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OF NOTE



Will 'endless shrimp' end?

One in five lobster tails sold in the U.S. is purchased by casual-fast food company Red Lobster. But biggest doesn't always equate to success. The 578-store, 64-million-annual-customer chain has filed for bankruptcy protection and has begun closing restaurants across the U.S. and Canada. Recent mismanagement, competition, inflation and other factors — to say nothing of its endless shrimp offer — brought down Red Lobster, analysts and former employees say.

UNIFIED ECONOMIC OPPORTUNITY COMMISSION

UEOC vows to be 'more targeted and focused'

Brice Wallace
Business Journal

Starting its fourth cycle of activity, a state commission aimed at fostering a stronger economy in Utah will take a different approach this year.

At a recent meeting, the co-chairs of the Unified Economic Opportunity Commission vowed that the commission will be "more targeted" and have "robust" discussions.

"UEOC was created to be nimble, addressing a variety of economic issues," said Gov. Spencer Cox, a commission co-chair. "In the past years, we've addressed some of the largest economic issues in our state. ... This year, we want to shift and be more targeted and focused — a little bit of a lighter touch this time around."

The commission works to produce bill proposals for the Legislature's next general session and recommendations for the governor's budget, with long-range vision in mind.

In past years, the commission has relied on working groups to do a lot of its legwork. They focused on growth and transportation; government efficiency; water, energy and natural resources; and technology, innovation and investments.

That will change this year. Gone are the working groups.

"We are going to be the working group, and so over the next, after today, four additional meetings, there's going to be a lot more robust discussion at this level, rather than 'Let's go back and have a committee come back and report at a later date,'" Ryan Starks, executive director of the Governor's Office of Economic De-

velopment and commission co-chair, told the group.

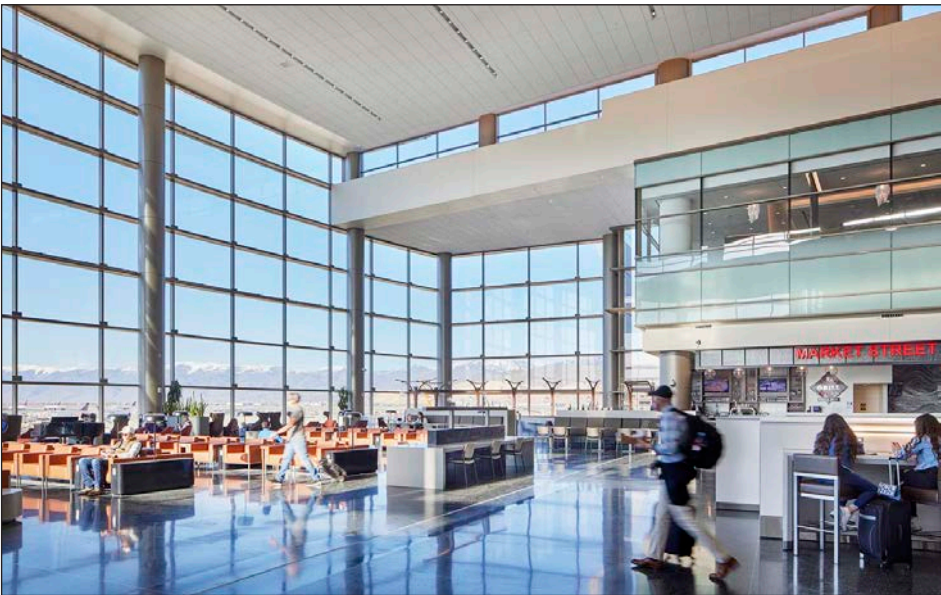
"So, we invite you to roll your sleeves up. This is where, really, the rubber's going to meet the road."

Remaining in place are three legislatively required subcommittees focused on housing affordability; women in the economy; and talent, education and industry alignment. They will report to the commission occasionally, Starks said.

The commission this year "will meet fewer times but have more focus," he said. Four more meetings are scheduled through mid-November.

"We really want to go back to our roots this year, making this a true work-

see UEOC page 12



Passengers take advantage of one of the waiting areas at the rebuilt Salt Lake City International Airport. A new study spotlights the huge economic impact on the community delivered by the reconstruction project. Photo by Bruce Damonte/HOK Design.

Analysis: Airport rebuild delivers \$2 impact for every dollar spent

The redevelopment of Salt Lake City International Airport indicates the project is resulting in an economic benefit nearly twice the amount of the project budget.

The economic impact analysis from GSBS Consulting that was commissioned by the Salt Lake City Department of Airports shows an economic benefit of nearly \$9.8 billion on a budget of \$5.1 billion. Put another way, for every dollar spent, the economic benefit is \$1.99.

"We've always known that building a state-of-the-art airport will have far-reach-

ing benefits for our community, including more capacity and more flights to more destinations," said Bill Wyatt, the department's executive director. "This report shows the significant impact construction costs are contributing to our local economy along with the broad range of industries — from architectural and engineering-related services to concrete pipe manufacturing — that are benefiting."

According to the analysis, the \$9.8

UIPA APPROVES WEST WEBER PROJECT, WITH WETLANDS PROVISIONS

Brice Wallace
Business Journal

About 9,000 acres in western Weber County is Utah's newest inland port area, despite lingering concerns about impacts future development might bring.

At a recent meeting in Salt Lake City, the Utah Inland Port Authority board approved the controversial West Weber project area. However, in a board first, it also approved a wetlands protection strategy with several provisions. Buffer zones of at least 600 feet will be in place between development projects and waterfowl and wildlife management areas, and 3 percent of the area's tax differential will be dedicated to wetlands mitigation projects.

Also, Ben Hart, UIPA's executive director, said the authority will not be "doing anything outside of what the current zoning allows for."

The project area consists of the Little Mountain and Weber Bend zones totaling about 8,785 acres east of Promontory Point near the eastern shore of the Great Salt Lake. It is bounded by the Harold Crane Waterfowl Management Area to the north and the Ogden Bay Waterfowl Management Area to the south.

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News

PACS Group to acquire 53-facility, eight-state post-acute company

PACS Group Inc., a Farmington-based holding company investing in post-acute healthcare facilities, has announced that subsidiaries of the company have agreed to acquire the operations of 53 skilled nursing and assisted/independent living facilities across eight western states. The facilities are currently operated by Prestige Care, a family-owned company based in Vancouver, Washington.

PACs Group will lease 37 of the physical facilities of the operations from a joint venture in which it owns a 25 percent interest. The remaining 16 facilities will be leased from unaffiliated third-party landlords.

PACS Group was founded in 2013 and is one of the largest post-acute platforms in the United States. Its independent subsidiaries operate more than 200 post-acute care facilities across nine states serving over 22,000 patients daily. Collectively, the facilities comprise 2,511 skilled nursing beds and 1,334 assisted living and independent living units.

“We’re thrilled by the opportunity to

welcome these 53 Prestige facilities, as well as their staffs and residents, to the PACS family,” said Jason Murray, PACS chairman and CEO. “The Delamarter family and the Prestige team have created a great legacy of providing compassionate care over the past many decades, and we look forward to honoring that legacy and supporting the facilities in their mission of providing quality care going forward.”

Josh Jergensen, PACS president and chief operating officer, added, “We’re excited to work with these great Prestige facilities, as well as for PACS to enter five new states. We plan to leverage our decentralized leadership model, as well as our prior experience with larger portfolio acquisitions, to quickly integrate the new facilities after the anticipated closing later this year. We’re looking forward to serving these facilities and their communities.”

PACS Group said it expects that the transactions will close in the third quarter of 2024. Financial details were not disclosed.

Portland's Springbrook Software releases plans to relocate to Utah

Springbrook Software, a Portland, Oregon-based provider of enterprise resource planning (ERP) software for local governments, has announced that it is moving its operations to American Fork. The company said the move marks a significant step in its aggressive expansion efforts. As part of this expansion, Springbrook said it will intensify its investment in Cirrus, its flagship cloud-based ERP platform, which is currently used by over 3,000 cities and towns in 40 states and seven foreign countries.

Springbrook will augment its current business operations by hiring additional sales, marketing, administrative and human resource personnel for the American Fork location. The company cited Utah’s favorable business environment and abundant pool of skilled business and technical professionals among the reasons it is moving.

“We are committed to establishing Springbrook as the premier choice for local government agencies across the United States, and our move to American Fork is a pivotal part of this strategy,” said Robert Bonavito, CEO of Springbrook. “Leveraging the region’s talent pool and strategic location, we aim to accelerate our national and technology expansion initiatives. Our ultimate goal is to modernize and fortify America’s essential infrastructure, one local agency at a time. This move will allow us to better serve all our customers, and we remain committed to helping small to medium-sized cities and municipalities across the United States with their finance and administration needs.”



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Smith's 'reimagined downtown' gets support of large number of Utah leaders

A large contingent of politicians and community leaders have signed a letter in support of Smith Entertainment Group (SEG) and its “reimagining” of downtown Salt Lake City. SEG has release preliminary plans for a “sports, entertainment, culture and convention” center to include the two blocks located east of the Delta Center centered on 300 West in the city.

Details of the letter and the large group of signatories was revealed at a Salt Lake City Council meeting on May 21 by SEG executive Mike Maughan. The letter says the reimagining project is an “unparalleled opportunity” to leverage Salt Lake City’s reputation as a cultural gathering place. Maughan said the public can add individual signatures to the letter at the reimaginedowntownSLC.com website, where the full text of the letter can be found.

Among the sites being targeted by the rebuilding plans is Abravanel Hall, home of the Utah Symphony Orchestra. Thousands have rallied recently in support of preserving the 50-year-old concert venue, but officials have recently released details of renovations needed at the hall that carry a nearly \$200 million price tag.

“We are at a unique moment in time where leaders from across arts and culture, meetings and conventions, government, sports, entertainment, tourism and hospitality and business are coming together with a shared commitment to reimagining downtown Salt Lake City and what it can mean for generations to come,” the letter reads in part. “This project is an unparalleled opportunity to leverage Salt Lake City’s reputation as an iconic cultural gathering place — fostering unity for all Utahns and visitors from across the world.”

The letter continues, “We are both inspired by the collaborative work that Salt Lake City, Salt Lake County, Smith Entertainment Group and other stakeholders are conducting to ensure the success of the proposed sports, entertainment, culture and convention district and also confident that progress is being made in a way that will preserve the city’s rich legacy in the arts.”

“We fully support the goal of reimagining and optimizing downtown Salt Lake City,” the document concludes. “It is an incredible place, and we have a chance to create an even more inspiring, compelling, connected and successful downtown core

where people come to live, work, meet and play.”

Among the more than two dozen signing the support letter are Stuart Adams, president of the Utah Senate; Dee Brewer, executive director of the Downtown Alliance; Steve Brosvik, president and CEO of the Utah Symphony; Fraser Bullock, chair of the Salt Lake City-Utah Committee for the Games; Gov. Spencer J. Cox; Kaitlin Eskelson, president and CEO of Visit Salt Lake; professional golfer Tony Finau; Erin

Mendenhall, mayor of Salt Lake City; Derek Miller, president and CEO, Salt Lake Chamber and Downtown Alliance; Taylor Randall, president, University of Utah; Jeff Robbins, president and CEO, Utah Sports Commission; Ryan Starks, executive director of the Governor’s Office of Economic Opportunity; and Jenny Wilson, mayor of Salt Lake County. A number of highly placed industry and business leaders also signed the letter along with state senators and representatives.



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NEWS

RDO Equipment Co. buys Murray's Rocky Mountain Transit & Laser

RDO Equipment Co. of Fargo, North Dakota, has acquired Murray-based Rocky Mountain Transit & Laser. Rocky Mountain's locations in Murray and Las Vegas will add to the construction technology solutions, service and expertise available to customers at the eight John Deere construction and Wirtgen Goups stores across Idaho, Wyoming and Utah that RDO acquired in December.

Adam Gilbertson, RDO senior vice president of field technology and innovation, said the acquisition best positions RDO to serve the evolving needs of construction customers in the Mountain Region.

"As RDO stepped into the role of being the John Deere construction dealer for the Mountain Region, it was a priority to add the technology component so we can provide the full range of tech solutions our customers need," Gilbertson said. "Rocky Mountain Transit & Laser has more than 30 years of history in the construction technology space. They're pioneers in construction machine control technology, and we couldn't be more excited to welcome these employees to our team and build on what they have accomplished."

All Rocky Mountain Transit & Laser employees have accepted positions within RDO. The Murray and Las Vegas locations will rebrand as RDO Equipment Co. construction technology stores.

"Construction technology is evolving faster than ever, and so are the ways contractors are learning to use it to their benefit," Gilbertson added. "RDO is committed to staying ahead of the curve by finding the right opportunities to invest in our technology teams and knowledge, and that's exactly the opportunity we saw in Rocky Mountain Transit & Laser."

Founded in 1968, RDO Equipment Co. sells and supports agriculture, construction, environmental, irrigation, positioning, and surveying equipment from manufacturers, including John Deere, Vermeer and Topcon. It has more than 80 locations across the U.S.

EPA awards \$1 million for cleanup projects in Spanish Fork and Murray

The U.S. Environmental Protection Agency (EPA) has announced \$1 million in Brownfields grant funding to support the environmental assessment, cleanup and redevelopment of critical properties in the communities of Spanish Fork and Murray. The city of Spanish Fork will receive \$500,000 to assess several priority properties that have elevated concentrations of contaminants in soil and groundwater. Murray will receive \$500,000 to assess contaminations at properties within the central business district.

The grants are part the EPA's Brownfields Multipurpose, Assessment and Cleanup (MAC) grant programs. Brownfields are defined as former industrial or other sites with contamination needing remediation.

"EPA's Brownfields grants are supporting critical cleanup and redevelopment projects in Utah," said KC Becker, EPA regional administrator. "Today's funding will help community leaders in Murray and Spanish Fork address contamination in soil, water and outdoor spaces and create new businesses, housing and recreational opportunities."

Spanish Fork will use funding to assess environmental contamination at two priority sites within the city: the Express Way Landfill that has been identified as containing contaminants and the site of a former foundry that manufactured iron and brass castings with the use of hazardous chemicals.

"This grant will also give the city the opportunity to plan for the redevelopment of areas that are underutilized and have been used industrially," said Mayor Mike Mendenhall. "I thank the EPA for their grant funding and continued support as we work to make Spanish Fork a great place to live and work."

Murray will use the grant to assess two priority sites in its central business district: the Creek Pocket Park and the Soccer Locker. Creek Pocket Park is a vacant residential parcel located near the historic Murray smelters and is known to contain lead, asbestos, arsenic, cadmium and other heavy metals. The Soccer Locker is a 2.78-acre lot located along the Little Cottonwood Creek. Previous investigations of the property indicate high levels of arsenic and other metals, presumed to be slag and mine waste.

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Utah joins other states suing California over diesel truck rule

Kyle Dunphey
Utah News Dispatch

Utah is one of 16 states suing California over a rule aimed at curbing air pollution that, according to a complaint signed by Attorney General Sean Reyes, “violates the Constitution and threatens our nation’s economic security.”

Filed in U.S. District Court of the Eastern District of California, Nebraska v. Cliff takes issue with a new Golden State rule that seeks to prioritize zero-emission vehicles in the trucking industry.

Called Advanced Clean Fleets, the rule was finalized in October and targets any fleet operating in California. In some instances, private “high priority” fleets with 50 or more trucks will be required to buy zero-emissions vehicles when replacing older trucks. Other fleets will have to ensure a certain percentage of vehicles are zero-emission. For state and local government fleets, all new vehicles purchased must be zero-emission by 2027.

By the 2040s, California hopes to have all fleets in the state be mostly zero-emission vehicles, according to a news release.

The rule is also intended to incentivize more commercial zero-emission vehicles being brought to market.

But Reyes, alongside 16 Republican attorneys general and the GOP-controlled Arizona Legislature, argues the rule will force companies from other states to comply with California’s law.

“The regulation forces truckers in and out of California to retire their internal-combustion trucks if they want to come to California. This will inevitably disrupt the supply chain for all manner of goods, slow interstate transportation, raise prices on goods across the country and impose costs on taxpayers and governments around the country,” reads the complaint filed in May.

“It is a misconceived and nationwide policy executed without the blessing of Congress or the consent of elected leaders in affected States,” the attorneys general claim.

Essentially, California is exporting its ban on certain internal combustion engines, the complaint states.

Utah is joined by Nebraska, Alabama, Arkansas, Georgia, Idaho, Indiana, Iowa, Kansas, Louisiana, Missouri, Montana, Oklahoma, South Carolina, West Virginia and Wyoming. The Arizona State Legislature and the Nebraska Trucking Association are also named as plaintiffs.

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CommonSpirit Health names Utah president

CommonSpirit Health, a Chicago-based healthcare conglomerate that owns five Northern Utah hospitals, has named Jeremy Bradshaw as market president for the Greater Salt Lake market, effective June 17. The company said Bradshaw will be responsible for strategic and operational leadership for the five CommonSpirit Holy Cross hospitals in Utah, as well as management of future market growth in the state.

The Utah hospitals owned by CommonSpirit are Davis Hospital and Medical Center in Layton, Jordan Valley Medical Center in West Jordan, Jordan Valley Medical Center-West Valley Campus, Mountain Point Medical Center in Lehi and Salt Lake Regional Medical Center in Salt Lake City.

With more than 20 years of experience in healthcare leadership, Bradshaw comes to CommonSpirit from MountainStar Healthcare, a division of HCA. Since 2020, he has served as CEO at St. Mark’s Hospital in Salt Lake City, and before that, as CEO of MountainView Hospital in Las Vegas. Bradshaw previously led operations for the transplant center at the Mayo Clinic in Rochester, Minnesota, and began his career as vice president of operations and cardiovascular services at the Medical Center of Aurora in Colorado.

A Utah native, Bradshaw earned his bachelor of science degree in business management from Southern Utah

University and his master of health administration from the University of Minnesota. He has been active for many years with the American College of Healthcare Executives and is a past president and current mentor in the ACHE-Nevada chapter.

CommonSpirit Health is a non-profit, Catholic health system founded in February 2019 by the merger of Catholic Health Initiatives and Dignity Health. It has a team of over 150,000 employees and 35,000 physicians and advanced practice clinicians, CommonSpirit operates 162 hospitals and more than 2,250 care sites across 24 states.



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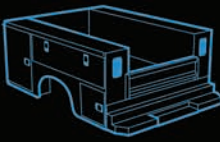
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Utah’s demographic profile becoming more racially and ethnically diverse

The Kem C. Gardner Policy Institute at the University of Utah has updated its 2021 data book, finding that Utah’s demographic profile is becoming more racially and ethnically diverse. The profile continues to feature a youthful, aging and predominantly urban state. The update reveals significant variation and marked differences in the economic, education, health and housing outcomes by age, disability, ethnicity, geographic location (urban/rural), race and sex, the institute said in a release.

“Every Utahn has a different experience, which can be influenced by their age, disability, ethnicity, geographic location, race and sex, among other characteristics,” said Mallory Bateman, a director of the Kem C. Gardner Policy Institute. “This publication provides data insights to inform decisions and start conversations. Due to the complex-

ity behind many of these differences, this resource does not attempt to explain or assign causality for the included topics.”

Key findings from the report include the following:

Racial and ethnic diversity changes with population growth. Utah continues to diversify racially and ethnically, with the minority share of the population increasing for six consecutive decades. Today, nearly one in four (24 percent) Utahns identifies as a racial or ethnic minority.

Age. Utah’s population continues to age because of declining fertility rates and the aging of the adult population. This trend will likely continue, impacting life experiences and public policies related to education, economics, housing, health, transportation and more.

Disability. National surveys estimate that between 12 percent and

25 percent of adults in Utah have a disability. Utahns with a disability are more likely to have less income, lower educational attainment, higher housing cost burdens, lower access to health coverage and poor health.

Religious affiliation. Utah includes the largest share of religious adherents of any state — estimated at 76.1 percent of the population, compared to 48.6 percent for the nation.

Urban and rural populations. Nine out of every 10 Utahns live in an urban area. Utah’s urban areas represent 1.1 percent of the state’s land area. Utah’s urban and rural residents share similar income levels, household types and educational attainment but vary in age and racial and ethnic makeup.

Median personal income. White, not Hispanic or Latino, and Asian populations ages 16 and older show the highest median personal incomes in Utah (2017-2021). The

American Indian/Alaska Native and black or African American populations rank the furthest below the state median.

Education outcomes. Schools with a higher concentration of economically disadvantaged students tend to have worse educational outcomes.

Life expectancy. A more than 10-year difference exists between Utah’s longest life expectancy (Asians) and the shortest (Native Hawaiian, Pacific Islander). Utah men live on average 4.4 years less than women.

Homeownership and housing tenure. A greater share of Utah households (70.4 percent) live in owner-occupied homes than the nation (64.6 percent). Housing tenure varies by race and ethnicity, ranging from 74.0 percent for white, not Hispanic or Latino led-households to 27.0 percent for black or African American-led-households.

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FROM THE COACH

When is the best time to give feedback to your employees?

Several years ago, I facilitated a forum of CEOs and other executives in Hawaii. Our topic was “Are Formal Performance Reviews Worth the Trouble?”

I had barely introduced the subject when I made eye contact with a fellow who had an undeniable scowl on his face. Throughout the morning, his expression didn’t change, so I knew he wasn’t buying anything I said.

During our first break, I approached this man and asked him how he was enjoying the forum. It came as no surprise that he said he wasn’t enjoying it all. He firmly asserted that performance reviews were “worse than useless, that they are *damn liar sessions!*”

I asked him to explain, and he responded that “over the years” he had found that such reviews almost always disintegrated into unwarranted pats-on-the-back for the recipient, failing to address shortfalls in performance. This is done, he said, to avoid the discomfort of saying hard things, so such shortfalls are hardly ever brought to the surface or documented — *until* they become so egregious that he, as the boss, explodes and starts firing people. And, he concluded, “Then I get sued for wrongful termination!”

The key phrase that caught my attention in this leader’s diatribe was “over



RICH TYSON

the years.” His disgust with performance reviews was absolutely merited, given the process he described using for many years. That process clearly had failed to serve his employees, management or the business.

When we returned to the forum, I decided to use our breaktime conversation as the basis for our ongoing group discussion. What emerged provided implementable insights for virtually everyone in attendance.

While every leader at the table agreed that performance reviews needed to follow a better process than what our disgruntled CEO shared, it posed the question: who has a review system that works — and what is it? After some conversation, one particularly insightful participant spoke up.

He said, “Reviews at my company are a continuous and comfortable process, not only an annual event. Just reviewing things annually really doesn’t imply much day-to-day interest or concern. And it sounds like that using only an annual review process can devolve into a lack of valuable frankness — *over the years*. Our process is built on having a *tight feedback loop* of continuous informal reviews that flow naturally into our annual performance evaluations.”

This CEO stressed that their informal reviews allow his key managers to

discuss employee performance on a day-to-day, generally unscheduled basis. In these chats, managers are expected to address performance lapses before they become significant, also giving employees real-time opportunities to explain what is happening and to request extra support, if needed. This also provides an opportunity for managers to regularly compliment and encourage their people. Managers are asked to keep a journal of these conversations, and where appropriate, deliver to the employee a follow-up text that gives a brief summary of what was discussed, as well as agreed-upon “next steps.” This also provides valuable documentation for use in the annual formal review.

This fellow admitted that they experienced some challenges when they first implemented the “tight feedback” policy. His managers had to carve out time for wandering around, interacting and journalizing. Employees also were challenged initially, as they were a bit suspicious of the increased attention they were getting. To deal with these concerns, the CEO and his senior leadership team had to carefully, but energetically, explain the intent and the expectations of the new approach.

They had to sell it!

Having done so, and working the

process for over more than a year, several valuable outcomes were achieved:

- Problems, whether they were behavioral or operational, were identified and solved more quickly than ever before.
- Relationships between managers and employees improved. Early employee suspicions largely were replaced with a sense of mutual responsibility, respect and friendship. And notably, employee turnover was reduced.
- Formal performance reviews were just that: *they were reviews* of what had become a continuous dialogue between managers and employees. They became frank, honest and supportive. Hardly any disruptive surprises emerged. They were anything but *damned liar sessions*.

Productivity and profitability were significantly enhanced.

Because of the wisdom of this Tight Feedback CEO, everyone left the Hawaii forum with a strong answer to the question: “What is the best time to give feedback to your employee?”

That answer is: NOW!!

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

AIRPORT
from page 1

billion in benefits are broken into three categories: more than \$1.4 billion in payroll, a \$2.6 billion contribution to GDP and \$4.9 billion in output over the life of the project.

Among the direct benefits of the redevelopment are 2,370 jobs paying a total of \$166 million annually and contributing \$183.4 million annually to the GDP.

Among indirect benefits are 657 full-time jobs paying more than \$42 million and adding more than \$140 million in indirect output.

Available at www.slairport.com/thenewslc, the report indicates that more than 1,000 jobs are supported in industries where direct and indirect workers buy goods and services locally, for a total annual induced output of \$186.1 million. Both indirect and induced benefits are \$186.1 million in total annual induced output.

Earlier studies by GSBS showed that in 2012-13, the terminal redevelopment program had a total economic impact of \$3.02 billion and generated 1,993 jobs,

based on total project spending at the time of \$1.6 billion. In a 2017-18 study, the redevelopment had \$3.6 billion in spending but resulted in a \$5.5 billion total economic impact and 3,319 jobs.

Ground was broken on the redevelopment project in the summer of 2014. Phase 1 of the project opened in the fall of 2020, while Phase 2 opened in the fall of 2023. Phase 3 is scheduled to open this fall and Phase 4 by 2026, with a total of 94 aircraft gates. The work is being funded by user fees, primarily by airlines serving Salt Lake City, as well as savings, car rental fees, passenger facility charges and airport revenue bonds. No local tax dollars are being spent on the project.

Salt Lake International is the No. 21 busiest airport in the United States and the No. 70 busiest in the world. More than 300 flights depart daily to 90 nonstop destinations. The airport set a record in 2023 with 26,952,754 passengers, topping the total of 26,808,014 passengers in 2019. The 2023 total was boosted by a record number of international passengers: 1,323,294.

The airport was designed 50 years ago to serve 10 million passengers annually. The redeveloped airport is designed to accommodate 34 million passengers at full build-out.

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Work Daze

WORK DAZE

It's not cheating to have Mom or Dad help you get a job

Want a great new job? Ask your mother — or your father. Or, maybe, both.

Using your parents to land a new job may seem like a cheat, but it’s really not, as nepo-babies Sophia Coppola, Dakota Johnson, Deacon Phillippe and West Duchovny could tell you.

While Hollywood babies may be the most visible nepos, the same dynamic happens in every profession. Or so I learned from a recent article by career coach Chris Westfall for *Forbes*.

“A new survey of job seekers found that 70 percent of Gen Z asked their parents to help them find a job,” the reporter reported. “About 10 percent said their parents completed the HR screening call for them, while 30 percent said their parent went into the interview with them, with about two-thirds going as far as speaking with the hiring manager.”

It must be pointed out that the youngest Gen Zers are turning 12 this year and older Gen Zers “still are in their late to mid-teens, where parents may be taking their children to high school or summer jobs.”

Does this mean you shouldn’t take advantage of your parents in your job search? No way! Whether the gig is

stocking shelves at the Piggly Wiggly or stacking code at Google, you have as much right to leverage your parents as Zoe Kravitz or Lily Rose Depp.



BOB GOLDMAN

After all, once hired, it’s you who will do the job and collect the paycheck, less whatever fee Mom and Dad charge for all those years of room and board and therapy. You know they want to help. Here’s how to use your parents to nab that great new job.

No. 1: 100 percent objective references.

Sure, there are people you worked for and worked with who can attest to your business skills, but who can better testify that you wash behind your ears and hardly ever leave dirty clothes scattered around your bedroom? These are important life skills and show character, which are a lot more important to an employer than a knowledge of Excel or the ability to program in Python.

In addition to providing a narrative about your triumphs in the sandbox in kindergarten, your parents will be able to provide actual photographic proof of important milestones in your career development. Even the most coldhearted hiring manager will melt over that video of 3-month-old you, naked on a bearskin

rug, trying to eat paperclips.

No. 2: Questions that must be asked.

It’s natural to be shy when it comes to confronting a hiring manager with important questions about a potential job. Your parents won’t be shy; you can count on it. They will insist on asking whether your potential employer will take care of their precious angel. They’ll want assurances that healthy snacks will be available and you’ll eat balanced meals in the company cafeteria.

Importantly, they’ll make sure the company’s health insurance covers treatment for mono and hair lice.

No. 3: Mean kids.

Having your parents with you in the interview will allow them to make sure you aren’t working with mean kids, who will make fun of you. Trust your parents to fill in the hiring manager on your acne outbreaks, your bouts of diarrhea and your fear of broccoli. Parents will also ensure that the company lets you bring Mr. Teddy to the office and allows you to roll out your Paw Patrol sleeping bag at naptime.

No. 4: Promotions.

While you may be interviewing for a high-level management position, letting your parents handle the heavy lifting in the interview process will make clear that

you plan to rise up in the company. Your mother and father will describe all your successes, such as your out-of-the-box thinking in preschool, when you made an elephant out of Silly Putty and then ate it.

No. 5: Home for the holidays.

Before accepting any job offer, your parents will make sure you have enough vacation time to come home for the holidays. Also, there will be no week-end work, because your parents want to see you at least three times a month. (You can use the fourth weekend to visit Grandma Nancy, who also wants to see you, despite that unfortunate incident with her pet parakeet, Sparkles, and the vacuum cleaner.)

By turning over the interview process to your parents, your chances of getting hired increase dramatically. Of course, there will be the parents of other candidates involved, so expect some nasty fights in the waiting room. If your parents won’t behave, it’s an excellent opportunity to demonstrate your management abilities.

Make them stand in the corner.

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

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Industry Briefs

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

AGRICULTURE

• **Forever Feed Technologies**, based in California and American Fork and focused on automated agricultural feed systems, has announced an investment coalition of 15 dairy and beef producers from California, Texas, Indiana and Michigan to accelerate the technology development and complete the world’s largest enterprise scale on-farm feed mill growing Automated Sprouted Grain. As future installations of the technology are complete, the group envisions saving billions of gallons of water and significantly reducing the climate impact from feeding cattle. The first FFT feed mill is under construction in Hanford, California, and is expected to be growing ASG by the fourth quarter of this year. The Forever Feed coalition members together feed over 500,000 head of cattle every year.

ARTS/ENTERTAINMENT

• **Euldora Financial**, a Salt Lake City-based company focused on wealth creation and entertainment investment, has acquired **Wallner Media Group**, based in New York and Los Angeles, with **Jeff Wallner**, founder and CEO of Wallner Media Group, joining Euldora Financial as president of production and a member of the board of directors for both Euldora Financial and its production studio subsidiary, **Pantheum Studios**. Founded in 2018, Wallner Media Group has produced several films. Jeff Wallner transitioned from a 20-year career in wealth and portfolio management on Wall Street to involvement in the entertainment industry.

BANKING

• **WebBank**, a Salt Lake City-based industrial bank, has appointed **Ken Laudano** as senior vice president and head of credit structuring and counterparty risk. Laudano joined WebBank in May. In the newly created role, he will lead the team responsible for managing

the credit risk of WebBank’s asset finance lending portfolio. He and his team will also work closely with the Asset Finance team on the due diligence of new deals, the ongoing monitoring and surveillance of existing deals, and the build-out of a robust asset finance lending infrastructure. He will also play a significant role in developing the future strategy of the Asset Finance business at WebBank. Laudano has more than 20 years of asset finance industry experience, including extensive credit structuring, cash flow modeling, and portfolio management expertise. Before joining WebBank, he worked at East West Bank, where he served as senior vice president and deputy chief credit officer for structured finance and private equity. He started his career in the Asset Finance Group at Moody’s Investors Service and has held senior positions at several leading asset finance institutions, including Morgan Stanley, BNY Mellon and Credit Suisse.

• **Granite Credit Union** and **Rancho Markets** have partnered to bring the first fully Spanish-speaking in-store financial branch to the Salt Lake Valley at the Rose Park Rancho Market, at 140 N. 900 W, Salt Lake City.

E-COMMERCE

• **KNS International**, a Salt Lake City-based KNS company focused on e-commerce and drop-shipping for footwear brands and with a warehouse in Draper, has announced several brand leadership appointments. **Marisa Byrne** is president of the Journee women’s division. Her experience includes serving in product and merchandising leadership roles at Deckers (Ugg’s division) and Caleres (Vionic’s division). **Mark Higgins** has been named vice president of sales for the Journee women’s division. His previous positions in e-commerce and merchandising were at Kohl’s and DSW. **Cameron Eggertz** has been named president of the Taft and Vance men’s division. His prior roles include chief marketing officer and vice president of sales at KNS, along with other leadership positions. **Aubrey King** has been appointed vice president of sales for the Taft and Vance men’s division. King’s background includes serving as an operational and e-commerce executive for Wolverine Worldwide. **Raquel Langhaim** joins the company as

marketing director for the Taft and Vance men’s division. She has experience at Prana and Amer Sports. **Jason Jones** has been selected as a special advisor over product for the Taft and Vance men’s division. Jones previously was head of design and product development for Genesco for the Johnston Murphy and HS Trask brands.

ECONOMIC INDICATORS

• **Utah** is ranked No. 34 in a list of states with residents who are the **least-susceptible to online sales tactics**, according to a survey by **HostingAdvice**. It tried to determine places less prone to impulse purchases online. The most susceptible state is California. The least-susceptible is Wyoming. The survey also indicated that almost half of Utahns surveyed barely take a few minutes to go from browsing to buying, with 26 percent of purchases not even included in the original shopping list, meaning they were impulse buys. Forty-four percent of Utahns were lured by discounts and sales. The most-popular time for impromptu buying is 12:57 p.m. People age 18 to 24 are most prone to spontaneous shopping, while only 4 percent of those age 55 to 64 engage in impulse buys. Details are at <https://www.hosting-advice.com/blog/ecommerce-impulse-buys-survey/>.

EDUCATION/TRAINING

• A new partnership at **Weber State University** is helping veterans seamlessly transition from military service to fulfilling civilian careers as nurse educators. The Annie Taylor Dee School of Nursing at Weber State is now an industry partner with the **U.S. Department of Defense’s SkillBridge program**, which gives military personnel the opportunity to gain civilian work experience during their last six months of service. Retiring or separating military nurses with a master’s or doctoral degree can apply for a five-month internship at WSU, which involves working alongside instructors to learn and experience all aspects of nursing education.

ENERGY

• **Ionic Mineral Technologies**, a company focused on nano-silicon battery anode technology, has announced an expansion of its production facility in Provo. The newly developed space will

include 37,000 square feet of advanced manufacturing facilities, 7,000 square feet of Class 1 office space, and 5,000 square feet of research and development laboratories. It brings the company’s total facility footprint to over 74,000 square feet. It is scheduled for completion by September.

• **Resman Energy Technology**, a Norwegian company with regional headquarters in Houston, has announced that its tracer technology is being used in the Utah **FORGE** geothermal project, set to become a test case for scaling geothermal technology globally. Located at Milford, the international field laboratory is managed by the Energy & Geoscience Institute at the University of Utah and sponsored by the U.S. Department of Energy. Resman will provide data on fluid movements and connection integrity within the geothermal system.

ENVIRONMENT

• **Hexcel Corp.**, a lightweight composites technology company, and **Fairmat**, a carbon fiber recycler, have announced a 10-year agreement to recycle carbon fiber composite materials from Hexcel Salt Lake City for reuse in composite materials sold into various commercial markets. An international carbon fiber recycler and material manufacturing company, Fairmat recently opened a new 15,000-square-foot recycling facility near the Hexcel Salt Lake City site, which is home to the largest high-performance carbon fiber manufacturing facility in North America. Under the companies’ agreement, Fairmat will recycle Hexcel composite material scrap at the new site. Hexcel has established several long-term sustainability goals and targets to be achieved by 2030, including a reduction of 30 percent of waste to landfill.

GOVERNMENT

• The **U.S. Small Business Administration** has announced grants for the **Utah Advanced Materials and Manufacturing Institute** and **Altitude Lab**. Both are Stage One winners of the **2024 Growth Accelerator Fund Competition**, with each receiving \$50,000. UAMMI, instrumental in driving innovation and economic prosperity

CONTINUED next page

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from previous page

in Utah’s advanced materials and manufacturing sector, will use the grant to enable it to continue supporting Utah’s small manufacturers and fostering an inclusive entrepreneurial ecosystem. Altitude Lab has launched the Horizon program, a commercialization initiative connecting startups with distributors, biopharma partners and investors nationwide. With the grant, Altitude Lab aims to bridge the gap for biotech startups, helping them establish partnerships and advance their innovations to market. Many biotech startups require commercial partnerships to bring their therapies and innovations to patients and customers. The Horizon program aims to assist Utah entrepreneurs to established biotech hubs and develop lasting relationships with national partners. The Growth Accelerator Fund Competition awarded grants to more than 50 organizations. Since its inception, it has awarded 427 prizes totaling over \$26 million to 314 unique winners across the U.S. and U.S. territories.

• The **Central Wasatch Commission**, an inter-governmental entity that seeks to engage the public, build consensus, and coordinate action in the Central Wasatch Mountains, has approved funding for 14 project proposals that resulted from the call for ideas opened to the public in March. The goal was to identify projects for possible funding that implement transportation and transit solutions, protect the ecosystems and watershed that originate in the Central Wasatch, steward recreational access, and sustain the economic viability of the Cottonwood Canyons. The CWC will partner on projects that include the maintenance of Uinta-Wasatch-Cache National Forest bathrooms at trailheads located in the tri-canyons; the newly formed Central Wasatch Commission Youth Council, which was awarded two grants to plan and host a youth-oriented outdoor film festival and to build a community gear shed located at the Mobile Moon Co-op on the west side of Salt Lake City; the Summit Community Gardens Environmental Education program; the maintenance of aging fixed rock anchor hardware on climbing routes across the Central Wasatch, as part of the Salt Lake Climbers Alliance’s ongoing work to steward climbing access in the Wasatch; support for Salt Lake Climbers Alliance’s “Alpenbock” documentary film; support for Cottonwood Canyons Foundation’s Tri-Canyon Trail Deferred Maintenance and Invasive Weed Control Project; continuation of its partnership with Wasatch Backcountry Alliance to provide a free Saturday backcountry ski shuttle in Little and Big Cottonwood Canyons; partial support of Save Our Canyons’ Wilderness

Stewardship Project through the organization’s Conservation Program; two grants for Trails Utah to support the extension of the Pipeline Trail and the maintenance of the White Pine Trail bridge; support for Utah Open Lands’ Transit to Trails Shuttle program; funding for Utah Open Lands to support the construction of an accessible trail at Bonanza Flat; and support of the year-round abatement of graffiti tags across the Central Wasatch in partnership with the Wasatch Graffiti Busters. All of the projects will take place in 2024 and 2025.

MEDIA

• Radio station **KUUB** has named **Edgar Zuniga** as program director. He will lead the new bilingual radio station owned by the University of Utah (the former KCPW) beginning July 1.



Edgar Zuniga

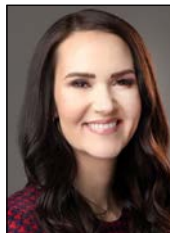
Sister stations PBS Utah and KUER, also licensed to the university, acquired the 88.3 frequency from Wasatch Public Media last October. Zuniga is finishing an 18-month assignment in Europe as the Ukraine communications delegate for the American Red Cross. He worked as a journalist for NBCUniversal for 11 years, at both NBC News and Telemundo, before returning to Utah in 2020. He earned a degree at the University of Utah. Zuniga also served on the board of West View Media, a journalism non-profit that covers the majority-minority neighborhoods of Salt Lake City’s West Side, and on the advisory board of PBS Utah, where he provided a voice to the state’s Latino communities.

NONPROFITS

• The **Elizabeth Smart Foundation**, **Fight the New Drug** and the **Malouf Foundation** have come together under a new umbrella organization, the **PHASE Alliance**, to make a greater impact in the fight against sexual exploitation and trafficking.



Clay Olsen



Kacie Malouf

The Prevention and Healing and Against Sexual Exploitation (PHASE) Alliance exists to radically reduce victimization through a network of prevention and healing programs. The three organizations have more than 30 years of combined experience in the fight against sexual exploitation. Under the new model, PHASE will lead strategy and help manage administration, operations

and fundraising, so each organization can focus on creating and sustaining high-impact initiatives. **Clay Olsen**, co-founder of Fight the New Drug and co-founder of PHASE, has been named as CEO of PHASE. **Kacie Malouf**, co-founder of the Malouf Foundation and co-founder of PHASE, will serve as the first board chair of PHASE.

PARTNERSHIPS

• **Lakeside Software**, a Boston-based IT data intelligence company, and **Qualtrics**, a Provo-based experience management company, have announced a partnership designed to revolutionize the employee experience. The combination aims to empower organizations to comprehensively understand their employees’ digital experiences with technology and drive meaningful improvements across their workforce. Shared customers will get a broader view of the employee experience, resulting in enhanced employee digital experience and sentiment as well as more efficient evaluation of experience data, leading to IT help-desk efficiencies and reduced mean time to resolution. Enhancements driven by these insights will improve employee satisfaction, productivity and retention, the partners said.

PHILANTHROPY

• The **USANA Foundation**, the philanthropic arm of Salt Lake City-based USANAHealth Sciences, and 30 USANA distributors from seven countries recently built **100 “Garden Towers”** on the island of Malapascua, Cebu, in pursuit of providing sustainable and accessible sources of nutrition. Founded in 2012, the USANA Foundation’s mission is to eliminate hunger and malnutrition globally. Garden Towers offer a solution that provides sustainable, nutritious food for people. Each tower is made of material that lasts up to five years, can hold up to 120 plants, and uses 30 percent less water. Aside from being a nutritional source, the Garden Towers can also generate income for families through selling excess vegetables, promoting self-reliance, and fostering community collaboration.

• **Tranont**, a Lehi-based company that markets health and financial wellness products, in May donated money to build 30 beds for **Sleep in Heavenly Peace**, an organization dedicated to ensuring that no child sleeps on the floor. Thirty Tranont employees built 19 of the 30 beds in one day, and the remainder will be built on another date. The beds are expected to be delivered to children during the first week of June. The activity is part of the company’s “Lift Where You Live” campaign, which itself is part of the company’s mission to impact 1 billion lives for good.

REAL ESTATE

• **UtahRealEstate.com**, a multiple

listing service providing software and services to approximately 20,000 real estate professionals, has joined the partnership program of **RentSpree**, a California-based provider of rental software in the U.S. RentSpree’s full integration on the URE platform will facilitate an instant ApplyLink for rental listings that are aimed at cutting down transaction time spent on processing rental applications and therefore helping increase returns. The new integration, free to URE members, makes it easy to manage the entire rental process while also supporting lead generation.

RECOGNITIONS

• The **University of Utah**’s David Eccles School of Business is ranked No. 12 overall and No. 5 among public schools in the latest 2024 MBA rankings for entrepreneurship released recently by **U.S. News and World Report**. In related rankings released earlier, the Eccles School ranked No. 7 for undergraduate entrepreneurship and No. 4 among public schools for 2024.

SCHOLARSHIPS

• **Havenpark Communities**, an Orem-based operator and developer of manufactured home communities across the U.S., has awarded academic scholarships to 42 residents nationwide as part of its **Education Success Program**, which includes mentoring and ongoing academic support in addition to scholarship funds. The recipients, representing 24 different Havenpark communities, will receive up to \$10,000 annually to cover higher education expenses. Since starting the program in 2021, Havenpark has awarded scholarships to 101 students and celebrated six who completed their studies last year. The company awarded \$162,000 in new scholarships this year and will continue to invest at least \$500,000 a year.

TECHNOLOGY

• **Nearmap**, a Lehi-based location intelligence and aerial imagery provider, has appointed **Ray Savona** as chief revenue officer. Savona will lead the development of the company’s revenue strategy and oversee Nearmap global marketing and sales, including sales engineering and enablement. Savona has over 28 years of experience in enterprise software, where he has driven strategy, built and run enterprise and channel sales, and marketing and customer success programs for organizations globally. Most recently, he served as chief revenue and customer officer at Mural. Prior to that, for more than 13 years, he served in various leadership roles at Autodesk.



Ray Savona

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A UDOT/UTAH STATE UNIVERSITY COLLABORATION

Air taxi vertiport demonstration shows possible future of transportation

Becky Ginos
Davis Journal

Wouldn't it be nice to be above the traffic rather than caught in the middle of it down below? The Utah Department of Transportation (UDOT) in collaboration with Utah State University (USU) successfully launched the state's first air taxi during a demonstration recently from a "vertiport" in the parking lot of the Davis Conference Center using a Bell 505 helicopter. The simulated air taxi launch was to demonstrate how aircraft can take off and land with minimal impact to homes and businesses nearby.

The demonstration comes after years of in-depth research to find locations for vertiports along the Wasatch Front, a UDOT release said. Those can be on the tops of office buildings, in parking lots and at airports.

"A vertiport is an area where [operators] can take off and land electric air vehicles," said Brent Chamberlain, USU associate professor in landscape architecture and environmental planning. "Our main objective was to identify locations for air taxis and air package delivery that minimize impacts to homes and businesses while balancing safety and opportunity."

There are three phases to the project that is funded by the UDOT research division, he said. "Phase 1 is to identify suitable areas for potential vertiports."

Phase 2 is to develop a guidebook, partnering with community planners, councils and other decision-makers, said Chamberlain. "We want to help them think about the future of new transportation and infrastructure."

Phase 3 is just getting started, he said. "We're trying to highlight vacant lots that are not fully used, like state-owned parking lots. This project is based on a legislative push to find ways the state could facilitate the wave in air technology."

The demonstration was part of Phase 2, Chamberlain said. "It's simulating using a vertiport space and getting feedback and information for the guidebook."

Folks in the industry and government have a vested interest in aviation and they're sensitive to opportunities and challenges, he said. "The demonstration simulates sounds to show how quiet the vehicles really are."

There are air vehicle requirements and laws around space needed for take-off and landing, said Chamberlain. "This project is to facilitate ground transportation and a transition zone for ground and air connection to cars and the air taxis



A Bell 505 helicopter lands in the parking lot of the Davis Conference Center. The simulated air taxi launch was to demonstrate how aircraft can take off and land with minimal impact to homes and businesses nearby. Photo courtesy of UDOT.

idea. It's in the very, very early stages." "We're doing a live demonstration on the use of a vertiport," said Paul Damron, UDOT advanced air mobility manager. "A helicopter uses a heliport to take off and land. We've adopted that for the future of aviation eVTOL (electric vertical takeoff and landing) operated like helicopters to move through air space. It brings in a new era of aviation for the public."

Imagine going to downtown Salt Lake, said Damron. "A nearby vertiport can get you there. It allows for a transition to driving on roads to getting there much quicker. It is also good for the carbon footprint because it's electric."

Society has developed ride-sharing, scooters, etc., he said. "This allows you to get to the area you want to go to, then get around. It's a new, innovative way of transportation. We want to make sure the price of flying is just a little more than what you're paying for an Uber ride. Wouldn't you rather fly over the top of traffic than drive through the congestion?"

It's another mode of transportation, said Damron. "UDOT is in the business of moving people."

There are already industries delivering small packages, he said. "We want to build the infrastructure to support larger air taxis by learning from the delivery of small packages by drones that we see today."

The FAA is developing certain locations in the U.S. for small operations by

2025, he said. "Innovate 28' goes on line with the Olympics in L.A. They're going to try to have them by 2028. In Utah it will not be until after 2028. We're going to try to have the infrastructure for the Olympics

in 2034 for a large operation." UDOT is partnering with the FAA and industry experts on the project, Damron said. "We don't want to be on the bleeding edge of innovation, but the cutting edge."

UEOC
from page 1

ing commission," Cox said.

The governor said he appreciates that Utah often is at the top or near the top of rankings of states with the best economies in the U.S. "The question I always have is, how do you stay No. 1, how do we keep doing what we've done well and really do it better?" he said.

But he emphasized that the commission needs to have a long-range outlook. He pegged the 2034 Olympics, which Utah is expected to land, as providing "just extra motivation that we need to stay relevant and to get this right."

"There's nothing inherently special or different about the Olympics. We can choose anytime," Cox said. "I just think, for any organization, anybody, it's nice to have markers out there to kind of give us something to look forward to and something to plan towards, and the Olympics give us a natural opportunity to do that."

House Speaker Mike Schultz, also a commission member, commended that approach.

"So often in government, people are

playing Whac-A-Mole with the current issues of the day. Certainly, we have to do that and it's a bit interesting at times," Schultz said. "But in business and in so many other ways, if you get ahead of things and plan for the future, we know you're going to be better off."

Part of the commission meeting featured an economic briefing by Natalie Gochnour, director of the Kem C. Gardner Policy Institute and chief economist at the Salt Lake Chamber. Based on job growth, Utah no longer has the nation's top economy — it's currently No. 10 — and is "teetering" near the national job-growth rate, she said.

Gochnour urged the commission to not become complacent after Utah has had the nation's top economy for so long.

"We are absolutely a top performer. It's just that our track record of being No. 1 or in the top three has changed since about mid-summer," she said, noting that the two major reasons for the slippage are high housing prices and labor shortages.

"It's hard for firms to grow without labor, and it's very hard to attract people to come here when they can't find housing," she said. "Those are the two, in my opinion, limiting factors to being the top-performing state right now."



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Calendar

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

June 4, 2-3:30 p.m.

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

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

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

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

Business Alliance Luncheon. Location is Boondocks Fun Center, 525 Dese-ret Drive, Kaysville. Free (lunch is available for purchase). No RSVP needed. Details are at davischamberofcommerce.com.

June 6-7

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

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

Second Annual Cybersecurity Summit, a CRA event designed to connect C-suite and senior executives responsible for protecting their companies’ critical infrastructures with solution providers and information security experts. Event features keynote presentations and panel discussions titled “Defining Cybersecurity-Readiness: How Do You Evaluate Yours?”; “2024 & The Biggest Threats to Your Business”; and “Conceptualizing Cloud Security & Why It Matters Today.” Location is Sheraton Salt Lake City Hotel, 150 W. 500 S., Salt Lake City. Cost is \$250, \$195 for government attendees. Details are at <https://cybersecuritysummit.com/summit/saltlakecity24/>.

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

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

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

“A Bolder Way Forward” Summit, presented by the Utah Women & Leadership Project and focused on having more girls and women thrive in any setting. Location is Zions Bancorporation Technology Center, 7850 S. Bingham

Junction Blvd., Midvale. Free (register online in advance). Registration can be completed at [Eventbrite.com](https://eventbrite.com).

June 7, 8 a.m.

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

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

One-U Industry Partnership Summit, focusing on the One-Utah Responsible AI Initiative and opportunities for partnership. Event will feature panel discussions on the integration of AI into healthcare, workforce development and policy, and provide opportunities to engage with University of Utah researchers in these areas. Location is Cleone Peterson Eccles Alumni House, University of Utah, 155 Central Campus Drive, Salt Lake City. Registration is required. Details are at <https://lu.ma/awa7tlku>.

June 11, 7:15-9 a.m.

Breakfast Speaker Series, an ACG Utah event. Speaker is Rachelle Morris, managing director, RevRoad Capital. Location is Marriott City Center, 220 S. State St., Salt Lake City. Free for members, \$40 for nonmembers. Details are at <https://www.acg.org/utah/events/utah-june-2024-breakfast-speaker-series>.

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

Women in Business Professional Growth Series Luncheon, a ChamberWest event titled “A Summer Soiree.” Speaker Jane Ann Craig will discuss “Embrace Abundance: Simple Ways to Thrive.” Location is Summit Vista, 3390 W. Signal Peak Drive, Taylorsville. Cost is \$25 for members by June 6, \$35 for members after June 6 and for nonmembers. Details are at chamberwest.com.

June 11, 6-8 p.m.

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

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

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

June 12, 9 a.m.-noon

“Human Resources for Small Business,” a Women’s Business Center of Utah event. Location is Salt Lake Chamber, 201 S. Main St., No. 2300, Salt Lake City. Free. Details are at wbcutah.org.

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

“Coffee Chat with the CEO,” a Park City Chamber of Commerce & Visitors Bureau event in which CEO Jennifer Wesselhoff is available for an informal

conversation. Location is Clockwork Café, 1650 Bonanza Drive, Park City. Free and open to the public, but registration is required. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/>.

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

Topgolf Chamber Luncheon, a Point of the Mountain Chamber of Commerce event. Location is Topgolf Vineyard, 484 N. Entertainment Way, Vineyard. Details are at thepointchamber.com.

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

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

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

“Let’s Do Lunch,” a South Valley Chamber of Commerce event featuring an update on the new Salt Lake Bees stadium and Downtown Daybreak. Location is Megaplex Theaters at The District, 3761 w. Parkway Plaza Drive, South Jordan. Cost is \$20 for members, \$30 for nonmembers. Details are at southvalleychamber.com.

June 12, 5-7 p.m.

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

June 12, 6-7:30 p.m.

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

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

Women in Business Summer Social, a Davis Chamber of Commerce event. Location is Ed Kenley Amphitheater Plaza, 403 N. Wasatch Drive, Layton. Cost is \$25 for members, \$35 for nonmembers. Details are at davischamberofcommerce.com.

June 13, 11:30 a.m.

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

June 13, 6-8 p.m.

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

June 18, 8:30-11 a.m.

“Prepare and Protect” Cyber Incident Response Table Top Exercise, presented by 47G and Iron Bow Technologies. Tailored for executives and leadership teams, event will feature a

table top exercise for a simulated cyber-attack. Location is VirnetX HQ, 182 N. Union Ave., Farmington. Details are at <https://lu.ma/c2zmfni7>.

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

Business Boot Camp, a South Valley Chamber of Commerce event. Speaker Ralph Little, former founder and CEO of a nationwide financial services company, will discuss “What You Don’t Know About Sales is Killing You.” Location is Salt Mine Productive Workspace, 7984 S. 1300 E., Sandy. Cost is \$35 for members, \$55 for nonmembers. Details are at southvalleychamber.com.

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

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

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

Business Alliance Luncheon. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Free (lunch is available for purchase). No RSVP needed. Details are at davischamberofcommerce.com.

June 19, noon-1 p.m.

“Solve the Business Puzzle,” a Women’s Business Center of Utah event. Speaker Michelle Tullis, a commercial lender at State Bank of Southern Utah, will discuss “Small Business Loans: Where to Get Started.” Event takes place online. Free. Details are at wbcutah.org.

June 19, 5:30-6:30 p.m.

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

June 19, 6-8 p.m.

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

June 20, 10-11 a.m.

“Basics of Bookkeeping,” a Women’s Business Center of Utah event featuring speaker Heather Taylor. Event takes place online. Free. Details are at wbcutah.org.

June 20, 4-6 p.m.

“The State of Mountain Resort Towns,” a ULI (Urban Land Institute) Utah event. Speaker Dana Shoewe, principal at RCLCO Real Estate Consulting, will unveil the latest insights on supply constraints and demand catalysts shaping mountain resort markets across the Mountain West, highlighting resorts in Utah, with a key focus on the luxury and workforce housing segments. A panel of local practitioners includes John Shirley, principal/architect at Think Architecture; Carder Lamb, project manager at East

CALENDAR
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West Partners; and a speaker from Extell Development Co. Location is Black Rock Mountain Resort, 909 W. Peace Tree Trail, Heber City. Cost is \$45 for members, \$75 for nonmembers, with certain discounts available. Details are at <https://utah.uli.org/events-2>.

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

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

June 20, 6-8 p.m.

“How to Start a Business 101,” a Small Business Development Center event. Location is Orem/Provo SBDC at Utah Valley University. Details are at <https://clients.utahsbdc.org/events.aspx>.

June 21, 8 a.m.-1 p.m.

WBN Golf Clinic, a Utah Valley Chamber of Commerce event. Check-in begins at 8 a.m., followed by breakfast at 8:30 a.m., golf instruction at 9 a.m. and lunch at noon. Location is Fox Hollow Golf Club, 1400 N. 200 E., American Fork. Cost is \$50. Details are at thechamber.org.

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

“Friday Connections,” a multi-chamber networking event. Location is Utah Trucking Association, 4181 W. 2100 S., West Valley City. Cost is \$5 for members, \$10 for nonmembers. Details are at chamberwest.com.

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

June Golf Tournament, a Davis Chamber of Commerce event. Registration and breakfast begin at 6:30 a.m. Lunch follows golf. Location is Valley View Golf Course, 2501 E. Gentile St., Layton. Details are at davischamberofcommerce.com.

June 25, 11:30 a.m.-1 p.m.

Women in Business, an Ogden-Weber Chamber of Commerce event. Location is Jeremiah’s Lodge & Garden, 1329 W.

12th St., Marriott-Slaterville. Cost is \$25 for WIB members and first-time guests, \$35 for nonmembers. Details to be announced at ogdenweberchamber.com.

June 25, 11:30 a.m.-1 p.m.

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

June 26, 6-7 p.m.

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

June 27, noon-1 p.m.

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

June 27, 5-6 p.m.

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

June 27, 6-7 p.m.

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

July 3, 11:30 a.m.-1 p.m.

Business Alliance Luncheon. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Free (lunch is available for purchase). No RSVP needed. Details are at davischamberofcommerce.com.

July 10, 5-7 p.m.

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

July 15, 6:30 a.m.-3 p.m.

July Golf Tournament, a

Davis Chamber of Commerce event. Registration and breakfast begin at 6:30 a.m. Location is Valley View Golf Course, 2501 E. Gentile St., Layton. Details are at davischamberofcommerce.com.

July 15, 8 a.m.-2 p.m.

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

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

Business Women’s Forum. Speaker Kathleen Bodenlos, executive director of the Discovery Gateway Children’s Museum, will discuss “Take Your Networking to the Next Level.” Location is Ken Garff University Club, Rice-Eccles Stadium, 451 S. 1400 E., Salt Lake City. Cost is \$25 for members, \$50 for nonmembers. Details are at slchamber.com.

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

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

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

Business Alliance Luncheon. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Free (lunch is available for purchase). No RSVP needed. Details are at davischamberofcommerce.com.

July 18, 4:30-6 p.m.

“Unveiling Utah Clean Energy’s Climate Innovation Center,” a ULI (Urban Land Institute) Utah event. Location is Utah Clean Energy, 215 S. 400 E., Salt Lake City. Cost is \$35 for members, \$55 for nonmembers, with certain discounts available. Details are at <https://utah.uli.org/events-2>.

July 19, 8:30-10 a.m.

“Friday Connections,” a multi-chamber networking event. Location is

Utah Trucking Association, 4181 W. 2100 S., West Valley City. Cost is \$5 for members, \$10 for nonmembers. Details are at chamberwest.com.

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

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

Aug. 6, 9-11 a.m.

“Ms. Biz,” a Women’s Business Center of Utah event that is a four-week class for aspiring entrepreneurs or those in the beginning stages of running a business. Classes are once per week for two hours. Event takes place online. Free. Details are at wbcutah.org.

Aug. 7, 11:30 a.m.-1 p.m.

Business Alliance Luncheon. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Free (lunch is available for purchase). No RSVP needed. Details are at davischamberofcommerce.com.

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

Women in Business Luncheon, a Davis Chamber of Commerce event. Cost is \$25 for members, \$35 for nonmembers. Details to be announced at davischamberofcommerce.com.

Aug. 8, 5-7 p.m.

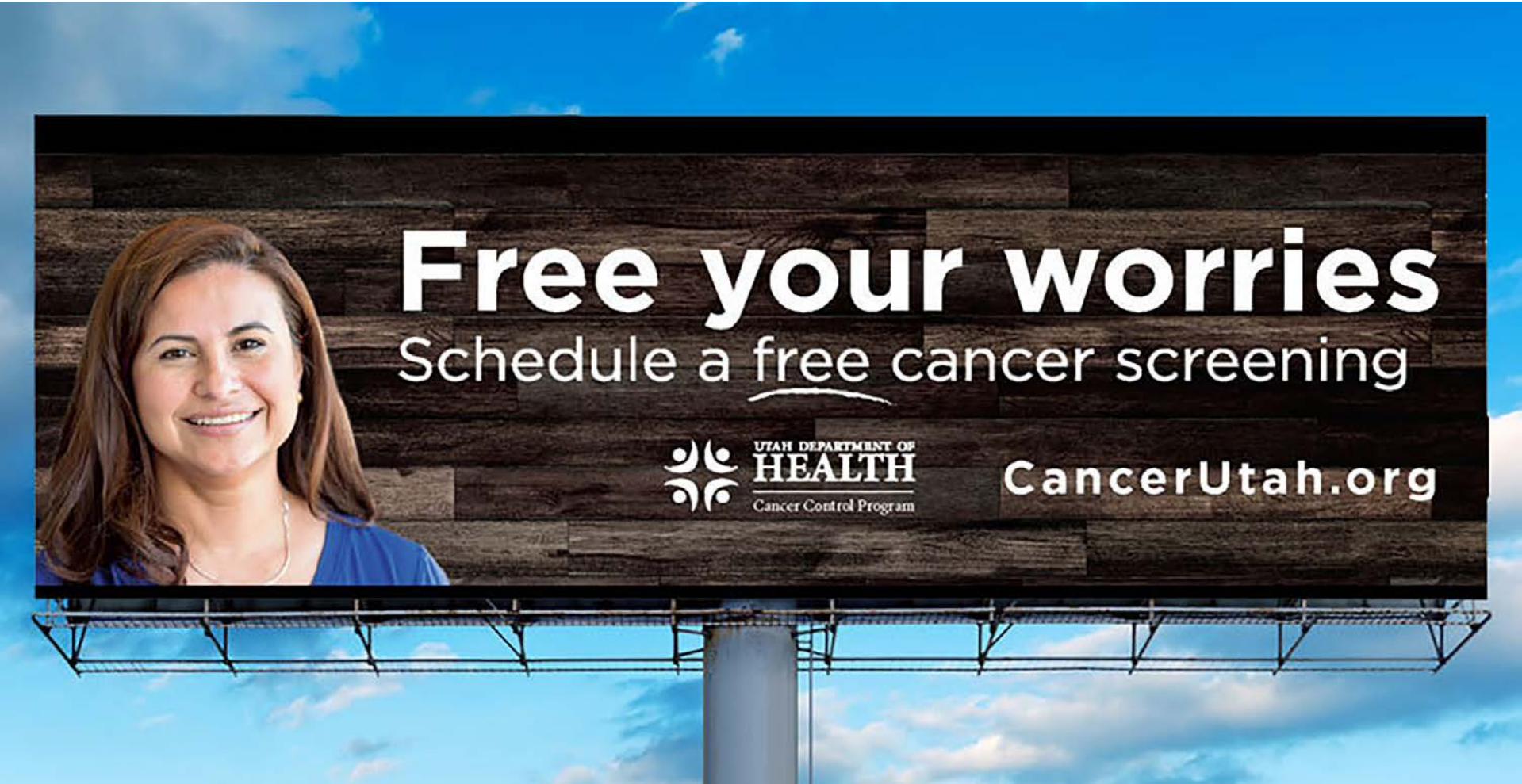
“Business After Hours,” an Ogden-Weber Chamber of Commerce event. Location is Peery’s Egyptian Theatre, 2415 Washington Blvd., Ogden. Free for chamber members and first-time guests, \$10 for nonmember guests. Details are at ogdenweberchamber.com.

Aug. 14, noon-1:30 p.m.

Membership Luncheon, a Utah Valley Chamber event. Location is Provo Marriott Hotel & Conference Center, 101 W. 100 N., Provo. Details are at thechamber.org.

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

Chamber Lunch, a Davis Chamber of Commerce event. Cost is \$25 for members, \$35 for nonmembers. Details to be announced at davischamberofcommerce.com.



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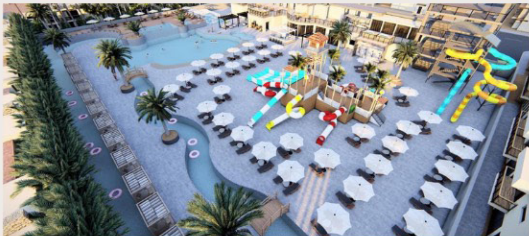
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UIPA

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The area plan includes significant infrastructure improvements to support both current and future logistical needs, enhancing the area’s chances of being a magnet for companies in manufacturing, distribution and technology. UIPA documents indicate that its economic development incentives would generally favor advanced manufacturing, aerospace and defense, distribution and logistics, data centers and renewable energy.

The approval comes despite a drumbeat of criticism. At a recent meeting, opponents concerned about wetlands, traffic and congestion issues submitted a petition with more than 1,500 signatures from people and organizations who wanted the project to undergo more study. Authority officials had been meeting with various stakeholders for several months.

Stephanie Russell, Weber County’s executive director and government relations liaison, said the project area is “full of opportunity.”

“We’re so excited for this opportunity to partner with you guys and to bring the next phase of development, which is going to be some really significant infrastructure, into that area,” she told the board. “That area’s vision, as it relates

to the county, is to be an industrial, advanced manufacturing and renewable energy hub.”

Jerry Stevenson, a board member and state senator, said UIPA can ensure that area development is done correctly. He cited land around the Legacy Parkway as an example of some development done with the environment in mind and some without it.

“We can make sure these developments do what they’re supposed to do: produce jobs, produce value to our communities, and make sure we grow in a good way,” Stevenson said.

“There is a responsible way to create jobs, and the inland port is helping us do that,” added Chris Roybal, executive director of the Northern Utah Economic Alliance. “I think what we’ve seen with multiple landowners out there and with the infrastructure that will be required, this will do nothing but create more efficiency and opportunities to bring developers and landowners together for infrastructure, for environmental safety, so on and so forth.”

Other speakers noted that the Weber County Commission already had prioritized industrial development for the area.

“Today, if the landowners wanted to, they could go out and start developing,” Joel Ferry, a board member and execu-

tive director of the Utah Department of Natural Resources, said before the vote. “It’s zoned commercial, and they could build right on the fence line of one of our waterfowl management areas. They could, and there’s nothing that we could do to stop that.”

“And so, having these types of arrangements, having a wetland strategy that is more stringent than what the Army Corps of Engineers will put in place, is a benefit and long term is more beneficial to that ecosystem. If we were to just walk away and do nothing, it’s all bets are off, and it becomes what the county and local landowner, what do they want to do?”

In a prepared statement after the meeting, Hart said the area plan adoption “underlines our commitment to fostering economic growth while ensuring environmental stewardship and respect for community values. This project will not only create high-quality jobs but also significantly boost the economic landscape of Northern Utah through thoughtful and strategic industrial development.”

“This initiative represents a significant opportunity for economic and community development, promising to synergize Weber County’s industrial capabilities with our commitment to the environment and well-being of our residents,” said Weber County Commission-

er Gage Froerer.

The wetlands strategy says the port will not support development or construction that would result in the destruction of wetlands. “The Port views the wetlands in the Weber County Project Area as of utmost importance,” it says. “The Port is dedicated to protecting these areas and to not providing any resources or supporting any efforts that would lead to their development or destruction.”

“The Port has, and will, coordinate with landowners that own property with identified, existing or potential wetlands and ensure they are completing required due diligence,” it says later.

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

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