October and November 2022. It included the gender bias scale (GBS), which assessed women's perceptions and experiences of gender bias, and an adapted GBS for men, which assessed their observations and perceptions of workplace gender bias. Responses were categorized under six primary factors: male privilege, disproportionate constraints, insufficient support, devaluation, hostility and acquiescence.

Of 119 participants, 72.2 percent were women, and 27.8 percent were men. Most respondents were white (83.8 percent), had lived in Utah for more than five years (78.2 percent), had

children (73.1 percent), and were under the age of 50 (83.3 percent). More than half (56.3 percent) were members of The Church of Jesus Christ of Latter-day Saints and 25.2 percent were not affiliated religiously.

The study results included the four areas of differences by gender, differences by age, differences by religious affiliation and a comparison of Utah findings to other data.

Differences by gender: Higher statistical means reflected higher perceptions of gender bias. Men's mean ratings were typically lower than women's. Several areas showed notable differences between their responses. Male privilege, such as male-dominated organizational norms and women being placed in high-risk roles, showed the largest gender difference. This was followed by devaluation, including lack of recognition for women's accomplishments/salary inequity and disproportionate constraints, such as women feeling restricted on how and when to communicate.

Difference by age: On most items, men and women in the youngest age group (20-30 years old) had significantly lower scores than those in the middle-aged group (41-50 years old). This may suggest that because younger people more recently joined the workforce, they have not observed or experienced all aspects of gender bias, they perceived the same experiences differently from the middle-aged group or they experienced less bias.

Difference by religion: Men and women who reported being affiliated with The Church of Jesus Christ of Latter-day Saints and the Catholic Church were compared to those who reported no religious affiliation. The religious group had significantly lower mean scores, reflecting that it was less likely to recognize or express awareness of workplace gender bias than the non-religious group.

Comparison of Utah findings to other data: One limitation of the study was the small sample size, particularly of men.

A comparison was conducted to assess whether the current results were consistent with findings from two previous studies. Data from men in the current study were compared to data from a global study that included more than 300 men in diverse indus-

see UWLP page 14

WEBSITE PERFORMANCE; FROM USELESS TO UNBEATABLE

Unleash Your Digital Marketing Potential in 2023



Are you not getting website leads or sales that you would expect from your current digital marketing efforts? There is one critical area that is overlooked by almost every business owner; the website conversion rate. This key performance indicator is a number that you should know just like your bank balance or business address. It's so important because it can influence your decisions in your marketing efforts.

Simple Definition of Conversion Rate

When it comes to marketing, especially digital marketing, it is crucial to understanding your conversion rate. After all, this gives you a benchmark of where you're at right now, and what areas you need to focus on moving forward. That may sound great, but if you're still wondering what Conversion Rate is, let's dive in.

Conversion Rate Explained

One of the most common metrics for judging a website's success is its Conversion Rate. The formula is simple: your Conversion Rate is equal to the number of conversions, divided by the visitors of your website, then multiplied by 100.

Looking at this with real numbers, let's imagine you've had 2,000 visitors with a particular time period, but only 65 website sales. To find the conversion rate you divide 65 by 2,000 (.0325), then multiply it by 100 (3.25%).

It's important to note that depending on your web tools, like Google Ads or Google Analytics, your Conversion Rate may be easily accessible, without needing to rely on having a calculator nearby. The question that remains is what your current Conversion Rate means for your business.

Why Conversion Rate Matters

When you understand your Conversion Rate, you gain the power to make educated decisions. Let's say you run an e-commerce store and your conversion rate is 1.2% – Is that good or bad? Since the industry average is closer to 2-3%, your website seems to be underperforming your competitors. Put another way, your average competitors are 2-3x more successful.

While that might be a hard pill to swallow, what's even worse is that on the higher end, your competition is converting at a 5-7% rate, which means they are bringing in up to 6x the sales that you are.

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Do you own a retail website? Here's your legal checklist

"I'm planning to set up a fashion accessories website.

"I think I will be selling mostly on Amazon, eBay and other online platforms, but after watching your YouTube video 'Doing Business on the Internet' (go to www.youtube.com and search for "Cliff Ennico Internet"), I realize it's going

to be tough to build a distinctive brand without my own website.

"What are some of the legal things I need to think about before my site 'goes live'? Do

I really need the 30-page terms and conditions document that I see on other websites? Nobody reads those things, in my opinion."

I've said this before (on YouTube and elsewhere) and I'll say it again — every small business needs a website of its own, especially if it's looking to build a distinctive

brand. There are three reasons:

- Everybody expects you to have one (if your name is "Suzie's Fantasies" and I don't see you at www.suziesfantasies.com,

it's an instant credibility kill).

- There is only one place on the Internet — only one — where you can sell stuff and keep 100 percent of the profits, and that's your own website.

- When you sell from your own website, you make the rules; when you sell on Amazon, eBay or anywhere else online, you have to follow their rules, and you may not agree with their rules.

What's more, all your pages on social media, eBay, Amazon and elsewhere should have one primary goal: driving traffic to your website. Your website is

where your best, highest-margin merchandise should appear.

The legal documents you need for a retail website are fairly straightforward.

COPYRIGHT NOTICE: OK, this isn't strictly speaking a document, but the federal copyright notice should appear as a footer on ALL your webpages (not just your homepage). It will look something like this: "(c) 2023 Clifford R. Ennico. All Rights Reserved."

If you have a corporation or limited liability company (LLC), the copyright should be in the company's name, not your individual name.

The "All Rights Reserved" part of the notice isn't required by law, but it's good to have: Translated into layperson's English, it means "unless I've given you permission to use any of this stuff, you don't have permission, so don't do it unless you have a high tolerance for pain."

TERMS AND CONDITIONS AKA "THE USER'S AGREEMENT": Yes, you are right; very few people read the legal documents on websites. There is, however, one who does: a lawyer representing someone who wants to sue you and is looking for loopholes they can crawl through to make your life miserable.

For that reason, I'm not a fan of "plain English" legal documents for my clients' websites. "Plain English" is not precise enough to prevent lawsuits; give me old-fashioned legalese any day of the week. Since nobody is reading your agreement anyway, why are you concerned about making it easy to read? These documents exist for one reason only: to protect you against liability. Let your lawyer go crazy here and make the document as tight and ironclad as possible.

Be sure the customer "accepts" your agreement terms as part of the checkout process. I really like the feature that requires customers to scroll down to the end of the document before the "I accept" button is enabled.

RETURNS AND EXCHANGES POLICY: Go to any UPS Store any day of the week and count the number of boxes with merchandise be-

ing returned to Amazon, Zappos and other online retailers. Your customers expect to know exactly when they can (and can't) return merchandise.

Many retail websites bury this information in their "Terms and Conditions" document, and I think that's a mistake. The "Returns and Exchanges Policy" should appear as a link at the bottom of each of your webpages. That way the customer can find the information they need easily, which will help stave off claims like "I didn't know I couldn't return the dress a year later."

WHOLESALE TERMS: If you allow other businesses to have wholesale accounts, then your wholesale terms and conditions should also be spelled out in a separate policy document, again with a link at the bottom of each webpage.

PRIVACY POLICY: Every business website — not just retail — needs a policy saying what you will and won't do with customers' "personally identifiable" information, such as email addresses and credit card numbers.

OTHER POLICIES: If you have lots of content on your website, consider a "Copyright and Permissions Policy" letting people know when and how they can use your copyrighted material. If you have blogs or other social media features on your site, you may need a separate "Social Media Rules and Regulations" document outlining acceptable behavior. No two websites are exactly alike in their legal needs, so try not to borrow another site's legal documents; tell your lawyer what you're planning to do on your website and have him/her custom tailor the documents you will need. It will be well worth the expense.

And if you do decide to "borrow" someone else's documents, please be sure to change the company name and contact information before you post them online.

Cliff Ennico (crennico@gmail.com) is a syndicated columnist, author and former host of the PBS television series "Money Hunt."

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NEW IDEAS, PRODUCTS AND SERVICES FROM UTAH COMPANIES



Guru Technologies, a Layton-based software and app development company, has released **CrewTracks**, a construction management software product. Aimed at improving field management for construction teams, the product includes production tracking and customized notification designed to help teams stay on top of their jobs and respond to issues quickly.

Because construction teams rely heavily on their ability to track production progress in real time, CrewTracks' production tracking features enable field teams to track progress on individual tasks or work orders, monitor crew productivity and identify areas where work is falling behind. In addition, the software automatically generates reports, providing insights that help project managers adjust schedules and optimize performance.



"We understand that construction projects are complex and that there are many moving parts that need to be monitored," said **Josh Dennis**, marketing manager for CrewTracks. "Our production tracking features streamline the process and enable teams to stay on top of their jobs, whether we're talking about a hundred crews on a hundred jobs or just a few employees at a small construction company."

CrewTracks' production tracking tool has the ability to notify the right people at the right time whenever a phase is completed or an issue arises, providing instant feedback that allows teams to take action quickly. Whether it's a delay in material delivery or a piece of equipment in need of repair, CrewTracks' notifications ensure that everyone who needs to know is informed immediately, Dennis said.

CrewTracks is designed to work seamlessly with the company's existing suite of construction management tools, which includes scheduling, time tracking and equipment management.

MyHeritage, a global DNA testing and family history platform based in Lehi, has launched **Reimagine**, a mobile app for processing family photos. The app has a powerful multi-page photo scanner that enables high-speed scanning of entire album pages or multiple standalone photos in a single tap. When combined with MyHeritage's AI tools for improving historic photos and the platform's capabilities for sharing family photos, Reimagine becomes a powerful tool for organizing family photos, old and new. "Since the



launch of our first AI photo feature more than three years ago, MyHeritage has revolutionized the way consumers engage with their family photos," said **Gilad Japhet**, founder and CEO of MyHeritage. "Photos are a significant gateway to the exciting world of family history." The MyHeritage app is available for both iOS and Android.

Kaysville-based **Klymit**, a producer of lightweight, rugged outdoor sleep gear and camping accessories, has introduced the **Klymit Cedar Mesa Cot**, designed to provide a comfortable, elevated, outdoor sleeping experience. The cot features patent-pending "Easy Lever Lock" and "Collapse and Compact" technology. These



enable an effortless setup and foldable take-down that turns the oversized cot into the size of a small briefcase. It is now available in two sizes, large and extra-large, on the company's website. "Klymit aims to provide an elevated level of ease and comfort to outdoor experiences with each of our products," said **Cory Tholl**, president of Klymit. "Our new Cedar Mesa Cot aims to address the well-known issues of uncomfortable camp sleep and delivers an easy-to-assemble, durable cot that packs into a portable briefcase, intuitively engineered for every adventure."

BambooHR, a Lehi-based cloud-hosted platform for human resources based in Lehi, has launched **Benefits Administration**, a solution designed to simplify the benefits enrollment process. The solution brings employee benefits enrollment right into the BambooHR platform, providing an easy experience for both administration and employees. It is designed to save HR practitioners time and ensure accuracy



while managing employee benefits. "With 82 percent of employees noting that company-offered perks and benefits are the most important thing when looking at a potential employer, our new Benefits Administration tool equips customers to thrive in a competitive job market by making benefits easier to select," said Brian Crofts, chief product officer at BambooHR. "In today's competitive talent market, HR leaders need to streamline time-intensive processes such as benefits administration in order to focus on what matters most."

Sandy-based mining consultancy **Burgex Inc.** has released **Mineralocity**, a comprehensive platform offering a complete, verified and visually searchable map of all commercial mines in the United States. The app was developed in response to a heightened national focus on infrastructure revitalization and the emerging green economy.



The platform has verified data on every commercial mine in the U.S., including detailed information on their locations, commodities and production levels. "This is a landmark moment," said **Stuart Burgess**, chairman and co-founder of Burgex. "Mineralocity is the first platform of its kind to provide a visually searchable map of all U.S. commercial

mines, which will become an invaluable tool for making strategic, data-driven decisions and bolstering domestic supply chains as we collectively advance our infrastructure and green economy." The new tool is available at mineralocity.com.

Lehi's **JobNimbus**, a customizable customer relationship and project management solution for roofers, has announced the launch of **JobNimbus Insights**, a new reporting dashboard designed to bring roofers visibility into the key sales metrics and drive accountability in their business. "JobNimbus Insights takes our reporting capabilities to the next level," said **Ben Hodson**, CEO and co-founder of JobNimbus.



"No matter the industry, you can't manage a business effectively without having access to data. Insights gives our roofers the numbers they need to really understand the health of their business and have the right information to make data-driven decisions." JobNimbus Insights focuses on the sales side so customers can get fast, accurate reports on metrics like lead flow (where leads are coming from), close rate and sales volume by rep and by lead source.

Summit Venture Studio, a venture firm in Lehi that focuses on commercializing university faculty inventions, has licensed **FYTT**, a sports performance management tool that enables strength and conditioning coaches to deliver automated training at scale so that every athlete receives holistic, individualized care. FYTT empowers coaches to



help athletes reach their full potential by creating training programs, prescribing rehab, building wellness surveys, collecting performance data and automating training initiatives. "We are ecstatic to partner with FYTT and bring this innovative platform to more sports teams around the world," said **Taylor Bench**, managing director at Summit Venture. "FYTT is revolutionizing the way athletes and teams train and perform, and we are excited to play a part in that," said **Ernie Rimer** co-founder of FYTT and the University of Utah's former strength and conditioning coach.

Salt Lake City-based legal software company **Filevine** has introduced **AI Fields**, an artificial intelligence tool within its existing Filevine platform. AI Fields enables the upload of lengthy documents into the Filevine platform and have it provide real-time AI-generated insights, all while keeping client data secure within the



platform. AI Fields leverages the power of AI to automatically extract and organize critical information from a customer's project documents and other files. "I truly believe that we are in the midst of a once-in-a-lifetime shift in the practice of law," said **Ryan Anderson**, CEO of Filevine. "The impact of AI on the quality and efficiency of legal work will be dramatic. Once our customers experience the powerful impacts of implemented AI, they will never go back. Filevine has the right product at the right time."

Industry Briefs

Industry Briefs are provided as a free service to our readers. Company news information may be sent to brice@slenterprise.com. The submission deadline is one week before publication.

ASSOCIATIONS

• **ULI (Urban Land Institute) Utah** has announced that **Beth Holbrook** has begun her term as the Advisory Board chair for the Utah District Council. Holbrook, trustee at Utah Transit Authority, succeeds **Michael Brodsky**, owner of Brodsky Built, who had served in that role since April 1, 2021. As chair, Holbrook will guide the efforts of a 20-person board. Holbrook's



Beth Holbrook

career includes working in the financial sector, establishing a real estate firm in 2002, working starting in 2010 as director of the Business Resource Center in Salt Lake City for Zions Bank, and serving as the public sector solutions manager for Waste Management of Utah. She also has served on the Bountiful City Council starting in 2007. Holbrook also is a previous president of the Utah League of Cities and Towns and has served on the Utah Transit Authority Board of



Monica Rafferty

Trustees, representing Davis, Weber and Box Elder counties, since 2018, and continues to serve on several other boards in Utah. ULI Utah also announced that **Monica Rafferty** has accepted the role of chair of the Diversity, Equity and Inclusion Committee. Rafferty is a commercial real estate agent at InterNet Properties Inc.

CORPORATE

• **Extra Space Storage Inc.**, a Salt Lake City-based owner and operator of self-storage facilities in the United States, has announced that its operating partnership, **Extra Space Storage LP**, has priced a public offering of \$450 million aggregate principal amount of 5.5 percent senior notes due 2030. The notes were priced at 98.878 percent of the principal amount and will mature on July 1, 2030. The offering was expected to close on or about June 16. **Wells Fargo Securities**, **BMO Capital Markets**, **TD Securities**, **J.P. Morgan**, **PNC Capital Markets LLC**, **Truist Securities**, **US Bancorp** and **BofA Securities** are acting as the

joint book-running managers for the offering. **Regions Securities LLC**, **BOK Financial Securities Inc.**, **Huntington Capital Markets**, **Scotiabank**, **Zions Capital Markets**, **Citigroup**, **Fifth Third Securities Inc.**, **Academy Securities** and **Ramirez and Co. Inc.** are acting as the co-managers for the offering. The operating partnership intends to use the net proceeds of this offering to repay amounts outstanding from time to time under its lines of credit, and for other general corporate and working capital purposes, including funding potential acquisition opportunities.

ECONOMIC INDICATORS

• **Utah** is ranked No. 30 among **"State Economies with the Most Racial Equity,"** compiled by **WalletHub**. In order to determine which states have the most racial equality in terms of employment and wealth, it compared the 50 states and the District of Columbia across eight key metrics. The data compared the difference between white and black Americans in areas such as annual income, unemployment rate and homeownership rate. The top-ranked state is Alaska. The bottom-ranked entity is the District of Columbia. Details are at <https://wallethub.com/edu/state-economies-with-most-racial-equality/75810/>.

• **Salt Lake City** is ranked No. 126, **Provo-Orem** is No. 139 and **Ogden-Clearfield** is No. 166 on a list of **"Most Expensive Metro Areas for Renters,"** compiled by **Lawn Love**. It compared 172 of the biggest U.S. metros based on three categories. It looked at average rent prices, year-over-year rent changes, and the share of renters spending over 30 percent of their income on rent and utilities, among nine total metrics. It said the average rent price in Salt Lake City is \$1,498. The figure for Provo-Orem is \$1,390, while it is \$1,385 in Ogden-Clearfield. On a breakout list, Ogden-Clearfield is No. 4 for the lowest share of cost-burdened renters. The highest price overall is in the New York-New Jersey metro, at \$2,106. The lowest in the rankings is in Sioux Falls, South Dakota, at \$1,028. Details are at <https://lawnlove.com/blog/most-expensive-metro-areas-to-rent/#rankings>.

• **Utah** is the eighth-most improved state for **retirees**, according to a study by **Metal-res.com**. Utah advanced 24 spots over a five-year span as a retirement destination. The study noted Utah's robust economy offering retirees a stable financial environ-

ment, infrastructure development, modernized amenities, improved access to healthcare services and expanded outdoor recreational offerings. Virginia moved up the most, up 38 spots over five years. Kentucky fell 44 spots. Details are at <https://www.metal-res.com/retirement/most-improved-states-for-retirement-over-5-years/>.

• **Utah** is ranked No. 36 among the **"happiest states in the U.S. this year,"** compiled by **Scholaroo**. It examined various factors contributing to a happy life. Utah was No. 2 for physical health, No. 8 for employment, No. 19 for leisure activities, No. 23 for social policies, No. 43 for personal finance, No. 49 for mental health, and No. 50 for personal relationships. The top-ranked state overall is Massachusetts. The No. 50 state is West Virginia. Details are at <https://scholaroo.com/report/happiest-states/>.

• **Salt Lake City** is ranked No. 57 and **West Valley City** is No. 179 on a list of **"Best Cities for Single Dads to Live,"** compiled by **LawnStarter**. It compared the 200 biggest U.S. cities based on six categories, such as affordability and work-life balance. It specifically looked at child care costs, public schools quality and support programs, among 35 total metrics. The top-ranked city is Bellevue, Washington. The No. 200 city is Brownsville, Texas. Details are at <https://www.lawnstarter.com/blog/studies/best-cities-single-dads/#rankings>.

• **Four Utah cities** are listed among 179 **"alternative romantic destinations"** across the nation, a list compiled by **HoneymoonAlways.com**. They are No. 29 Escalante, No. 33 Cedar City, No. 39 Park City and No. 118 Springdale. The website commissioned a poll involving 3,000 couples to ascertain which alternative romantic destinations they are most eager to visit this year. The top-ranked destination is St. Augustine, Florida. The No. 175 city is Versailles, Indiana. Details are at <https://www.honeymoonalways.com/americas-alternative-romantic-destinations/>.

GOVERNMENT

• The **U.S. Department of the Interior** has announced that 29 local governments in Utah will receive a total of \$46.2 million in **Payments in Lieu of Taxes (PILT)** funding for 2023. Because local governments cannot tax federal lands, annual PILT payments help to defray the costs associated with maintaining community services. PILT payments are made for tax-exempt federal lands administered by the Department's bureaus, including

the Bureau of Land Management, Bureau of Reclamation, U.S. Fish and Wildlife Service, and National Park Service. In addition, PILT payments cover federal lands administered by the U.S. Forest Service, the U.S. Army Corps of Engineers, and the Utah Reclamation Mitigation and Conservation Commission. Payments are calculated based on the number of acres of federal land within each county or jurisdiction and the population of that county or jurisdiction.

HEALTHCARE

• **HealthEquity Inc.**, a Draper-based health savings account custodian, has named **James M. Lucania** as executive vice president and chief financial officer. He succeeds **Tyson Murdock**, who will remain CFO during a transition period. Lucania has experience and financial expertise with substantial fintech experience, most recently serving as CFO since 2016 at Ascensus Holdings. Prior to that, he was at CheckPoint Systems, ultimately serving as CFO. Lucania also served in various positions at Miller Buckfire & Co. and Levine Leichtman Capital Partners.



James Lucania

HOSPITALITY

• **Lodging Dynamics Hospitality Group**, a Provo-based hotel management company, has appointed **Michael McLaws** as vice president of finance. McLaws' background is in finance and accounting within the premium-brand hospitality sector. He has served in positions at organizations including Hilton Hotels and Resorts, Marriott International, H&M Short Line



Michael McLaws

Railroad and other hospitality management companies.

INSURANCE

• **Alliant Insurance Services**, based in California, has hired **Tina Alford** as vice president within its Employee Benefits Group. Based in Salt Lake City, Alford will focus on supporting organizations throughout the Rocky Mountain region by designing and deploying comprehensive employee benefits strategies and solutions. Alford has more than two decades of experience in sales, consulting and relationship management, most recently serving as a principal at an international insurance, benefits and consulting firm. She also has experience as a business development professional in the payroll and technology industries.



Tina Alford

NONPROFITS

• **Civica Inc.**, a Lehi-based nonprofit aimed at increasing the reliability of the drug supply chain by reducing drug shortages and related high prices, has hired **Jay Benson** as chief marketing and supply chain officer. Benson succeeds **Russ Gall**, who recently announced his retirement. Benson has 30 years of experience in the biopharmaceutical industry, including clinical and commercial manufacturing, global strategy development, and tech transfer and commercialization of new therapies. Prior to joining Civica, Benson was with Thermo Fisher Scientific, most recently serving as the vice president of global operations for the Clinical



Jay Benson

see BRIEFS next page

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Industry Briefs

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Diagnostics Division and prior to that serving as vice president/general manager of North America operations at Biologics. He also spent four years with Takeda, leading multiple biologics drug substance manufacturing facilities, and 11 years with Bayer Pharmaceuticals in multiple roles supporting Biologics technical operations and strategy development.

- **Bridge 21 Park City**, a nonprofit with the goal of having every Summit County resident with neurodiversity to have the opportunity to find a home in their own community, has signed agreements to acquire four new homes in the Silver Creek Village community east of Park City as part of its mission of providing safe and appropriate housing for the young adult, neurodiverse population. A recent market analysis completed by Neuro-Inclusive Housing Solutions (NIHS) on behalf of Bridge 21 revealed that there are over 3,000 neurodiverse young adults residing in Summit County. The acquired homes are being built by **Hillwood Homes** and should be complete and ready to house residents by spring 2024.

- The **Christmas Box International's** annual "Christmas in July" campaign aims to help over 1,000 abused and neglected children in Utah. It is collecting funds and essential items for children and families served by The Christmas Box House emergency shelters and 22 statewide resource centers. It is asking for the community's help to prepare children with their summer and back-to-school essentials, including swimsuits, sunscreen, hygiene kits, \$50 Visa birthday cards, and school backpacks and supplies. Drop-off locations are listed at <https://thechristmasbox.org/wish-lists-2023/>.

PHILANTHROPY

- **Salt Lake Community College** has received a grant valued at \$100,000 per year, for up to four years, from **Johnson Controls** to train students for jobs in the building automation sector, including HVAC, fire and security industries. Since 2021, the Johnson Controls Community College Partnership Program has awarded funding to community colleges in North America with a focus on vocational programs. Grant recipients have the opportunity to renew the grant for up to three additional years. At SLCC, about \$15,000 of the grant will be in equipment and the other

\$85,000 will go into training. It will support tuition costs for 30 students annually, and SLCC will work closely with Johnson Controls experts to acquire equipment and materials and develop curriculum for training that will prepare students for a variety of career pathways in the building automation sector.



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REAL ESTATE

- **CBRE**, a Texas-based commercial real estate services and investment firm, has named **Erin Laney Barr** as managing director and market leader for its Salt Lake City business. She will oversee operations and drive the offices' growth strategy for all advisory services lines of business. Laney Barr joined CBRE in January 2022 as a transaction manager. Her background includes time as a real estate attorney in Southern California and vice president of business development at the Economic Development Corporation of Utah. Her education includes a bachelor's degree in economics from the University of Utah.



Erin Laney Barr

- **Richmond American Homes of Utah Inc.**, a subsidiary of M.D.C. Holdings Inc., has had the grand opening of a new, fully-furnished Yorktown model home at Heron Hills at 3243 S. Blue Heron Drive, Saratoga Springs. The community offers ranch and two-story floor plans. The two-story Yorktown is one of five Richmond American floor plans available at Heron Hills.

RESTAURANTS

- **Smashburger**, a fast-casual restaurant chain, has signed a multi-unit development agreement to further expand its footprint in Utah, bringing five

new locations to Salt Lake City. Leading the expansion in the market is multi-unit franchisee **Michael Walker** of Zuvachs LLC., who acquired two existing Smashburger locations in Salt Lake City through the deal. Walker started his career as a general manager for Sonic Drive-In and holding managerial titles for other large brands like Burger King. Walker has over a decade of experience in the restaurant industry. In November 2019, Walker and his business partners, Ralph Bohn, Joe Carpenter and Melanie Castillo, formed Zuvachs LLC and began their franchising journey. In addition to the group's portfolio of Smashburger restaurants, Walker and Zuvachs are set to build five Fazoli's locations in Greater Salt Lake City. Founded in 2007, Smashburger has over 240 locations across

34 states and seven countries. It has added 26 locations since the beginning of the year.

SCHOLARSHIPS

- **Western Governors University** has announced a new scholarship opportunity aimed at adult learners who live in rural areas of the country. The "Learn Where You Live" scholarship is valued at up to \$3,000 and is available to new students or returning graduates who want to further their education at WGU. Scholarship recipients will receive up to \$750 per six-month term, renewable for up to four terms. Applicants must live in a rural area of the U.S. as is designated by the U.S. Census Bureau.

TRANSPORTATION

- **England Logistics**, a Salt Lake City-based freight broker-

age firm, has announced the election of **Justin Olsen**, vice president of legal and risk, to the **Transportation Intermediaries Association** board of directors. TIA is an organization for third-party logistics professionals in North America and abroad. Olsen and other board members will oversee and guide the organization's strategic direction and initiatives. Olsen has more than 30 years of experience as a practicing transportation law attorney. England Logistics has a long history of active participation in the TIA, with representatives serving on multiple committees and the board of directors.



Justin Olsen





The South Valley Chamber Business Bootcamps are 2-hour deep dives into topics critical to starting and running a business. Held monthly, we bring in the "best in their field" to lead you through hands-on instruction that will teach you skills that you can implement immediately. \$35 Members / \$50 Nonmembers



The Altabank Everyday Entrepreneur Program leads innovators through a 10-week program that helps you turn ideas into businesses. In partnership with Salt Lake Community College, this course will help you test your idea, create a brand, and plan for success. \$400 Members / \$600 Nonmembers



The Key Bank Business Accelerator is a proven 10-course series that helps small business owners and managers prepare for strategic growth. Entrepreneurs will learn about risk, strategy, sales, financial systems, management, customers & competitors, employees, growth, and more. \$500 Members / \$750 Nonmembers



The Clearlink Business Mastery is our mini-MBA for entrepreneurs and is ideal for graduates of our Accelerator OR if you have been in business for 5+ Years. This 10-course series is designed for ambitious business owners who are ready to accelerate revenue growth, achieve operational excellence and transform managers into inspiring leaders who work to deliver results. \$750 Members / \$1000 Nonmembers

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Why you should still care about the Employee Retention Credit the last Covid-19 relief for small businesses, and how to make sure you're not leaving money on the table

Did you pay your employees during the COVID-19 pandemic? If so, have you applied for the ERC, Employee Retention or payroll tax credit yet? If not, you need to, soon! You could potentially be leaving hundreds of thousands of dollars that belong to you, on the table!

My name is Carlos Caceres. I've helped hundreds of businesses navigate the complexities of receiving this valuable tax credit and I'd love to help you! According to the IRS, only 18% of all eligible businesses have applied. The process can be confusing though and many business owners still have questions. Allow me to answer some of the most frequent questions I get asked.

Q: Why is the ERC still available in 2023?

A: The IRS allows taxes to be amended for up to 3 years after

they've been filed, thus allowing businesses to still get this refund if they paid their employees during the Pandemic.

Q: Can I get ERC funds if I already received PPP funds?

A: Yes! The Taxpayer Certainty and Disaster Tax Relief Act of 2020 modified the ERC credit rules, allowing a company to take a PPP loan and still take advantage of the ERC credit.

Q: My revenue went up during Covid. Can I still qualify for the ERC?

A: Yes! There are three possible qualifications for the ERC: 1) Revenue reduction, 2) A full or partial shutdown of your business due to COVID-19, 3) Supply chain issues caused by a government mandated shutdown of a supplier. If you haven't qualified before, let's try again! I've had many businesses qualify

who didn't think they could.

Q: Can I qualify for the ERC if I'm self employed?

A: No, if you are majority owner (over 50%) of your company, then your wages do not qualify.

Q: Is the ERC refund taxable?

A: The ERC credit is not considered income, and therefore, not taxable, but you will need to reduce any deductible wage expenses by the amount of the credit.

Q: Do I have to repay the ERC funds I receive?

A: No. This is not a loan. It's a refundable tax credit.

Q: How long does it take to get my ERC Refund?

A: After we receive your required documents, we process a free analysis which usually takes from 2-3 weeks. If you wish to move forward, you'll select your desired payment

option and we file your claim. Once filed, refunds are taking from 3-6 months, depending on the current IRS backlog.

Q: Is there a fee to apply?

A: Our fee is based on a small percentage of the credit recovered, which is calculated in our initial analysis. As specialists who have processed thousands of ERC refunds, we have consistently been able to recover 10-20% more than others less familiar with the program.

Please reach out to me right away to get started or to get more of your questions answered. Let's get your money back on your table! Thank you.



Carlos Caceres is an expert in ERC and works with the Linqqs in Alpine, Utah

Call Carlos at (385) 421-2107
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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@slenterprise.com. The submission deadline is one week before publication.

June 26, 7:30 a.m.-3 p.m.

2023 Golf Tournament, a Davis Chamber of Commerce event. Activities begin with registration at 6:30 a.m. Location is Valley View Golf Course, 2501 E. Gentile St., Layton. Details are at davischamberofcommerce.com.

June 26, 8:30 a.m.

"Netherlands: Opening Doors to Europe," a World Trade Center Utah event about doing business in The Netherlands. Speakers are Joost Vrancken Peeters, La Gro Geelkerken; and Hans Van Loenen, a director at RSM Netherlands Business Consulting Services. Event takes place online. Free, although registration is required. Details are available at <https://www.wtcutah.com/tradeevents/netherlands-open-doors-to-europe>.

June 27, 8 a.m.-2 p.m.

Safety Awards Expo, a Utah Manufacturers Association event that will feature safety expo booths, breakout sessions, a keynote speaker, afternoon facility tours, award recognition and prize drawings. Keynote speaker is attorney Michael Best. Location is Salt Lake Community College's Westpointe Center, 1060 N. Flyer Way, Salt Lake City. General admission cost is \$35. Details are at <https://manufacturingutah.com/event/safety-awards-expo/>.

June 27, 10-11 a.m.

"Ask Ashly," a Women's Business Center of Utah event featuring Ashly Kulland, WBC-Utah's digital media specialist, discussing tips to improve a website, SEO or social media. Event takes place online via Zoom. Free. Details are at wbcutah.org.

June 27, 11:30 a.m.-1 p.m.

Women in Business Luncheon, an Ogden-Weber Chamber of Commerce event. Location is Jeremiah's Lodge & Garden, 1329 W. 12th St., Marriott-Slaterville. Cost is \$25 for members and first-time guests, \$35 for nonmembers. Details are at ogdenweberchamber.com.

June 27, 11:30 a.m.-1 p.m.

Women in Business, a South Valley Chamber of Commerce event. Shauna Graves-Robertson, a Salt Lake County Justice Court judge, will discuss "My Journey to the Bench." Location is South

Jordan Public Safety Building, Aspen Training Room, 10655 S. Redwood Road, South Jordan. Cost is \$20 for members, \$25 for nonmembers. Details are at southvalleychamber.com.

June 27, 2-3 p.m.

"How to Best Bank Your Business: Overview of Treasury Management," a Women's Business Center of Utah event, in partnership with Cyprus Credit Union. Event will feature information about cash conversion cycles, electronic payments, merchant services and more. Location is Salt Lake Chamber, 201 S. Main St., No. 2300, Salt Lake City. Also offered online via Zoom. Free. Details are at wbcutah.org.

June 27, 4:30-5:30 p.m.

"Business B4 5," a West Jordan Chamber of Commerce event. Location is Chili's, 3629 Center Park Drive, Jordan Landing, West Jordan. Free (pay for food and drinks). Details are at westjordanchamber.com.

June 28, 9 a.m.

"Emerging India," a World Trade Center Utah event about doing business in India. Panelists are Troy Keller (moderator), partner, Dorsey & Whitney; Ty Brown, executive vice president of international, O.C. Tanner; Amy Smedley, general counsel, Savage; David Paradiso, partner, Maj Invest; and Sandeep Lodha, managing partner, SVRJ & Co. LLP. Event takes place online. Free, but registration is required. Details are available by contacting Rayanne Riepl at rriep1@wcutah.com.

June 28, 11:30 a.m.

Networking Lunch, a Silicon Slopes Salt Lake Chapter event with a focus on meeting new chapter leadership and helping decide content, program and events for this year. Location is The Shop Salt Lake City, 350 E. 400 S., Salt Lake City. Details are at <https://app.siliconslopes.com/events/f7f48d0e-5592-4696-a9d0-009975d36d5f>.

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

"Business Success Series," a ChamberWest event. Location is Kearns Library, 4275 W. 5345 S., Kearns. Cost is \$25 per session. Details are at chamberwest.com.

June 28, noon-1 p.m.

"Solve the Business Puzzle: Elevate Your Brand," a Women's Business Center of Utah event. Presenter is Jana Hassett of Jana's Journals. Event takes place online

via Zoom. Free. Details are at wbcutah.org.

June 28, 5-7 p.m.

"Connect After Hours," a South Valley Chamber of Commerce event. Location is X-Golf Riverton, 13347 Teat Ridge Way, Suite N-105, Riverton. Cost is \$15 for members, \$20 for nonmembers. Details are at southvalleychamber.com.

June 28, 6-8 p.m.

"ULI Utah: YLG Expert Series: Economic Development," an Urban Land Institute (ULI) Utah event designed for people under 35 years old. Speakers are economic directors Marlin Eldred of Lehi and Jeff Jackson of West Valley City. Location is 95 S. State St., Suite 1500, Salt Lake City. Cost is \$35. Details are at <https://utah.uli.org/events-2>.

June 29, 3-6 p.m.

Kinect Accelerator Key-Bank & Kinect Demo Day. The Kinect Accelerator is an 12-week program designed to provide participants with the tools, resources and support they need to grow their businesses and bring their innovations to market. Demo Day is the graduation event where cohort members pitch their innovative ideas and solutions to potential investors. Event speaker is Drew Yergensen of KeyBank. Location is Industry SLC. Event also takes place online via Zoom. Details are at <https://nouri.ai/events/1c7cc4c4-4fed-4876-9eea-ae8bcd18fb96?open=false&step=1>.

June 28 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 29, 11:30 a.m.-1 p.m.

"Lunch & Learn: Using AI in Your Marketing to Save Thousands," a Point of the Mountain Chamber of Commerce event. Trainer is Ryan Speltz. Location is Chubby's, 1284 N. Redwood Road, Saratoga Springs. Details are at thepointchamber.com.

June 29, noon

"Pride Month Lunch and Learn," a Utah Tech Leads event. Presenter Olivia Jaramillo, director of public outreach for Equality Utah, will discuss "What I Wish My Coworkers Knew About Being Transgender

in the Workplace." Location is The Shop, 350 E. 400 S., Salt Lake City. Registration can be completed at Eventbrite.com.

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

Business Alliance Networking Luncheon. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Details are at davischamberofcommerce.com.

July 7, 8-9:30 a.m.

"FirstFridaysNetworking," a West Jordan Chamber of Commerce event. Location is Miller Free Enterprise Center at Salt Lake Community College, 9750 S. 300 W., Room 203, Sandy. Cost is \$5. Registration can be completed at Eventbrite.com.

July 11, 11:45 a.m.-1 p.m.

Patriotic Chamber Luncheon, a Point of the Mountain Chamber of Commerce event. Location is The Rooftop, 139 Hunter's Grove Lane, No. 400, Lehi. Details are at thepointchamber.com.

July 12, 11:30 a.m.-1 p.m.

Women in Business, a Cache Valley Chamber of Commerce event. Location is Adams Wealth Advisors, 701 S. Main St., Suite 400, Logan. Cost is \$16 for WIB members, \$18 for nonmembers, \$20 at the door. Details are at cachechamber.com.

July 12, 5-7 p.m.

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

July 17, 7:30 a.m.-3 p.m.

July Golf Tournament, a Davis Chamber of Commerce event. Registration and other activities take place at 6:30 a.m. Lunch will take place when golfing is finished. Location is Valley View Golf Course, 2501 E. Gentile St., Layton. Details are at davischamberofcommerce.com.

July 17, 8 a.m.

Slopes Cup 2023, a Silicon Slopes event, in partnership with the Point of the Mountain Chamber of Commerce. Activities include 8 a.m. check-in, followed by golf 9 a.m.-2 p.m. (scramble-style tournament). Location is Alpine Country Club, 5000 W. Alpine Country Club Lane, Highland. Cost is \$2,500 per foursome. Details are at slopes-cup.com.

July 18, 10-11:30 a.m.

"Utah Business Bridge: Break into Aerospace, Defense and Government Sales," presented by the U.S. SBA Utah District Office, in partnership with the Governor's Office of Economic Opportunity, and part of a quarterly event series. Event takes place online. Registration can be completed at Eventbrite.com.

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

"Business Women's Forum 2023: Elevating Women at All Ages: A Force for Change." Speaker Robyn Cohen, co-founder of Utah's "40 Over 40," will discuss how collaboration and support can create a more inclusive work environment. Location is Ken Garff Scholarship Club, Rice-Eccles Stadium, 451 S. 1400 E., Salt Lake City. Cost is \$35 for members, \$50 for nonmembers. Details are at slchamber.com.

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

Women in Business Luncheon, an Ogden-Weber Chamber of Commerce event. Location is Weber Human Services, 237 26th St., Ogden. Cost is \$25 for WIB members and first-time guests, \$35 for nonmembers. Details are at ogdenweberchamber.com.

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

ChamberWest Professional Development Series. Topics/presenters to be announced. Location is Residence Inn by Marriott, 7558 S. Plaza Center Drive, West Jordan. Cost is \$25 for ChamberWest members with advance registration by July 12, \$35 for nonmembers or for members after July 12. Details are at <http://chamberwest.com>.

July 19, 11:30 a.m.-1 p.m.

Business Alliance Networking Luncheon. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Details are at davischamberofcommerce.com.

July 19, 5-7 p.m.

"Business After Hours Mixer," a Park City Chamber/Visitors Bureau event. Location is The Barking Cat, 1708 Uinta Way, Park City. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

July 21, 8:30-10 a.m.

"Friday Connections Speed Networking," a ChamberWest event. Location is Valley Fair Megaplex Theatres, 3620 S. 2400 W., West Valley City. Cost is

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\$5 for chamber members, \$10 for nonmembers. Details are at chamberwest.com.

July 24, 4:30-5:30 p.m.

"Business Before 5," a West Jordan Chamber of Commerce event. Location is Chili's, 3629 Center Park Drive, Jordan Landing, West Jordan. Free (pay for food and drinks). Details are at westjordanchamber.com.

July 27, noon-1 p.m.

Women in Business Meeting, a Box Elder Chamber of Commerce event. Location to be

announced. Cost is \$10. Details are at boxelderchamber.com.

Aug. 1, 8 a.m.-noon

Clearlink Business Mastery, a South Valley Chamber course meeting every other Tuesday through Dec. 5. Location is Salt Mine Productive Workspace, 7984 S. 1300 E., Sandy. Cost is \$500 for chamber members, \$750 for nonmembers. Registration deadline is July 14. Details are at southvalleychamber.com.

Aug. 1, 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>.

Aug. 2, 11:30 a.m.-1 p.m.

Business Alliance Networking Luncheon. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Details are at davischamberofcommerce.com.

Aug. 2, 5-10 p.m.

Black Business Month Kick-Off Celebration, featuring a black business expo from 5-9 p.m. Location is Gallivan Center, 239 S. Main St., Salt Lake City. Free. Details are at utahblackchamber.com.

Aug. 8, 8-11 a.m.

KeyBank Business Accelerator, a South Valley Chamber of Commerce course

taking place every other Tuesday through Dec. 12. Location is Salt Mine Productive Workspace, 7984 S. 1300 E., Sandy. Cost is \$500 for chamber members, \$750 for nonmembers. Details are at southvalleychamber.com.

Aug. 8, 8:30 a.m.-4:30 p.m.

"New Challenges for Healthcare Professionals, Patients and Families in 2023," presented by Abbott Nutrition Health Institute. Speakers include Mary Coughlin, a trauma informed professional, caritas coach, and global leader in neonatal nursing; and Sharon Groh-Wargo, a professor in nutrition and pediatrics at Case Western Reserve University School of Medicine in

Cleveland. Location is Salt Lake City Marriott University Park, 480 Wakara Way, Salt Lake City. Cost is \$20. Registration can be completed at Eventbrite.com.

Aug. 8, 11:30 a.m.-1 p.m.

Professional Growth Series, a ChamberWest Women in Business event. Location is Staybridge Suites, 3038 S. Decker Lake Drive, West Jordan. Cost is \$25 for ChamberWest members with registration by Aug. 2, \$35 for nonmembers and for members after Aug. 2. Details are at chamberwest.com.

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UWLP

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tries. Utah men's averages were slightly lower than the average scores for international men.

Data from women in the present study were compared to published data for women leaders. Overall, Utah women's scores coincided with the data for women leaders, providing evidence that perceptions and experiences of gender bias are similar across contexts and geographical locations.

"This research highlights that Utah women experience elements of gender bias in the workplace that are not perceived to the same degree by Utah men," Knaggs

said. "As employers, employees and other stakeholders consider these data and use it to start conversations about gender bias in Utah workplaces, women and men can better understand each other's perspectives and experiences. The data show areas where we can provide more assistance for women, such as providing more opportunities for mentorship and sponsorship, addressing gender pay gaps and ensuring that women are offered developmental opportunities. Doing so will help women thrive and will boost overall workplace culture."

The full report with references is available at <https://www.usu.edu/uwlp/files/briefs/51-perceptions-gender-bias-utah-workplace.pdf>.

CLEAN AIR

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ea's poor air quality.

The website cleartheairchallenge.org contains program details, including the goals of eliminating 100,000 single-occupant trips in order to save 2 million miles traveled.

Last year, program participants eliminated 53,541 trips; saved more than 1 million miles; reduced carbon dioxide by 392.7 million tons; and saved about \$600,000. The top large teams were Fidelity Investments, the state of Utah and the University of Utah. The top small teams were Dell Technologies-Utah, GSBS Architects and Penna Powers. Top individuals were David Vasquez, state of Utah; Alison Mortensen-

Hayes, University of Utah; and Guinevere Timpson, state of Utah.

Since the program began in 2009, 1.38 million trips have been eliminated, more than 20 million miles saved, 6,733 tons of emissions reduced and nearly \$8.6 million saved.

Program organizers say that by driving less and driving smarter, people can improve air quality, reduce traffic congestion and conserve energy in Utah. The program also can help protect people's health because summertime chemical emissions react with sunlight and heat to create "summer ozone" that contaminates air quality.

The Utah Division of Air Quality has said that if all drivers living along the Wasatch Front were to park their cars just one day per week, vehicle emissions

would be reduced by 6,500 tons per year.

Organizers have listed several benefits for businesses involved in the challenge. They include contributing to a healthier environment; showcasing their dedication to corporate social responsibility, which in turn can win customers; and lowering utility bills and operating costs by implementing energy-saving measures. Those measures also may make companies eligible for financial incentives, grants or tax credits, further enhancing their cost savings.

They also have said that having employees involved in carpooling, promoting telecommuting or supporting public transportation can help businesses foster a sense of purpose and pride among their workforce.

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Aug. 9, 11:30 a.m.-1 p.m.

Women in Business, a Cache Valley Chamber of Commerce event. Location is Adams Wealth Advisors, 701 S. Main St., Suite 400, Logan. Cost is \$16 for WIB members, \$18 for nonmembers, \$20 at the door. Details are at cachechamber.com.

Aug. 9, 5-7 p.m.

"Business After Hours," an Ogden-Weber Chamber of Commerce event. Location is Minky Couture executive offices and warehouse, 475 S. Depot Drive, Ogden. Free for chamber members and first-time guests, \$10 for nonmember guests. Details are at ogdenweberchamber.com.

Aug. 9, 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>.

Aug. 10, 11:30 a.m.-1 p.m.

Women in Business, a Davis Chamber of Commerce event. Location is 450 S. Simmons Way, Kaysville. Cost is \$25 for members, \$35 for nonmembers. Details are at davischamberofcommerce.com.

Aug. 10, 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>.

Aug. 11-12

Native Market, Hoop Dance Competition and Fashion Show, presented by American Indian Services, a Lehi-based nonprofit. The fundraising event will be a combination of a Native art market, hoop competition and fashion show for the Native and non-Native community. Activities include market and hoop Aug. 11-12 and fashion show Aug. 12. Proceeds will help provide scholarships to Native American/Alaska Native students throughout the U.S. Location is Electric Park, Thanksgiving Point, 170 S. Interstate Plaza Drive, Suite 200, Lehi. Cost for market is \$10 per day, \$15 for two-day wristband, \$25 for family four-pack for two days; \$25 for fashion show. Details are at <http://www.americanindianservices.org>.

Aug. 16, 7:30 a.m.-3 p.m.

2023 Golf Classic, an Ogden-Weber Chamber of Commerce event. Check-in and breakfast begin at 7:30 a.m., followed by shotgun start at 8:30 a.m. and 1

p.m. lunch and awards presentations. Location is Mount Ogden Golf Course, 1787 Constitution Way, Ogden. Cost is \$250, \$1,000 for foursomes. Details are at ogdenweberchamber.com.

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

Business Alliance Networking Luncheon. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Details are at davischamberofcommerce.com.

Aug. 16, 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>.

Aug. 16, 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>.

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

Chamber Luncheon, a Davis Chamber of Commerce event. Location is 450 S. Simmons Way, Kaysville. Cost is \$25 for members, \$35 for nonmembers. Details are at davischamberofcommerce.com.

Aug. 17, noon-1:30 p.m.

Membership Luncheon, a Utah Valley Chamber of Commerce event. Speaker is Robert Spendlove, a state representative and economic and public policy officer for Zions Bank. Location is Marriott Hotel & Conference Center, 101 W. 100 N., Provo. Cost is \$20 for members, \$30 for nonmembers. Details are at thechamber.org.

Aug. 17, 2-3:30 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>.

Aug. 17, 6:30-8 p.m.

"How to Make Your Website Sell, So You Don't Have To," a Small Business Development Center event that takes place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

Aug. 18

Golf Tournament, a South Valley Chamber of Commerce event. Location is South Mountain Golf Course, 1247 E. Mike Weir Drive, Draper. Cost is \$1,250 per foursome, \$625 per twosome. Details are at southvalleychamber.com.

Aug. 18, 7:30 a.m.-2 p.m.

Annual Children's Charity Golf Classic, a Murray Area Chamber of Commerce event.

Check-in begins at 7:30 a.m., followed by shotgun start at 8 a.m. Location is Murray Parkway Golf Course, 6345 Murray Parkway Ave., Murray. Cost is \$125. Details are at murrayareachamber.com

Aug. 18, 8:30-10 a.m.

"Friday Connections Speed Networking," a ChamberWest event. Location is Valley Fair Megaplex Theatres, 3620 S. 2400 W., West Valley City. Cost is \$5 for chamber members, \$10 for nonmembers. Details are at chamberwest.com.

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

Women in Business Luncheon, an Ogden-Weber Chamber of Commerce event. Location is Jeremiah's Lodge

& Garden, 1329 W. 12th St., Marriott-Slaterville. Cost is \$25 for members and first-time guests, \$35 for nonmembers. Details are at ogdenweberchamber.com.

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

Women in Business, a South Valley Chamber of Commerce event. Location to be announced. Cost is \$20 for members, \$25 for nonmembers. Details are at southvalleychamber.com.

Aug. 23, 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>.

Aug. 24, noon-1 p.m.

Women in Business Meeting, a Box Elder Chamber of Commerce event. Location is Bridgerland Technical College, 325 W. 1100 S., Brigham City. Cost is \$10. Details are at boxelderchamber.com.

Aug. 24, 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>.

Aug. 24, 5-7 p.m.

"Business After Hours," a Salt Lake Chamber event.

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Location is The Depot, 13 N. 400 W., Salt Lake City. Free for members and \$30 for nonmembers before Aug. 21, \$20 for members and \$40 for nonmembers after Aug. 22. Details are at slchamber.com.

Aug. 24, 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>.

Aug. 29, 11:30 a.m.-1:30 p.m.

Annual Meeting 2023, a Salt Lake Chamber event. Location is Salt Lake Marriott Downtown at City Creek, 75 S. West Temple, Salt Lake City. Cost is \$85 for members, \$100 for nonmembers. Details are at slchamber.com.

Aug. 31, 7 a.m.-2 p.m.

2023 RISE St. George Business Summit, presented by the St. George Area Chamber

of Commerce. Annual event is designed to empower business professionals with the knowledge, tools and network necessary to thrive in today's competitive business landscape. Theme is "Connect." Location is Dixie Convention Center, 1835 S. Convention Center Drive, St. George. Details are at risestg.com.

Sept. 6-7

Utah Outdoor Recreation Summit, with the theme "Outdoors: In Session." Location

is Weber State University's Shepherd Union, Ogden. Details are at <https://utahoutdoorsummit.com/>.

Sept. 6, 11:30 a.m.-1 p.m.

Business Alliance Networking Luncheon. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Details are at davischamberofcommerce.com.

Sept. 7-8

Leadership Institute, a Davis Chamber of Commerce

event. Location to be announced. Details are at davischamberofcommerce.com.

Sept. 7, 9-11 a.m.

Altabank Business Accelerator, a Utah Valley Chamber of Commerce event taking place with 10 sessions Thursdays through Nov. 9. Location to be announced. Cost is \$749. Details are at thechamber.org.

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PROVO/OREM

from page 1

Provo/Orem's ranking bested the Austin area of Texas; Raleigh, North Carolina; the Nashville area in Tennessee; Boise, Idaho; the Dallas area of Texas; and the Phoenix area, among others.

The Milken index, published annually since 1999, reflects cities' effectiveness at leveraging their resources to promote economic growth and provide their

residents with access to the essential services and infrastructure needed for success. Its components include job creation, wage growth and the high-tech sector's output growth. Since 2021, the index also includes measures of housing affordability and broadband access that reflect access to economic opportunities of cities' residents.

A nonprofit, nonpartisan think tank, Milken measured economic vitality in 200 large metropolitan areas and 203 small metro areas.

The 2023 index and rankings are based mainly on data from 2021, the first full year of recovery following the onset of COVID-19.

"This year's report shows that U.S. cities continue to drive the nation's growth despite the pressures created by COVID-19," said Maggie Switek, director of regional economics in the Milken Institute's Research Department. "Three years after the onset of the pandemic, cities are still the main centers of the nation's economic activity. In 2021, the metropolitan

areas included in the BPC rankings generated 89 percent of the U.S. gross domestic product and were home to 86.3 percent of the country's population."

Provo/Orem was bolstered by its top ranking for both employment growth and wage growth from 2016 to 2021. It was second for job growth from 2020-21.

"No place on Earth is as dear to me as Provo," said Provo Mayor Michelle Kaufusi. "It's where I was born, where I grew up, and where my husband and I chose to raise our kids. I am proud to see that the world is taking note of this remarkable place, where the majesty of nature surrounds a thriving hub of tech activity and educational opportunity, creating unparalleled quality of life.

"For the Milken Institute to recognize us for three straight years as the nation's 'Best-Performing City' is a thrill and an honor. The award is data-driven, based on metrics like job and wage growth. But behind our impressive metrics are the amazing people that make it all happen. It is they who should be most proud of this award."

The report noted that Provo/Orem is home to several well-established high-tech companies and numerous tech startups, and to Brigham Young University, which offers stable employment to 4,000 Utahns.

"Home to Brigham Young University, the city benefits from the school's reputation and contribution to the qualified workforce, which help attract high-tech companies in search of talent," the report states. "With its well-established network of tech professionals, entrepreneurs are now also using Provo as a launching pad for their own businesses in the area."

The report noted, however, that Provo slipped to the 34th position in short-term job growth and to the 48th position in one-year high-tech GDP growth, "indicating that other large cities are beginning to catch up to Provo in these areas." Provo also ranked low in housing affordability although the city has shown progress there.

Meanwhile, Logan ranked in the top 10 in terms of five-year and one-year job and wage growth, but it fell to the 55th position in short-term job growth, covering the period between October 2021 and October 2022.

"This drop occurred even as Logan's rate of short-term job growth increased from 2.2 percent to 3.0 percent over the last year, implying that while Logan's job market remains strong, job growth in other small cities accelerated faster," the report says.

In five-year high-tech GDP growth, Logan moved up from 29th place in 2022 to the third position in this year's rankings. Employment in manufacturing grew by 11.3 percent between 2020 and 2021 as wages rose 22.1 percent during the same period.

"The city's vibrant education and outdoor resources, however, add pressure to the housing market. Logan ranks low relative to its peers in housing affordability, falling to 119th in both metrics related to affordable housing," the report states. "Pressure on the housing market is aggravated by a large and increasing (Utah State University) student population."

St. George saw its high-tech GDP grow 60 percent between 2015 and 2021, seventh among metros, and also has experienced strong wage growth in recent years. Its five-year wage growth ranking was tops among small cities for the third year in a row.

"A strong performance is shown in St. George's employment growth: The city ranked second in five-year job growth this year, after having ranked first in this metric for three consecutive years in past editions of the BPC rankings," it says.

The report noted the growing city's infrastructure challenges, especially with an arid climate "that has overburdened the water supply." Housing prices also are an issue for many city residents. "Housing affordability has not improved in recent years but has grown worse," it says.

The report is available at <https://milkeninstitute.org/best-performing-cities>.

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Sept. 13, 8 a.m.-1 p.m.

Women in Business Nine & Dine Golf Event, a ChamberWest event. Check-in and breakfast begin at 8 a.m., followed by an 8:30 a.m. golf start. Lunch begins at 11:30 a.m. Location is The Ridge Golf Course, 5055 S. Westridge Blvd., West Valley City. Cost is \$125 before Sept. 1, \$150 thereafter. Details are at chamberwest.com.

Sept. 13, 5-7 p.m.

"Business After Hours," an Ogden-Weber Chamber of Commerce event. Location is the Weber County Sheriff's Office, 1400 Depot Drive, Ogden. Free for chamber members and first-time guests, \$10 for nonmember guests. Details are at ogdenweberchamber.com.

Sept. 14

ACG Utah Golf Tournament, an Association for Corporate Growth Utah event. Breakfast and registration begin at 7 a.m., followed by shotgun start at 8 a.m. Lunch and awards follow golf. Location is Eaglewood Golf Course, 1110 E. Eaglewood Drive, North Salt Lake. Cost is \$1,000 for four-somes, \$250 for singles. Details are at <https://www.acg.org/utah/events/2023-acg-utah-golf-tournament>.

Sept. 14, 11:30 a.m.-1 p.m.

Women in Business Luncheon, a Davis Chamber of Commerce event. Location is 450 S. Simmons Way, Kaysville. Cost is \$25 for members, \$35 for nonmembers. Details are at davischamberofcommerce.com.

Sept. 15, 8:30-10 a.m.

"Friday Connections Speed Networking," a ChamberWest event. Location is Valley Fair Megaplex Theatres, 3620 S. 2400 W., West Valley City. Cost is \$5 for chamber members, \$10 for nonmembers. Details are at chamberwest.com.

Sept. 18, 7:30 a.m.-5 p.m.

Executive Summit, a Utah Valley Chamber of Commerce event. Location is Sundance Resort, 8841 Alpine Loop Scenic Byway, Sundance. Cost is \$280 for members and \$320 for nonmembers through Aug. 18; \$350 for members and \$400 for nonmembers thereafter. Registration deadline is Sept. 8. Details are at thechamber.org.

Sept. 19, 11:30 a.m.-1 p.m.

Professional Development Series, a ChamberWest event. Topic and presenter to be announced. Location is Utah Trucking Association, 4181 W. 2100 S., West Valley City. Cost is \$25 for members by Sept. 13, \$35 for nonmembers or members after Sept. 13. Details are at chamberwest.com.

Sept. 20, 11:30 a.m.-1 p.m.

Business Alliance Networking Luncheon. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Details are at davischamberofcommerce.com.

Sept. 22, 8 a.m.-2 p.m.

"The Point Challenge," a Point of the Mountain Chamber of Commerce event featuring a shotgun start and four-person scramble format. Check-in begins at 7 a.m., followed by 8 a.m. golf start. Location is Fox Hollow Golf Club, 1400 N. 200 E., American Fork. Cost is \$600 per foursome. Details are at thepointchamber.com.

Sept. 25, 8 a.m.-2 p.m.

Chamber Golf Classic, a Utah Valley Chamber of Commerce event. Location is Riverside Country Club, 2701 N. University Ave., Provo. Cost is \$1,500 for members through Sept. 4, \$1,750 thereafter. Details are at thechamber.org.

Sept. 26

2023 Women Empowered Conference, an Ogden-Weber Chamber of Commerce event. Details to be announced at ogdenweberchamber.com.

Sept. 27-28

Silicon Slopes Summit 2023. Location is Delta Center, 301 S. Temple, Salt Lake City. Details are at <https://summit.siliconslopes.com>.



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CAREERS

PRODUCT MANAGER-EMBEDDED SOFTWARE

Product Manager - Embedded Software sought by **Vivint, Inc.** in Lehi, Utah to help define the vision & future of the Smart Hub & future panel experiences for Vivint customers. Salary \$108,514 - 143,520/yr. International & domestic travel may be required up to 3% of the time. Send resume to: recruiting@vivint.com. Must specify job code SSWM.

PROJECT MANAGER

Ubiquiti Inc. is seeking a **Project Manager** in Draper, UT to lead Wi-Fi access point firmware releases and quality assurance. Ubiquiti requires candidate to live w/ in commuting distance of Draper, UT. Position requires at least a bachelor's degree, or its foreign equivalent, plus 3 yrs. exp. Interested applicants should apply online, please visit: <https://careers.ui.com/> Click "See Openings"/Search "Team" [Other] / "Location" [Salt Lake City, UT] OR visit https://careers.ui.com/apply/Project_Manager--drl7STaetN

Sept. 27, 11:30 a.m.-1 p.m.

Business Success Series, a ChamberWest event. Location is Kearns Library, 4275 W. 5345 S., Kearns. Cost is \$25 per session. Details are at chamberwest.com.

Sept. 28, 6-9 p.m.

2023 Annual Business Awards Banquet, a Davis Chamber of Commerce event. Location is the Davis Conference Center, 1651 N. 700 W., Layton. Cost is \$75. Details are at davischamberofcommerce.com.



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