

## OF NOTE



### Ejector seat not included

A 1964 Astin Martin DB5 owned by actor Sean Connery — the original James Bond — is slated for auction and could fetch as much as £1.5 million (\$1.8 million). Moviegoers were introduced to the car in the 1964 spy film "Goldfinger." Connery bought the sports car late in life. It's not the movie car; the actor, who died in 2020, wanted to drive a model that was "not weighed down by gadgets."

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### Business Calendar page 11

## UEOC organizes, gets ready to tackle 2023

**Brice Wallace**  
*The Enterprise*

A state commission tackling Utah's big economic issues has named the leaders and players for its teams.

The Unified Economic Opportunity Commission recently approved working groups and subcommittees, their leadership, their membership and their priorities for 2022, with the goal to produce budget items and legislation for 2023.

Gov. Spencer Cox, the commission's

co-chair, said the commission was productive in its inaugural year in 2021. "I felt like it was an incredibly successful legislative session [this year], in large part because of the work that's happening here," Cox told the commission.

The commission's working groups were disbanded earlier this year, with a new set of issues and stakeholders looking at those issues established for 2022.

"I just want to remind everyone, as of last year, our goal is to keep the working groups nimble and decisive," Cox said. "These are not talking groups; these are

working groups. We expect accomplishments, not talk and pejoratives."

The groups include:

- The Working Group on Growth and Transportation, co-chaired by Carlos Braceras, executive director of the Utah Department of Transportation; state Rep. Mike

see UEOC page 14



Airmen from Utah's Hill Air Force Base participate in recent training exercises. When their military obligation is over, veterans will have plenty of available help if they want to start their own businesses, according to speakers at a recent Veteran Owned Business Partnership Conference in Sandy.

## Vets have lots of resources if they want to be entrepreneurs

**Brice Wallace**  
*The Enterprise*

A veteran transitioning to civilian life will face many challenges, but those wanting to start their own businesses don't have to go it alone.

At the recent Veteran Owned Business Partnership Conference in Sandy, speakers explained that veteran entrepreneurs have a large group of organizations and individuals ready to help in their efforts.

"There are a lot of resources for veterans. ... Educate yourself about those resources and tap into those resources as well," Mirza Tihic, postdoctoral researcher

with the Department of Entrepreneurship and Emerging Enterprises at Syracuse University, told the crowd at Salt Lake Community College.

Rosalinda Vasquez Maury, director of applied research and analytics at the Institute of Veterans and Military Families at Syracuse University, said navigating the resources can be challenging and difficult.

"In some cases, it's really just about knowing what resources are available about financial [matters], what resources are available about government contracting, so obviously education is an opportu-

## Utah becomes part of 'Internet for All' initiative

Utah has signed on as a participant in the "Internet for All" initiative recently announced by the Biden administration through the U.S. Department of Commerce's National Telecommunications and Information Administration (NTIA). Gov. Spencer Cox made the announcement that the state will join the initiative, which will invest \$65 billion to provide "affordable, reliable," high-speed Internet for everyone in America by 2030.

Funded through the Bipartisan Infrastructure Law and administered by NTIA, Internet for All programs will build Internet infrastructure, teach digital skills and provide the necessary technology to ensure everyone in America — including communities of color, rural communities and older Americans — have the access and skills to fully use the Internet.

The Internet for All programs will include three funding phases:

1. The Broadband Equity, Access and Deployment (BEAD) Program (\$42.5 billion).
2. Enabling Middle Mile Broadband Infrastructure Program (\$1 billion).
3. State Digital Equity Act programs (\$1.5 billion).

"The Internet for All initiative works to ensure all Utahns have equal broadband access regardless of income level, geographic

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see INTERNET page 10



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# South Valley Chamber announces its 2022 Titan Award honorees

The South Valley Chamber of Commerce, based in Sandy, has announced its honorees for the 2022 Titan Awards. The Titan Awards are designed to recognize leaders who have consistently demonstrated their long-term commitment to the community by giving back, being actively engaged and making a significant positive impact, the chamber said in a release. Those honored are nominated by the chamber's executive committee and selected by its board of directors.

For 2022, the chamber has selected Cydni Tetro, Sally and Mark Dietlein and Steve Starks as its honorees.



Mark and Sally Dietlein



Cydni Tetro

Steve Starks

Tetro is the CEO of Brandless, an online retailer of beauty, wellness and personal care products. The chamber called her "an innovator of experience, a growth leader, technologist, STEM advocate, author and speaker." She recently raised \$118 million, the largest fundraiser led by a woman in Utah's technology industry.

Tetro was also founder and CEO of 3DplusMe, a 3D printing personalization platform. She spent five years at Disney in its Imagineering department leading technology commercialization and building technology businesses inside the company, including with its theme parks, ESPN and ABC.

She is founder and president of the Women Tech Council. She holds a master's degree in business administration and a bachelor's in computer science from Brigham Young University.

Sally Dietlein co-founded Hale Centre Theatre in 1985 with her husband, Mark, and Ruth and Nathan Hale. She has written six full-scale musicals — all of which have been produced at Hale Centre Theatre as well as other theaters throughout the country. Under her artistic direction, Hale Center has become one of the highest-attended regional theaters in the nation, with almost 600,000 patrons annually.

Mark Dietlein is the oldest grandson of Ruth and Nathan Hale, the third generation to carry the legacy of family theater which his grandparents began in Southern California in 1947. In 1955, Mark's parents, Allan and Sandra Dietlein, joined in the rapidly booming theater business and Mark was, by birth, thrust onto live stage. Growing up in a theater family meant being on stage, cleaning the theater, selling concessions, stage managing and doing anything else necessary.

In addition to his many musical and comedic stage credits, Mark Dietlein has also been involved in film and voice-over

work. He graduated from BYU with a degree in finance and real estate management.

Mark and Sally Dietlein were awarded Utah's Pioneer of Progress Award for the Arts. Sally and Mark are parents of four children and reside in Bountiful.

Steve Starks is the CEO and member of the board of directors of the Larry H. Miller Co. Prior to this role, Starks was the president of the Utah Jazz and Larry H. Miller Sports & Entertainment. During his time with the organization, he has helped develop the organization's growth strategy, led mergers and acquisitions and oversaw the renovation of Vivint Arena.

Starks is active in the community affairs, serves as the governor's Olympic and Paralympic advisor and is the chair of EDC-Utah. Starks is a past chair of the Salt Lake Chamber board of directors and also served on the Weber State University board of trustees.

Starks was recognized as *Utah Business Magazine's* 2021 CEO of the Year and a 2013 Top Forty Under Forty. He was also named a Top Forty Under 40 Sports Executive by *Sports Business Journal* in 2018. Starks is a graduate of Weber State University.

The 2022 Titan Awards banquet will be held on Nov. 3.

## Lufthansa launches SLC-Frankfurt service

Germany-based airline Lufthansa has announced the introduction of flight service from Salt Lake City to Frankfurt, Germany, on its new leisure airline Eurowings Discovery. The new carrier already services several U.S. destinations, including Fort Myers and Tampa in Florida and Las Vegas.

"We are thrilled to be the first airline to offer nonstop flights from Europe's German-speaking region to Salt Lake City," said

Helmut Woelfel, chief commercial officer of Eurowings Discover. "With Eurowings Discover's full integration into the Lufthansa Group network, it was never easier for travelers from all over Europe to visit fascinating Utah and its surroundings. It is a great and unique addition to our flight schedule, as well as a valuable extension of the Lufthansa Group network in the U.S."

The new flights depart Frankfurt at 11:15 a.m. German time

and arrives in Salt Lake City at 2:10 p.m. Mountain Time. The return flight departs Salt Lake City International Airport at 3:40 p.m. and arrives in Frankfurt at 10:10 a.m. the following day. The flights will operate Monday, Wednesday and Friday throughout the summer schedule, from May 23 through Oct. 14, and will resume once again during the 2023 summer schedule. Flights will be operated with either an Airbus 330-300 or an Airbus 330-200 aircraft.



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## H.I.G. Capital to acquire Terra Millennium

Miami-based H.I.G. Capital, a global alternative investment firm, has agreed to acquire Terra Millennium Corp. of Salt Lake City from Court Square Capital Partners. Founded in 1906, Terra Millennium provides industrial services, including refractory design and maintenance, mechanical services, fireproofing, coatings, insulation and scaffolding. Terms of the transaction were not disclosed.

Terra Millennium's executive team, led by CEO Bryan Young, will continue to lead the company and remain as significant shareholders. Executive Chairman Mark Stutzman will continue as a non-executive board member and significant shareholder.

Terra Millennium services a diverse blue-chip customer base across a broad range of industrial end markets, including cement, steel, renewables, chemicals, mining, pulp and paper

and refining. It operates from a network of 33 offices across the country.

"I am proud of Terra Millennium's success to date. The investment by H.I.G. is recognition of all that the team has accomplished and we are excited to partner with H.I.G. to support our next phase of growth," said Stutzman.

"We are well-positioned to continue providing great safety, outstanding quality and compelling value to each of our customers," said Young. "Terra Millennium will be equipped to continue executing on our growth plans and vision for the company, including deepening our presence in attractive geographies, expanding our service offering and pursuing add-on acquisitions, while maintaining the strong culture that we have developed over the past century."

"We are very excited to partner with Bryan, Mark and

the Terra Millennium team," said Matt Gullen, managing director at H.I.G. Capital. "There are tremendous opportunities ahead for the company, given its long track record of providing high-quality, reliable service which is enabled by its highly skilled, national workforce and best-in-class leadership team. The company has established itself as a leader in the industry and we look forward to working with Terra Millennium to build upon their success and support continued growth initiatives."

In addition to its Miami headquarters, H.I.G. Capital has offices in New York, Boston, Chicago, Dallas, Los Angeles, San Francisco, and Atlanta in the U.S., as well as international affiliate offices in London, Hamburg, Madrid, Milan, Paris, Bogotá, Rio de Janeiro and São Paulo. H.I.G. specializes in providing both debt and equity capital to small and mid-sized companies. Since its founding in 1993, it has invested in and managed more than 300 companies worldwide. The firm's current portfolio includes more than 100 companies with combined sales in excess of \$30 billion.

## Co-Diagnostics finishes design of monkeypox virus PCR test

Co-Diagnostics Inc., a Salt Lake City-based molecular diagnostics company, has announced that it has completed the principal design work of a PCR test for the monkeypox virus currently being found in breakouts worldwide, including in Salt Lake County.

According to the World Health Organization (WHO), monkeypox is a virus originally transmitted to humans from animals and then transmitted from one person to another by close contact with lesions, body fluids, respiratory droplets and contaminated materials such as bedding. Since May 13, cases of monkeypox have been reported to WHO from 18 countries that are not endemic for the virus.

When complete, the new test will feature the Co-Diagnostics' patented CoPrimer technology and was designed using its proprietary software system.

"One of the most important lessons the world learned

following the COVID-19 pandemic is the importance of quick, decisive action in the face of any potential outbreak of transmissible viruses," said Co-Diagnostics CEO Dwight Egan. "This means being prepared for every scenario. Co-Diagnostics was founded with the mission to increase the accessibility of affordable, high-quality molecular testing products around the world and we look forward to eventually making this test available in affected regions as needed to help slow the spread of the virus through early and accurate detection."

PCR stands for polymerase chain reaction. PCR tests, known for their accurate diagnosis of COVID-19 infection, detect genetic material (DNA or RNA) from a specific organism, such as a virus.

## Doctor buys PolarityTE spinoff

Logan-based PolarityTE, a biotechnology company that designs and commercializes regenerative tissue products and biomaterials for the biomedical industry, has spun off its preclinical research division, IBEX Preclinical Research Inc., and sold it to Dr. Josh Packer. Packer is a doctor of veterinarian medicine from Minneapolis, where he was the lead preclinical surgeon for Medtronic PRL.

The new company provides preclinical surgical and toxicological studies in a variety of laboratory animal species. It provides in-vivo research services ranging from relatively simple single-dose pharmacokinetic studies to more complex projects requiring surgical instrumentation. The company supports life science, medical device companies and researchers that specialize in orthopedics, neurosurgical, soft tissue surgery, ophthalmology and non-surgical processes assisting clients in bringing products to market.

Founded in 2003 by Dr. Michael Larson, IBEX operated as part of the PolarityTE network since 2018 until the acquisition in April. According to Packer, the acquisition allows leadership to play a more personal role in preclinical research and procedures, enabling even greater client care and support.

"Since its inception, IBEX has built and maintained a team of highly skilled veterinary surgeons, clinical consultants, and pre-clinical scientists who excel in supporting the research needs of life science companies that aim to advance surgical and non-surgical care and outcomes across a variety of healthcare categories," said Packer. "I am thrilled to announce that we will be maintaining and building on the trusted surgical expertise and reputation that IBEX has earned as we advance the business and further expand the team."

Packer and a group of minority investors purchased IBEX for \$3.2 million in a deal that closed April 25. In order to serve the evolving needs of clients with even broader capabilities, IBEX recently completed a second expansion of its state-of-the-art facility in Cache Valley. The latest construction brings the facility to over 12,000 square feet, including updates to an operating room, sterile preparation areas, expanded vivariums with additional housing for a range of small and large animals and enhanced 3D imaging capabilities.

IBEX employs 14 clinical research professionals and will soon be hiring additional veterinarians, technicians, preclinical surgeons and a preclinical scientist study director, Packer said.

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**PRESIDENT**

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[dale@senterprise.com](mailto:dale@senterprise.com)

**MANAGING EDITOR**

John M. Rogers  
[john@senterprise.com](mailto:john@senterprise.com)

**CONTROLLER**

Richard Taylor  
[richard@senterprise.com](mailto:richard@senterprise.com)

**OFFICE MANAGER**

Dionne Halverson  
[dionne@senterprise.com](mailto:dionne@senterprise.com)

**CLASSIFIED DISPLAY**

[david@senterprise.com](mailto:david@senterprise.com)

**CIRCULATION**

Dionne Halverson  
[dionne@senterprise.com](mailto:dionne@senterprise.com)

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# Some hints on what to look for in coaches for your business

One of the consistent blessings in my life and career has come from the courageous and caring counsel from coaches and mentors. Courageous by not sparing me the temporary pain of helping me see my shortfalls and opportunities for improvement, and caring in the kind manner they have shared those insights. I have grown from these relationships; they are among the most meaningful and important in my life.

My role for the past three decades has been serving as a coach to CEOs and business owners. My focus has always been to bring exceptional value to them as they strive to continuously grow as leaders. This has led me to regularly ask the question posed by the late business guru Clayton Christensen: "What job have I been hired for?"



**RICH TYSON**

This is not an easy question to answer.

A standard one-size-fits-all approach (although quite common) fails to acknowledge that every leader's need is different, unique to his or her situation. Those who offer "standard coaching" are, by definition, prescriptive. They bring their expertise to the relationship.

In certain areas of business which are defined by regulation or generally accepted practices (such as law and accounting), this is not only appropriate; it's essential. However, it's important to recognize that the job for which these coaches are hired falls within specific boundaries. When they venture beyond those boundaries, they often exceed both their expertise and their ability to provide efficacious guidance.

Because the needs of leaders are incredibly diverse, a customized approach to coaching is also problematic. When I approach a new client, or a new situation with an existing one, I must acknowledge that, "I don't know what I don't know."

This leads me to the only standard tool in my tool chest: *asking questions*. I must begin with curiosity, with a deep interest in zeroing in on the client's problem, pain or opportunity. The key issue here is not to solve the client's problem. Rather, it's to develop a clear and deep understanding of what the client needs or wants. That is the initial and most important job for which I am hired.

Of course, the next job is to facilitate progress toward solutions for the client's challenge or opportunity. However, even at this stage, moving to prescription is premature. More questions — and answers — are required to under-

stand what has already been tried, what the perceived barriers are to moving forward, and what other options might be available. As the answers to these questions come to light, it is critically important to make sure we consider both the immediate situation as well as the long-term implications of possible strategies. I call this balancing "learning in the moment of need" with the leader's long-range strategic goals.

As more clarity emerges, my job is to channel the client to those who can help develop the prescription that will provide the solution required. Sometimes, that falls within my areas of expertise; often it does not. For that reason, I have worked diligently over the years to build connections with a cadre of prescriptive coaches who can meet those needs when they emerge.

If you find yourself needing guidance in practices that are strictly governed by regulation or industry standards, I strongly recommend that you focus on those who coach prescriptively. If, however, you feel a need to strengthen your leadership skills, a seasoned facilitative coach is more likely to fit.

In selecting a coach, prescriptive or facilitative, I suggest that you seek someone who possesses the following attributes:

- **They are learners.** They continuously seek greater knowledge in both their area of expertise and the processes with which they

use to serve others. They recognize they don't know everything, and love to discover new insights they can use to serve others.

- **They are questioners.** They seek to understand before being understood.

- **They are courageous and gently relentless.** They recognize they often have the uncomfortable role of encouraging commitment where it doesn't exist.

- **They are "therefore," "whaters" and "what's nexters."** They focus on forward momentum.

- **They follow up.** They recognize that little progress is made without accountability.

- **They are optimistic.** They believe in the incredible potential of those they coach.

The benefits of having a coach are well-documented. Productivity, profits and job satisfaction have all been shown to correlate positively where strong competent coaches are utilized. The question, then, that each leader should ask is akin to that posed by Clayton Christensen: "What job am I looking for a coach to do for me?"

Once this question is answered, you can move forward in a search for the right coach who can help you reach your business goals.

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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# Succeeding in Your Business

## Seeking an entrepreneurial solution to a smelly problem

For the past several years, I have taught an MBA-level online class on entrepreneurship and small-business management for a local university.

Rather than give students a traditional final exam with multiple choice and true/false questions, I adopt a “Zen exam” approach. Each question is a real-world entrepreneurial challenge that not only tests the students’ understanding of the textbook material but forces them to think creatively (as entrepreneurs must). There are no “correct” or “incorrect” answers. A student’s grade is based on his or her ability to analyze the



CLIFF ENNICO

situation, come up with at least one creative solution and argue effectively that it both solves the problem and is economically feasible.

Here is a question from my most recent final exam:

“As a professional speaker on entrepreneurship, I travel an awful lot, and as a result I have trouble staying in shape. Whenever I stay at a hotel, they’ve got a gym that’s open 24 hours a day, and I actually enjoy working out (really, I do). But there’s a problem. I don’t mind packing clean workout clothes in my suitcase before a trip, but once I use them at the hotel gym I

don’t want to pack the sweaty, stinky used workout clothes back in the same suitcase for the return trip. So I end up not using the hotel gym. Describe three possible entrepreneurial businesses that would solve my dilemma. Which would be the most likely to succeed, and why?”

How would you deal with this as an entrepreneur? The students’ answers tend to be all over the place, but most focus on three possible solutions:

No. 1: An article of luggage that would hold the smelly workout clothes on my return flight (or — an interesting variation — some sort of chemical spray or other aerosol product that would neutralize odors).

No. 2: Disposable or reusable workout clothes that I would use at the gym and then throw away or recycle once my workout is done.

No. 3: An on-site laundry service operating 24/7 at the hotel, or a short-cycle washer/dryer in each hotel room.

The key to understanding this question is that most hotels view their on-site gyms as “cost centers.” They have to spend lots of money to furnish the gym with state-of-the-art exercise equipment, maintain that equipment and provide insurance in case a guest slips and falls on the treadmill. Because access to the gym is usually offered to guests without charge, the hotel does not generate revenue from the gym. Accordingly, any proposed solution that requires the hotel to spend more money than they already do on the gym will probably not be attractive. So much for the on-site laundry service and short-cycle washer/dryer — unless, of course, the hotel charges extra for that, which could make it a revenue generator.

The “article of luggage” or “chemical spray” solution solves the problem of getting hotels to buy in to the solution (they don’t even get involved; it’s my decision whether to buy the item) but creates problems of its own. If the smell-proof bag fits into my carry-on luggage, it likely will take up significantly more room. (Any traveler knows that clothing expands in volume between the outgoing trip and the return trip.) If the bag is carried separately, it may cause me to go over the “one carry-on and one personal item” rule that most airlines have. I wouldn’t want to have to check my laptop bag so that the smelly clothes bag counts as my carry-on. And

I’m sure as heck not going to pay \$25 or more to check the smelly clothes bag!

Also, must the smelly clothes bag itself be cleaned after each use?

The “chemical spray” solution solves the luggage problem but might violate airline rules about aerosol containers and create an environmental concern. Also, do I have to worry about the spray contaminating my clean clothing items such that everything has to go to the dry cleaner when I get home?

Finally, the disposable clothing item is an interesting idea, but it will be difficult to come up with all-purpose clothing that will be disposable, strong enough to withstand a vigorous workout and flattering to my plus-size figure. If the item is flimsy (think of the paper johnny coat the doctor gave you to wear during your most recent physical exam), people won’t use it for fear of a wardrobe malfunction. Yet if the item is strong enough to stand up to wear and tear, it probably is strong enough to last a thousand years in a landfill. And if it makes me look like a dork, fuhged-aboutit!

The costs associated with reusable clothing are astronomical. Ask anyone who ran a diaper service in the 1950s.

So, what IS the solution? Frankly, I haven’t thought of one yet, so I will keep this question on my exam until a student does. Until that day, people are best advised not to sit next to me on long cross-country flights.

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

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## ASSOCIATIONS

• The **Exit Planning Institute** and a team of advisors and leaders from the Utah marketplace have launched a Utah chapter. The EPI Chapter Network provides an opportunity for exit planners of all backgrounds, including financial planners, CPAs, M&A professionals and others, to network and address the challenges that can arise when exit planning. The Utah chapter also will provide educational opportunities for business owners and professional advisors that build awareness and better prepare an owner for the successful exit of their business. Its first meeting will be June 28, 11 a.m.-1 p.m., at the Toscano Restaurant, 11450 S. State St., Draper, and monthly meetings will follow. **Rick J. Krebs** is president of the Utah chapter. Details are at [www.EPIUtah.com](http://www.EPIUtah.com).

## BANKING

• **EnerBank**, the home improvement lending division of Regions Bank, has opened new offices in the top three floors of 650 Main in Salt Lake City. Founded in 2002, EnerBank became part of Regions in October 2021. EnerBank provides point-of-sale financing options through a network of contractors nation-

wide. It currently works with over 8,000 contractors throughout the United States.

• **LCA Bancorporation**, a Park City-based, Utah-chartered industrial bank, and parent company **Lease Corporation of America**, have named **Travis Betenson** as chief financial officer. Betenson will lead finance,



Travis Betenson

accounting and treasury management functions for both entities. He has been in the banking industry since 2010

and has held various roles in accounting, finance and treasury. He brings both regulatory and banking experience and was most recently with First Electronic Bank, where he oversaw the accounting, treasury and FP&A functions. He previously held treasury risk and financial reporting positions with Comenity Capital Bank in Salt Lake City. He earned an MBA from the University of Utah.

## CONSTRUCTION

• **Beecher Walker Architects**, a Holladay-based commercial architectural firm, has named four people as senior associates: **David Morris**, **Brad Beecher**, **Chad Beus** and **Dustin Glazer**. Morris is a senior associate in interior design. He has 27 years of experience, 12 with Beecher



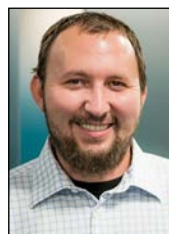
David Morris



Brad Beecher



Chad Beus



Dustin Glazer

Walker. He oversees the company's interior design department and mentors upcoming designers. He has a particular specialty in commercial office and hospitality. Morris received his bachelor of interior design degree from Utah State University. Beecher is a senior associate in architectural management. He has 14 years of experience, 12 of those at Beecher Walker. Beecher has experience in multifamily, assisted living/senior housing, entertainment and hospitality. A licensed architect, he earned a bachelor's and master's in architecture from University of Utah. Beus is a senior associate in architectural management. He has 10 years of experience in the industry, eight with Beecher Walker. Beus is the architect-in-charge of the newly opened St. George office. He has experience in multifamily and assisted living/senior housing. A licensed architect, Beus earned a bachelor's and master's of architecture from the University of Utah. Glazer is a senior associate in architectural management. He has 14 years of architectural design experience and six years of construction experience, including six years with Beecher Walker. He has worked in a variety of areas, from commercial office to hospitality to ski resorts to retail.

## CORPORATE

• **Athletic Republic**, a Park City-based company focused on individualized, sport-specific training backed by data and science, has announced plans to expand nationally through franchising. It has more than 80 locations nationwide that have helped nearly 2 million athletes of all ages. It plans to surpass 100 locations by year-end.

## DIVIDENDS

• The board of directors of **Extra Space Storage Inc.**, based in Salt Lake City, has declared a quarterly dividend of \$1.50 per share on the common stock of the company for the second quar-

ter 2022. The dividend is payable June 30 to stockholders of record June 15. The company is a self-administered and self-managed real estate investment trust that owns and/or operates 2,130 self-storage properties. It is the second-largest owner and/or operator of self-storage properties in the United States and is the largest self-storage management company in the U.S.

## ECONOMIC INDICATORS

• **Morgan County** leads Utah counties on a list of the "most generous places" in the state, a list compiled by **SmartAsset**. It analyzed how much money people donate as a percentage of their net income, as well as the proportion of people in each county who make charitable donations. Morgan County was followed, in order, by Utah, Wasatch, Davis, Summit, Washington, Cache, Salt Lake, Rich and Juab counties. Details are at <https://smartasset.com/retirement/financial-advisor/#Utah/mostGenerousPlaces-2>.

• **Salt Lake City** is ranked No. 23 on a list of "2022's Best Biking Cities in the U.S.," compiled by **LawnStarter**. It compared the 200 biggest U.S. cities based on 24 key indicators of a cyclist-friendly lifestyle, such as access to bike lanes and bike rentals, the share of bike commuters, the presence of cycling clubs, and the number of bike races and tours. The top-ranked city is San Francisco. The No. 200 city is Baton Rouge, Louisiana. Details are at <https://www.lawnstarter.com/blog/studies/best-biking-cities/>.

## GOVERNMENT

• The Biden-Harris administration has announced **\$33 million in infrastructure investment** to address legacy pollution and spur high-paying jobs on public lands. The money will fund remediation of 277 orphaned oil and gas wells on public lands across the country. The projects include 14 wells on Moab field office **Bureau of Land Management** lands, plus an inventory and assessment of wells present in the **Glen Canyon National Recreation Area**. The allocation is part of a total of \$250 million provided through the Bipartisan Infrastructure Law for cleaning up orphaned wells and well sites on federal public lands, national parks, national wildlife refuges and national forests.

## HEALTHCARE

• **Elevar Therapeutics Inc.**, a Salt Lake City-based biopharmaceutical company focused on treat-

ment experiences and outcomes for patients who have limited or inadequate therapeutic options, has hired **Paul Friel** as chief commercial officer and named **Michael Palucki** as vice president of manufacturing. Friel has more than 30 years of experience in



Paul Friel



Michael Palucki

the pharmaceutical industry, including leadership positions in multinational corporations and biotech companies. He most recently served as chief commercial officer at Beyond Spring Inc. and previously worked at TAP/Takeda, including as president and general manager at Takeda Canada. Friel has launched more than 20 products during his career, held early leadership positions in five startups and led business development for several large transitions and capital raises. Palucki is a pharmaceutical industry veteran with 25 years of experience, with direct experience in driving strategy and operational excellence spanning drug discovery, drug development, regulatory filing, product launch, commercialization and lifecycle management. He most recently was executive director of CMC product development and team leader for Venatorx Pharmaceuticals Inc. and previously worked at Merck & Co. in various roles.

## INSURANCE

• **PCF Insurance Services**, a Lehi-based U.S. insurance brokerage firm, has completed a partnership with **I-Connect Insurance Services**, based in central California. Founded in 1967, principal William Ritchey leads the independent property and casualty insurance agency.

## INVESTMENTS

• **Clozd**, a Salt Lake City-based provider of win-loss analysis technology for corporate sales teams, has raised \$52 million in Series A funding. The round was led by **Greycroft**. Other investors include **Madrona Venture Group** and **Album VC**. In five years, Clozd has helped more than 150 B2B enterprises to deepen their understanding of their successes and failures across various business operations.

see BRIEFS next page

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# Industry Briefs

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• **Claravine**, a Provo-based data integrity SaaS company, has announced a \$16 million Series B funding round. It was led by **Five Elms Capital**, Kansas City, Missouri, with participation from **Grayhawk Capital**, Scottsdale, Arizona; **Next Frontier Capital**, Bozeman, Montana; **Peninsula Ventures**, San Mateo, California; **Kickstart Fund**, Cottonwood Heights; and **Silverton Partners**, Austin, Texas. Claravine said the funding will be used to grow its headcount. It hopes to double its current headcount of 60 plus employees in 2022. The company plans to hire key roles in product management, engineering, sales, customer success and marketing. It also plans to accelerate product development and invest in its integrations to automate data standards across digital experiences.

## MEDIA/MARKETING

• **Nexstar Media Inc.**, based in Texas, has named **Mark Danielson** to lead KTVX-TV, KUCW-TV, MTVX-TV and ABC4.com in Salt Lake City.



Mark Danielson

Danielson worked in a variety of news, sales and production positions in Salt Lake City early in his career, including at KTVX-TV from 1990-1991. For the past 10 years, Danielson has served as the vice president and general manager of KEYT-TV, KKFCD and KSBB-CD in Santa Barbara, California. Danielson earned a degree in mass communication from the University of Utah.

## MILESTONES

• **Dramafy**, a Park City-based company launched last July and offering audio drama, is nearing 1,000 subscribers streaming more than 1,500 episodes from 130 audio stories. The genres include science fiction, westerns, adventure, comedy, mystery and children's stories.

## PARTNERSHIPS

• **Blackrock Neurotech**, a Salt Lake City-based company focused on brain-computer interface technology, has announced a collaboration with **AE Studio**, a group of data scientists, developers and designers who specialize in launching products that increase human

agency. AE Studio be involved in the MoveAgain program at Blackrock, which seeks to improve the lives of patients with paralysis, and will contribute to expanding on Blackrock's patented MoveAgain BCI system with a focus on user-friendly interfaces for clinicians and care team members. Earlier this year, Blackrock announced its aim to release the first commercial BCI platform, MoveAgain, in 2023. MoveAgain will enable patients with spinal cord injuries to interact with digital devices simply by thinking.

• **Lucid Software**, a South Jordan-based provider of visual collaboration software, has announced a partnership with **Loom**, a video communication platform, to provide enhanced asynchronous collaboration experiences across Lucid products. As part of the partnership, Lucid has introduced a new integration that allows both Lucidspark and Lucidchart users to embed, play and create Loom video recordings directly in Lucid documents, allowing both Lucidchart and Lucidspark documents to act as a visual record for any-size project.



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## PHILANTHROPY

• Female employees at **Ken Garff Downtown Luxury Group** recently treated **Salt Lake Rescue Mission** women to a little pampering by shopping at Target for needed clothes, makeup and shoes to help them prepare for job interviews; taking them to lunch at the Old Spaghetti Factory in Trolley Square; and finishing up the "Girls Day" with some hair and makeup at Mid-City-Salon, where these women were pampered with a private event. The mission's Women's

Center is home to the New Life Program for women and provides homeless and low-income women access to emergency shelter, food, clothing, job placement and more.

## REAL ESTATE

• **The Calida Group**, a developer, investor and operator of multifamily real estate properties in the western United States, has expanded its Elysian Living brand with **Ely at American Fork**. The 320-unit luxury community, designed by The Calida Group and in partnership with **Castlewood Development**, is currently leasing with an anticipated July opening. The Calida Group has acquired or built over 20,000 multifamily units since its inception in 2007.

• A two-property, 296-unit multifamily unit in Vernal, has been sold by **DLP Capital** to Seattle-based **HB Management LLC** for an undisclosed amount. **Ashley Creek Village** is a seven-building property containing 168 apartment homes. It was completed in two phases in 2013 and 2015. **Willow Park** is a six-building property containing 128 residences. It was built in 2013. The transaction was announced by **CBRE**. Eli Mills and Patrick Bodnar of CBRE represented DLP in the transaction.

• **Richmond American Homes of Utah Inc.**, a subsidiary of M.D.C. Holdings Inc., has announced model home debuts at **Drumore at Overlake** and **Anderson Farms**, as well as the opening of its **Jones Court** community. Drumore at Overlake is at 191 E. Allister Court, Tooele. Anderson Farms is at 593 S. Chan Drive, Grantsville. Jones Court is at 1785 S. 100 E., Orem.

• **NAI Excel**, a commercial real estate brokerage and an independently owned firm in the NAI Global network of over 300 offices worldwide, has opened an office at 427 S. Main St., Suite 204, Cedar City. The company opened in St. George 20 years ago and expanded its offices to the Wasatch Front, Las Vegas and now Cedar City. With the opening, **Twila Davis** and **Raelyn Loomis** joined the Cedar City office. Davis, branch broker, has been practicing commercial real estate in Cedar City for more than two decades. In addition to representing clients in the sale and lease of commercial property, NAI Excel manages commercial real estate assets for its clients, which currently includes approximately 500 tenants from Salt Lake to Las Vegas.

• **The Moab Resort**, a WorldMark by Wyndham vacation club affiliate, has opened. It includes 150 vacation club suites

of one to four bedrooms. **Esa Paltanen** has been appointed as general manager for The Moab Resort. Paltanen previously served as general manager for two Shell Vacations Club resorts, also managed by Wyndham Destinations. **Gardiner Properties LLC** developed the project, and **Wyndham Destinations** manages the sales and marketing of vacation ownership, resort operations, and timeshare homeowners' association management. The two companies previously collaborated on the Club Wyndham Park City vacation ownership resort.

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## RETAIL

• **Sportsman's Warehouse Holdings Inc.**, a West Jordan-based specialty outdoor retailer, has appointed **Sherry Jane Love** as senior vice president of merchandising. She will be responsible for leading the company's omni-channel merchandising efforts and private brand development.



Sherry Jane Love

Love has nearly 30 years of retail merchandising experience. Her expertise includes diversified product categories in several retail formats, including apparel, footwear, fashion accessories, pet solutions, and hard goods. Previously, she owned and operated her own retail consulting practice. Prior to this venture, Love held positions at PetSmart Inc., Payless ShoeSource and Lane Bryant.

## SCHOLARSHIPS

• **RPlus Energies**, the developer of the Graphite Solar Project near Wellington, has announced a \$75,000 scholarship program for the students of **Carbon County**. Under the inaugural program in its "**Local First**" Scholarship series, rPlus is joined by **Greenbacker**

**Renewable Energy Co.** and **Sundt Renewables**, the owner and the engineering, procurement and construction contractor, respectively, for the Graphite Solar Project in Carbon County. It is the first solar project developed by rPlus Energies to reach the construction phase. The Local First Scholarship series will be available exclusively to students residing in counties where rPlus Energies constructs a namesake project and will provide full and partial tuition scholarships to local university certificate and degree programs. For the scholarship associated with the Graphite Solar project, rPlus Energies is partnering with **Utah State University Eastern** to provide a total of \$75,000 to qualifying students.

## SERVICES

• **Crewe Advisors**, a Salt Lake City-based investment advisory firm providing financial, estate, investment, tax, risk and philanthropic planning, has hired **Nick Perry** as a partner and advisor. He will work with clients to identify and prioritize their financial issues and solutions to meet their aspirations across investment



Nick Perry

management, business succession and estate planning. Perry has 15 years of industry experience, including managing portfolios for high-net-worth and ultra-high-net-worth clients at JP Morgan, Goldman Sachs and most recently as a senior vice president for Key Private Bank. His education includes an MBA from Brigham Young University.

• **Fastsigns of Ogden/Roy**, a locally owned and operated sign and graphics provider, has relocated to 5758 S. 1900 S., Roy. It is double the size of the company's former location. It includes two wrap bays, and the company is planning to manufacture electrical signage in-house. Fastsigns has more than 750 centers in the U.S. and internationally.

## TECHNOLOGY

• **Quotient Technology Inc.**, a Salt Lake City-based digital media and promotions technology company, has appointed **Kimberly Anstett** to its board of directors. Anstett succeeds **Steve Horowitz**, who stepped down from the board for personal reasons, as a Class I director. Anstett is a technology executive with



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## BRIEFS

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more than 25 years of experience, including expertise in developing and deploying innovative global products, leading cybersecurity programs and designing and leading strategic partnership programs.



Kimberly Anstett

Since May 2019, she has served as executive vice president and chief technology officer at Iron Mountain. She previously was chief information officer for Nielsen.

• Utah State University's North Logan-based **Space Dynamics Laboratory** has elected retired U.S. Air Force Lt. Gen. **John F. Thompson** to its board of directors. Thompson most recently served as the final commander of the U.S. Space Force's Space and Missile Systems Center, headquartered at Los Angeles Air Force Base, California. He entered the Air

Force in 1984 and served in various scientific, acquisition and logistics-oriented capacities, including staff assignments at Air Force Systems Command, Air Force Materiel Command, and the Office of the Assistant Secretary of the Air Force for Acquisition.



John Thompson

• **Bitt**, a Salt Lake City-based global fintech company, has appointed **Baker Nanduru**



Baker Nanduru

as chief product officer. Nanduru has entrepreneurial and executive leadership experience at companies including McAfee, Symantec, GoDaddy and startups. Most recently, he was a product executive at McAfee, where he managed a consumer product portfolio including security, identity, privacy, trust, and IoT solutions serving more than 100 million consumers globally.

## INTERNET

from page 1

location and other factors," said Rebecca Dilg, Utah Broadband Center director. "Go Utah (Governor's Office of Economic Opportunity) is eager to sign on to this important program."

To participate in the BEAD Program, Utah has submitted a letter of intent and a planning funds budget to unlock \$5 million in planning funds and allow states to begin creating a five-year action plan. Each state will have direct support from dedicated NTIA staff through the process. Each participating state is guaranteed a minimum \$100 million allocation, with additional funding determinations made based on the forthcoming coverage maps from the Federal Communications Commission.

"Generations before us brought electricity to rural America and built the interstate highways," said Alan Davidson, U.S.

Department of Commerce assistant secretary and head of the NTIA. "Our generation's task is to connect all Americans online. Thanks to the Bipartisan Infrastructure Law, states are joining NTIA in this major new program to promote Internet access and adoption so that everyone in America has a chance to thrive in the modern economy."

The recent launch of the State Digital Equity Planning Grant Program kicks off a series of Digital Equity Act steps that will invest \$1.5 billion to heighten adoption and use — like digital literacy training — for those who need it most, including communities of color, rural communities and older Americans. The Enabling Middle Mile Broadband Infrastructure Program will award grants on a technology-neutral, competitive basis to eligible entities to construct, improve or acquire middle-mile infrastructure, the announcement from the governor's office said.

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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](mailto:brice@slenterprise.com). The submission deadline is one week before publication.

## June 7, 10 a.m.-2 p.m.

**Women's Golf Day**, a South Valley Chamber event that features clinics for all levels. Check-in begins at 10:15 a.m. Golf instruction rotations begin at 11 a.m. Event includes addresses by Mayor Dawn Ramsey of South Jordan, and Sharlene Wells, vice president of public relations for Mountain America Credit Union and former Miss America 1985. Location is Glenmoor Golf Club, 9800 S. 4800 W., South Jordan. Cost is \$60. Details are at [www.golfglenmooreacademy.com](http://www.golfglenmooreacademy.com).

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

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

## June 8, 9-10:30 a.m.

**"How to Ace the Hybrid Challenge,"** a Salt Lake Chamber "Peer Roundtable" event. Roundtables are a new quarterly online discussion series for business and community leaders. Panelists are Jerry Frisch, president, Wasatch Container; Glenn Pelster, director of the Arizona and Utah regional offices, Employers Council; Pauline Ploquin, president and partner, Struck; Ryan Shatzer, senior vice president of caregiver experience, Intermountain Healthcare; and Heather Stone, president, Teton Sports. Event takes place online. Free, but registration is required. Details are at [slchamber.com](http://slchamber.com).

## June 8, 10 a.m.-noon

**"How to Brainstorm Social Media Content Ideas,"** a Women's Business Center of Utah event. Speakers are Makenzie and Josh Jamias of Jamias Creative. Location is Utah Valley University Entrepreneur Institute, 800 W. University Parkway, Orem. Cost is \$10. Details are at [wbcutah.org](http://wbcutah.org).

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

**"Let's Do Lunch,"** a South Valley Chamber event. Speaker Matt Townsend of the Townsend Relationship Center in Utah will discuss "Thriving in Chaos: The ABCs of Getting Back into the Flow." Location is Nice CXone Corporate Building, 75 W. Towne Ridge Parkway, Sandy. Cost is \$15 for chamber members, \$20 for nonmembers. Details are at [southvalleychamber.com](http://southvalleychamber.com).

## June 8, 11:55 a.m.-12:55 p.m.

**Women in Business Luncheon**, a Cache Valley Chamber of Commerce event. Location to be determined. Cost is \$14 for WIB members, \$16 for nonmembers. Details are at [cachechamber.com](http://cachechamber.com).

## June 8, noon-1:30 p.m.

**Women in Business Luncheon**, a West Jordan Chamber of Commerce event. Speaker is Paula Fellingham. Location is Archibald's Restaurant, Gardner Village, 1100 W. 7800 S., West Jordan. Details are at [westjordan-chamber.com](http://westjordan-chamber.com).

## June 8, 2-4:30 p.m.

**Speak Up Professional Speakers Studio**, presented by the Southwest Valley, South Jordan and West Jordan chambers of commerce. Location is South Jordan View Retirement Community, 11352 S. Redwood Road, South Jordan. Cost is \$25 for chamber members, \$35 for nonmembers and at the door. Details are at <https://www.southjordanchamber.org/events>.

## June 8, 4-5 p.m.

**Venture Capital Collab**, a Utah Black Chamber of Commerce event. Location is The Shop, 350 E. 400 S., Salt Lake City. Details are at [utahblackchamber.com](http://utahblackchamber.com).

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

**"Business After Hours,"** an Ogden-Weber Chamber of Commerce event. Location is Weber County Archery Park, 2840 F Ave., Ogden. Free for chamber members and first-time guests, \$10 for nonmembers. Details are at [ogdenweberchamber.com](http://ogdenweberchamber.com).

## June 8, 5-6 p.m.

**"Manage Risk, Protect Your Business" Workshop**, a Small Business Development Center (SBDC) event that takes place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

## June 8, 6-7 p.m.

**"All You Need to Know About Employee Benefits,"** a Small Business Development Center (SBDC) event that takes place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

## June 9, 7:45 a.m.-5 p.m.

**Utah SBDC Employer Tax Workshop**, a Small Business Development Center event. Speakers are from a CPA firm, the Utah State Tax Commission, Utah Department of Workforce Services, Utah Labor Commission, U.S. Department of Labor and WCF Insurance. Location is Salt Lake

SBDC, Salt Lake Community College, Building 5, MCPC 333, 9750 S. 300 W., Sandy. Cost is \$10. Details are at <https://clients.utahsbdc.org/events.aspx>.

## June 9, 9 a.m.-4:30 p.m.

**China Challenge Summit**, presented by World Trade Center Utah and Utah Valley University and focused on strategies and tactics on U.S.-China relations, international trade and business, national security policy, and creating sustainable competitive advantage. Event features presentations by Jon Huntsman, former U.S. ambassador to China; Astrid S. Tuminez, president of UVU; Matt Pottinger, former deputy national security advisor; and Nadia Schadlow, former deputy national security advisor for strategy; and includes 29 other speakers. Location is the Noorda Center at UVU, Orem. Cost is \$299 in-person, \$50 virtual. Details are at <https://www.campusce.net/uvu/course/course.aspx?C=230&pc=40&mc=0&sc=0%E2%80%93>

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

**"Lunch & Learn Workshop,"** a Murray Area Chamber of Commerce event. Location is MACC Office, 5411 S. Vine St., No. 3A, Murray. Cost is \$15 for members, \$25 for nonmembers. Details are at [murrayareachamber.com](http://murrayareachamber.com).

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

**Women in Business Summer Picnic & Mini-Golf**, a Davis Chamber of Commerce event. Location is Cherry Hill, 1325 S. Main St., Kaysville. Cost is \$25 for members, \$35 for guests. Details are at [davischamberofcommerce.com](http://davischamberofcommerce.com).

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

**Networking Lunch**, a Box Elder Chamber of Commerce event. Location is Bear River Bird Refuge, 2155 W. Forest St., Brigham City. Cost is \$10. Details are at [boxelderchamber.com](http://boxelderchamber.com).

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

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

## June 10, 5-7 p.m.

**"Business After Hours,"** a Utah Black Chamber of Commerce event. Details to be announced at [utahblackchamber.com](http://utahblackchamber.com).

## June 13, 7:30 a.m.-3 p.m.

**June 2022 Golf Tournament**, a Davis Chamber of Commerce event. Registration and breakfast start at 6:30 a.m. Lunch takes

place after golf. Location is Valley View Golf Course, 2501 E. Gentile St., Layton. Details are at [davischamberofcommerce.com](http://davischamberofcommerce.com).

## June 14, 9-10:30 a.m.

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

## June 14, 9:30-11:30 a.m.

**"Skill Building Workshop: Maximizing Social Media and LinkedIn,"** hosted by the Women's Leadership Initiative of ULI Arizona and ULI Utah. Speaker is Carlos Velasco, founder and CEO, Novle Community Activators. Event takes place online via Zoom. Cost is \$20 for members, \$30 for nonmembers. Details are at <https://utah.uli.org/events-2/>.

## June 14, 11 a.m.-1 p.m.

**Business Women's Forum 2022: "We Can Be Allies: Finding Common Ground Through Education and Action."** Presenters Mindy Young, managing director, and Olivia Jaramillo, director of public outreach at Equality Utah, will discuss the importance of inclusion, techniques to become better allies to LGBTQ colleagues and ways to better support them in the workplace. Location is Hilton Garden Inn Salt Lake City Downtown, 250 W. 600 S., Salt Lake City. Cost is \$30 for members, \$40 for nonmembers. Details are at [slchamber.com](http://slchamber.com).

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

**Women in Business**, a ChamberWest Professional Growth Series event. Speaker Amanda Dickson, KSL Newsradio morning show co-host and host of "A Woman's View" on KSL and podcast, will discuss "The Skill of Change and Adaptability." Location is Embassy Suites, 3524 S. Market St., West Valley City. Cost is \$25 for chamber members by June 8, \$25 for nonmembers and for members after June 8. Details are at [chamberwest.com](http://chamberwest.com) or (801) 977-8755.

## June 15-16

**"Accelerate: The Global Ecommerce Acceleration Summit,"** presented by Pattern. Event will include 34 speakers discussing marketplace, international, digital marketing and logistics acceleration, acceleration platforms and more. Location is Grand America Hotel, 555 S. Main St., Salt Lake City. Cost is \$500. Details are at <https://accelerationsummit.com>.

## June 15, 7 a.m.-3 p.m.

**Annual ChamberWest Golf Classic**. Four-person scramble format. Location is Stonebridge Golf Club, 4415 Links Drive, West Valley City. Cost is \$300 per twosome, \$600 per foursome. Details are at [chamberwest.com](http://chamberwest.com).

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

**Business Alliance Networking Luncheon**. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Registration is required. Details are at [davischamberofcommerce.com](http://davischamberofcommerce.com).

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

**"Lunch & Learn: Neuroscience of Trust,"** a Park City Chamber/Bureau event. Speaker is Lyn Christian from SoulSalt. Location is National Ability Center, 1000 Ability Way, Park City. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

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

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

## June 16-17

**Utah Trails Forum Second Annual Conference**. Theme is "Trails Connect Everyone." Keynote speaker is Shandiin Nez, associate director, Ancestral Lands Conservation Corp. Event also includes breakout sessions, field workshops, educational site visits and social events. Location is Southern Utah University, Cedar City. Early-bird cost is \$99. Tickets can be purchased at [https://purchase.growtix.com/e/2022\\_Utah\\_Trails](https://purchase.growtix.com/e/2022_Utah_Trails).

## June 16, 8 a.m.-1:30 p.m.

**34th Annual Employment Law Seminar**, a Parsons Behle & Latimer event. Location is Marriott City Center Hotel, 220 S. State St., Salt Lake City. Details to be announced.

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

**Chamber Summer Social and Networking Meeting**, a Davis Chamber of Commerce event. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Cost is \$25 for chamber members, \$35 for guests. Details are at [davischamberofcommerce.com](http://davischamberofcommerce.com).

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

**Women in Business**, a Murray Area Chamber of

# Are you facing a generation gap in your family business?

Are you running a family business and asking yourself, "Why don't my kids have the same values I do?" or, "What can I do to make them think like me?"

Sound familiar? Yeah, stings a little, right? As a family business coach, these are the two most often asked questions I hear from frustrated parents looking to involve their children in the family business.

The most simplistic answer I can give is that it's better to understand where "kids" are coming from rather than judge them because they think differently. Of course, that is easier said than done.

Parents must take some responsibility for the attitudes their kids have developed about

work, since they have served as role models. For instance, is it any surprise that kids may seem less committed to businesses than their parents may like due to growing up in a household of workaholics? But is it wrong for kids to seek a more balanced life?

Parents must curb their tendency to judge first and listen second (if at all). Try to eliminate any disconnect, but that process must start early.

Connect with your children with these four steps:

- Have an open a dialog about work with your kids.
- Ask them questions about what they want.
- Let go of things you can't change.
- Don't operate from fear.

(What are you afraid of?)

**Accept Your Differences.** I coach parents to accept their kids for who they are and celebrate what they are good at, even if it's different from their own skills.

One of my family business consulting clients was good with numbers, while his daughter/employee was good with people. The dad really rode her about what he considered to be a deficiency until he came to the realization that it was far healthier (and better for the business) if he accepted their differences and put her in a position to positively affect the business using her specific skill set.

**Understand What Motivates Them.** Another excellent way for parents and children to coexist in a family business is to conduct an exercise through which parents get to understand

what drives their kids; it may be different from what drives them. Their kids may seek to:

- Gain approval from experts.
- Make money.
- Succeed on their own.
- Gain respect from friends.
- Compete and win.
- Work hard and excel.
- Gain recognition from peers and within the industry.

Getting a handle on kids' motivators can help parents accept them and stop expecting them to be just like they are.

**Give Them External Experience.** It's always important that kids have realistic expecta-

tions about the work world, so it's a good idea to have them work somewhere else first to learn some invaluable "life lessons."

In my family coaching experience, no one benefits when differences are treated like catastrophes or parents get angry about the existence of a generational gap; real progress can result from listening and realizing there is no right or wrong, but sometimes you must agree to disagree.

Angela Civitella is an executive, a business leadership coach and the founder of Intinde ([www.intinde.com](http://www.intinde.com)).



ANGELA CIVITELLA

## CALENDAR

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\$20 for members and \$22 for nonmembers not preregistered. Details are at [cachechamber.com](http://cachechamber.com).

### June 21, 5-6 p.m.

**Corporate Tour**, a Utah Black Chamber of Commerce event. Location is Comcast, 9602 S. 300 W., Sandy. Details are at [utahblackchamber.com](http://utahblackchamber.com).

### June 21, 6:30-8:30 p.m.

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

### June 22, 10:30 a.m.-1:30 p.m.

**Annual Construction Forecast Mid-Year Review and Reports.** A morning session will focus on heavy, highway, industrial and manufacturing. An afternoon session will focus on vertical construction, residential, commercial and real estate. Luncheon will feature keynotes. Location is LHM Megaplex, West Valley City. The local NAWIC chapter is the benefactor of the luncheon proceeds. RSVPs and payment may be made at [paula.sorensen@arcoelectric.com](mailto:paula.sorensen@arcoelectric.com).

### June 22

**"Night at the Aviary,"** a Utah Black Chamber of Commerce event. Location is Tracy Aviary and Jordan River Nature Center, 589 E. 1300 S., Salt Lake City. Details are at [utahblackchamber.com](http://utahblackchamber.com).

### June 23, 8:30-11 a.m.

**ConnectShare B2B Networking Event** designed for business leaders and decision-makers. Location is the Miller Conference Center, 9750 S. 300 W., Sandy. Details are at [www.connectshare.com](http://www.connectshare.com) or by contacting Randy Hunt

Commerce event. Location is Home 2 Suites, 4927 S. State St., Murray. Cost is \$15 for members, \$25 for nonmembers. Details are at [murrayareachamber.com](http://murrayareachamber.com).

### June 16, 11:45 a.m.-1 p.m.

**Connect 4 Lunch**, a Point of the Mountain Chamber of Commerce event. Location is Texas Roadhouse, 1402 E. Main St., Lehi. Details are at [thepointchamber.com](http://thepointchamber.com).

### June 16, noon-2:30 p.m.

**Brown & Brown Whiteboard Event**, with the theme "Rethink Your Population's Health: Strategies to Improve Practices of Leave Management, Population Health, Wellness, Culture and Cost." Location is Loveland Living Planet Aquarium, 12033 Lone Peak Parkway, Draper. Details are at <https://info.hayscompanies.com/bbrown-whiteboard-event-slc-june>.

### June 18, 10 a.m.-noon

**Juneteenth Black Business Expo**, a Utah Black Chamber of Commerce event. Location is The Gateway, 400 W., 200 S., Salt Lake City. Details are at [utahblackchamber.com](http://utahblackchamber.com).

### June 16, noon-2 p.m.

**"Strictly Networking Luncheon,"** a West Jordan Chamber of Commerce event. Details to be announced at [westjordanchamber.com](http://westjordanchamber.com).

### June 21, 11:25 a.m.-1 p.m.

**Leadership Luncheon**, a Cache Valley Chamber of Commerce event. Location is The Riverwoods Conference Center, 615 Riverwoods Parkway, Logan. Cost is \$16 for members and \$17 for nonmembers preregistered,



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see CALENDAR next page

**CALENDAR**

from previous page

of the ConnectShare Advisory Board at [randy@clearpath-strat.com](mailto:randy@clearpath-strat.com).

**June 23, 10 a.m.-noon**

**“Self-Care Without Sacrifice: Prioritize Yourself Without Losing Productivity or Relationships,”** a Women’s Business Center of Utah event. Speaker is Heather Dumas, owner of HD Transformations. Location is the Business Resources Center at Davis Technical College, 450 Simmons Way, No. 100, Kaysville. Cost is \$20. Details are at [wbcutah.org](http://wbcutah.org).

**June 23, noon-1 p.m.**

**Women in Business Meeting,** a Box Elder Chamber of Commerce event. Contact the chamber office for meeting location. Cost is \$10. Details are at [boxelderchamber.com](http://boxelderchamber.com).

**June 24, 8 a.m.-1 p.m.**

**Chamber Golf Tournament,** a South Valley Chamber event. Location is River Oaks Golf Course, 9300 S. Riverside Drive, Sandy. Details are at [southvalleychamber.com](http://southvalleychamber.com).

**June 24, 11 a.m.-2 p.m.**

**StartFest,** an event celebrating Utah’s startups and featuring the StartMadness pitch competition, the Slopes Serves+Hyperquake Creative Sprint, company culture-building, entertainment, networking opportunities, food trucks and more. Location is Thanksgiving Park Pavilion, Lehi. Free. Details are at <https://startfestival.siliconslopes.com/>.

**June 24, 4-7:15 p.m.**

**BioHive Women’s Event,** a first-ever event celebrating the women in life sciences and healthcare innovation. Location

is Industry SLC, 650 S. 500 W., Salt Lake City. Cost is \$20. Details are at <https://www.biohive.com/womens-event>.

**June 24, 5:30-8 p.m.**

**“Business After Hours,”** a Murray Area Chamber of Commerce event. Location is The Garage, 1122 E. Draper Parkway, Draper. Details are at [murrayareachamber.com](http://murrayareachamber.com).

**June 28, 11 a.m.-1 p.m.**

**Exit Planning Institute Utah Chapter Launch Meeting.** The chapter network provides an opportunity for exit planners of all backgrounds, including financial planners, CPAs, M&A professionals and others, to network and address the challenges that can arise when exit planning. Speaker is Scott Snider, president of the Exit Planning Institute. Location is Toscano Restaurant, 11450 S. State St., Draper. Details are at [www.EPIUtah.com](http://www.EPIUtah.com).

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

**Women in Business Luncheon,** an Ogden-Weber Chamber of Commerce event. Location is Jeremiah’s Restaurant, 1307 W. 12th St., Marriott-Slaterville. Cost is \$20 for WIB members and first-time guests, \$30 for nonmembers. Details are at [ogdenweberchamber.com](http://ogdenweberchamber.com).

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

**Women in Business Mayor Roundtable,** a South Valley Chamber event. Dawn Ramsey, South Jordan; Monica Zoltanski, Sandy; and Michelle Kafusi, Provo, will discuss their journey in politics, overcoming obstacles, and what their vision looks like for Utah. Location is Mountain America Corporate building, 9800 S. Monroe St., Sandy. Cost is \$15 for members, \$20 for nonmembers. Registration can be completed at [Eventbrite.com](http://Eventbrite.com).

**June 29, 8:30-10 a.m.**

**“Tax Strategies You Can Take to the Bank,”** a ChamberWest Small Business Development Series event. Location is Kearns Library, 4275 W. 5345 S., Kearns. Cost is \$25 per session for chamber members, \$30 for nonmembers. Remaining sessions are Sept. 28, Oct. 26 and Nov. 30. Details are at [chamberwest.com](http://chamberwest.com) or (801) 977-8755.

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

**“What’s Up, Up North?”** a ULI (Urban Land Institute) Utah event. Speakers are Mike Caldwell, Ogden mayor; Beth Holbrook, board of trustees, Utah Transit Authority; Chris Roybal, president, Northern Utah Economic Alliance, EDCUtah; and Thaine Fischer, owner, Fischer Regan Enterprises LLC. Location is The Monarch, 425 25th St., Ogden. Cost varies from \$25 to \$40. Details are at <https://utah.uli.org/events-2>.

**July 6, 11:30 a.m.-1 p.m.**

**Business Alliance Networking Luncheon.** Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Registration is required. Details are at [davischamberofcommerce.com](http://davischamberofcommerce.com).

**July 7, noon-2 p.m.**

**“Strictly Networking Luncheon,”** a West Jordan Chamber of Commerce event. Details to be announced at [westjordanchamber.com](http://westjordanchamber.com).

**July 13, 11:55 a.m.-1 p.m.**

**Women in Business,** a Cache Valley Chamber of Commerce event. Location to be announced. Cost is \$15 for WIB members, \$18 for nonmembers, \$20 at the door. Details are at [cachechamber.com](http://cachechamber.com).

**July 13, 5-7 p.m.**

**“Business After Hours,”** an Ogden-Weber Chamber of

Commerce event. Details to be announced at [ogdenweberchamber.com](http://ogdenweberchamber.com).

**July 14, 11:30 a.m.-1:30 p.m.**

**“Lunch \$ Learn Workshop,”** a Murray Area Chamber of Commerce event. Location is MACC Office, 5411 S. Vine St., No. 3A, Murray. Cost is \$15 for members, \$25 for nonmembers. Details are at [murrayareachamber.com](http://murrayareachamber.com).

**July 18, 7:30 a.m.-3 p.m.**

**July 2022 Golf Tournament,** a Davis Chamber of Commerce event. Registration and breakfast start at 6:30 a.m. Lunch takes place after golf. Location is Valley View Golf Course, 2501 E. Gentile St., Layton. Details are at [davischamberofcommerce.com](http://davischamberofcommerce.com).

**July 18, 8 a.m.-2 p.m.**

**Silicon Slopes Cup Golf Tournament,** a Silicon Slopes event in partnership with the Point of the Mountain Chamber of Commerce. Check-in is 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. Cost is \$1,500 per foursome. Details are at <https://www.slopescup.com/>.

**July 19, 11:25 a.m.-1 p.m.**

**Leadership Luncheon,** a Cache Valley Chamber of Commerce event. Location is The Riverwoods Conference Center, 615 Riverwoods Parkway, Logan. Cost is \$16 for members and \$17 for nonmembers preregistered, \$20 for members and \$22 for nonmembers not preregistered. Details are at [cachechamber.com](http://cachechamber.com).

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

**Women in Business Service Project Luncheon,** an Ogden-Weber Chamber of Commerce event. Location to be determined.

Cost is \$20 for members and first-time guests, \$30 for nonmembers. Details are at [ogdenweberchamber.com](http://ogdenweberchamber.com).

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

**Professional Development Series,** a ChamberWest event. Location is Jordan Valley Water Conservation Garden Park, 8275 S. 1300 W., West Jordan. Cost is \$25 for members with registration by July 13, \$35 for nonmembers and for members after July 13. Details are at [chamberwest.com](http://chamberwest.com).

**July 20, 11:30 a.m.-1 p.m.**

**Business Alliance Networking Luncheon.** Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Registration is required. Details are at [davischamberofcommerce.com](http://davischamberofcommerce.com).

**July 21, 11:30 a.m.-1 p.m.**

**Women in Business,** a Murray Area Chamber of Commerce event. Location is Home 2 Suites, 4927 S. State St., Murray. Cost is \$15 for members, \$25 for nonmembers. Details are at [murrayareachamber.com](http://murrayareachamber.com).

**July 22, 5-8 p.m.**

**“Business After Hours,”** a Murray Area Chamber of Commerce event. Location and other details to be announced at [murrayareachamber.com](http://murrayareachamber.com).

**July 28, 8:30-11 a.m.**

**ConnectShare B2B Networking Event** designed for business leaders and decision-makers. Location is the Miller Conference Center, 9750 S. 300 W., Sandy. Details are at [www.connectshare.com](http://www.connectshare.com) or by contacting Randy Hunt of the ConnectShare Advisory Board at [randy@clearpath-strat.com](mailto:randy@clearpath-strat.com).

see CALENDAR page 14



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**CALENDAR***from page 13***July 28, 6-7 p.m.**

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

**Aug. 3, 11:30 a.m.-1 p.m.**  
**Business Alliance Network-**

**ing Luncheon.** Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Registration is required. Details are at [davischamberofcommerce.com](http://davischamberofcommerce.com).

**Aug. 4, 9-10 a.m.**

**Morning Speaker Series**, an Ogden-Weber Chamber of Commerce event that takes place online via Zoom. Free for chamber members and first-time guests. Details are at [ogdenweberchamber.com](http://ogdenweberchamber.com).

**Aug. 4, noon-2 p.m.**

**“Strictly Networking Luncheon,”** a West Jordan Chamber of Commerce event. Details to be announced at [westjordanchamber.com](http://westjordanchamber.com).

**Aug. 5, 5-6 p.m.**

**Black Business Expo & Motown Show**, a Utah Black Chamber of Commerce event. Location is Gallivan Center, 239 S. Main St., Salt Lake City. Details to be announced at [utahblackchamber.com](http://utahblackchamber.com).

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

**Women in Business Professional Growth Series**, a ChamberWest event. Location is Residence Inn, 7558 S. Plaza Center Drive, West Jordan. Details to be announced at [chamberwest.com](http://chamberwest.com).

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

**“Let’s Do Lunch,”** a South Valley Chamber event. Details to be announced at [southvalleychamber.com](http://southvalleychamber.com)

**Aug. 10, 11:55 a.m.-1 p.m.**

**Women in Business**, a Cache

Valley Chamber of Commerce event. Location to be announced. Cost is \$15 for WIB members, \$18 for nonmembers, \$20 at the door. Details are at [cachechamber.com](http://cachechamber.com).

**Aug. 10, 4-5 p.m.**

**Venture Capital Collab**, a Utah Black Chamber of Commerce event. Location is The Shop, 350 E. 400 S., Salt Lake City. Details to be announced at [utahblackchamber.com](http://utahblackchamber.com).

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

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

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

**“Lunch \$ Learn Workshop,”** a Murray Area Chamber of Commerce event. Location is MACC Office, 5411 S. Vine St., No. 3A, Murray. Cost is \$15 for members, \$25 for nonmembers. Details are at [murrayareachamber.com](http://murrayareachamber.com).

**Aug. 12, 5-7 p.m.**

**“Business After Hours,”** a Utah Black Chamber of Commerce event. Details to be announced at [utahblackchamber.com](http://utahblackchamber.com).

**Aug. 16, 11:25 a.m.-1 p.m.**

**Leadership Luncheon**, a Cache Valley Chamber of Commerce event. Location is The Riverwoods Conference Center, 615 Riverwoods Parkway, Logan. Cost is \$16 for members and \$17 for nonmembers preregistered, \$20 for members and \$22 for nonmembers not preregistered. Details are at [cachechamber.com](http://cachechamber.com).

**Aug. 16, 5-6 p.m.**

**Corporate Tour**, a Utah Black Chamber of Commerce event. Location is Fidelity Investments, 49 N. 400 W., Salt Lake City. Details are at [utahblackchamber.com](http://utahblackchamber.com).

**Aug. 17, 7:30 a.m.-3 p.m.**

**2022 Chamber Golf Classic**, an Ogden-Weber

**see CALENDAR next page**

**UEOC***from page 1*

Schultz and Sen. Kirk Cullimore.

Among its priorities are evaluating transportation funding, changes to land-use authority around transportation hubs, opening up regions of Utah as economic hubs through transportation systems, and whether to create a statewide plan for transit.

“We are in a great place today, but I can tell you with the way we are growing as a state, there are concerns whether or not we are funding transportation appropriately,” Braceras said.

- The Working Group on Government Efficiency and Cooperation, chaired by Rep. Jefferson Moss, with vice chairs Sen. Evan Vickers and Miles Hansen, president and CEO of World Trade Center Utah.

Moss said many people might consider “government” and “efficiency” to be contradictory terms, but the group will focus on how Utahns interact with state government.

“This is one of the areas that excites me the most,” Cox said. “It is something that we’ve been trying to work on in our administration. And it also frustrates me the most that this is the area that gets the least amount of attention. Obviously, the press and the public love the big, divisive issues that affect almost no one ... and making government work the way it’s supposed to, in an efficient manner, I think is what we should be working on.”

- The Working Group on Water Infrastructure and Environment, chaired by Sen. Scott Sandall, with vice chairs Rep. Joel Ferry and Brian Steed, executive director of the Utah Department of Natural Resources.

“What I think we’ve all begun to realize in a very bright spotlight is that water and water infrastructure are the key to our prosperity and continued growth in this state,” Sandall said. “The drought that we’re in has probably accelerated our need to focus on this. We’ve always known that it was coming, but through some

good conservation efforts in the past, we’ve been able to extend that deadline, and now I think that deadline has just really come close to us.”

- The Working Group on Innovation. The chair is Rep. Adam Robertson, with vice chairs Sen. Mike McKell and Dave Woolstenhulme, state commissioner of higher education.

- The Subcommittee on Housing Affordability, part of state government. The co-chairs are Rep. Steve Waldrip and Sen. Lincoln Fillmore.

Waldrip said it will have three subgroups focused on rural housing, low-income housing and attainable (market-rate) housing.

- The Subcommittee on Women in the Economy, co-chaired by Sen. Luz Escamilla and Melissa Freigang, founding director of the Weber Prosperity Center of Excellence. The subcommittee is part of state government.

- The Subcommittee on Talent, Education and Industry Alignment, part of state government. It is chaired by Sen. Ann Millner.

The subcommittee’s priorities include elevating the visibility of women in the economy; looking at issues related to quality child care; and creating opportunities across the socioeconomic spectrum, including vulnerable populations.

The working groups and subcommittees will present policy ideas for consideration and discussion in July. In September, they will present finalized items for commission consideration, and the commission will decide on forwarding them to legislative interim committees or for the governor’s budget.

Cox said he appreciates the legislative branch, executive branch and the private and nonprofit sectors working on Utah’s big issues.

“I know it doesn’t get much attention, I know it’s kind of boring, I know the press doesn’t write about it, I know the public probably doesn’t care, but this is where it’s happening,” the governor told the commission. “Big things are happening, and I really love working with you guys.”

**VETERANS***from page 1*

nity for hopefully helping navigate those resource challenges,” she said.

The institute is in the midst of a three-year project to collect data about veteran entrepreneurship, including two years of surveys. That data might be helpful in helping stem the drop in veteran entrepreneurial activity. Tihic said that while veterans have been involved in entrepreneurial activity at higher rates than nonveterans, the gap has narrowed. In 2005, 15 percent of veterans were entrepreneurs, compared with 11 percent of nonveterans. In 2014, the levels were 12 percent for vets and 10 percent for nonvets. In 2018, the veteran figure of 11 percent was only 1 percent above that of nonvets.

Stats from 2021 indicate veteran entrepreneurs represented 9.1 percent of all U.S. business owners, despite being only 7.6 percent of the population. Combined, those businesses generated about \$1 trillion in receipts and employed nearly 6 million Americans.

In Utah, statistics show that the total economic impact of military, defense industry and veteran activity was more than \$19 billion in 2019, with veterans contributing more than \$3 billion of that figure.

The Syracuse institute is working to fill data gaps in the

understanding of veteran and military spouse entrepreneurs, but early survey numbers indicate that 93 percent of veteran entrepreneurs believe that their military skills helped them with their business.

And while 78 percent experienced challenges during the transition from military to civilian life, 56 percent of veteran entrepreneurs say starting a business helped them find a purpose after their military service and 47 percent said entrepreneurship made the transition easier.

Still, they faced challenges, including funding. Survey results show that 86 percent had support from friends and family to start their business, but 63 percent said navigating local community resources was not easy. Many veteran entrepreneurs had trouble finding a good salesperson for the business or finding a local business incubator or nonprofit that helps business owners. Forty-seven percent had trouble finding an incubator, and one-third were not even aware that they were an available resource.

About one-fourth of those surveyed indicated they were unable to secure the capital needed to grow their businesses, while others reported difficulty in obtaining certifications and finding government contracts.

But help is out there, the speakers said, including from an alphabet soup of organizations — the SBA, VBOC, SBDC, WBDC, SCORE and PTAC — but also

from companies that want to work with veteran business partners and from mentors, advisors, service providers and other veteran business owners.

Those who work hard to conduct market research and analysis could find themselves someday as successful as other veteran business owners, such as Phil Knight of Nike (Army), Frederick Smith of FedEx (Marines) and Bob Parsons of GoDaddy (Marines).

Tihic said veterans need to understand that it’s OK to ask for assistance in starting a business and that “intelligence gathering” about available local and national resources can help them make better decisions.

“Explore all resources you have when it comes to finances, financial resources, and then make an informed decision,” Tihic said. “Don’t just rush into it emotionally. I know when you start a business and grow a business, there’s a lot of emotions involved in it, but you want to use data and you want to look at resources out there to make smart decisions — smart, strategic decisions.”

The conference was presented by the Veteran Business Resource Center, Zions Bank, the Governor’s Office of Economic Opportunity, the South Valley Chamber, the Utah Department of Veterans & Military Affairs, the Utah Veteran Owned Business Partnership, the Military Affairs Committee and SLCC’s The Mill Entrepreneurship Center.

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## CALENDAR

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Chamber of Commerce event. Check-in and breakfast begin at 7:30 a.m. Golf is shotgun start at 8:30 a.m. Lunch on the course is 11 a.m.-1 p.m. Location is Mount Ogden Golf Course, 1787 Constitution Way, Ogden. Cost is \$250, \$1,000 for a foursome. Details are at [ogdenweberchamber.com](http://ogdenweberchamber.com).

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

**Business Alliance Networking Luncheon.** Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Registration is required. Details are at [davischamberofcommerce.com](http://davischamberofcommerce.com).

### Aug. 18, 11:30 a.m.-1 p.m.

**Chamber Luncheon,** a Davis Chamber of Commerce event. Location is Business Resource Center, Davis Technical College, 450 S. Simmons Way, Kaysville. Cost is \$25 for chamber members, \$35 for guests. Details are at [davischamberofcommerce.com](http://davischamberofcommerce.com).

### Aug. 18, 11:30 a.m.-1 p.m.

**Women in Business,** a Murray Area Chamber of Commerce event. Location is

Home 2 Suites, 4927 S. State St., Murray. Cost is \$15 for members, \$25 for nonmembers. Details are at [murrayareachamber.com](http://murrayareachamber.com).

### Aug. 19, 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. Golf has 8 a.m. shotgun start and is a four-person scramble format. Location is Murray Parkway Golf Course, 6345 Murray Parkway, Murray. Cost is \$125, \$500 per foursome. Details are at [murrayareachamber.com](http://murrayareachamber.com).

### Aug. 19, 8 a.m.-noon

**Chamber Golf Tournament,** a South Valley Chamber event. Location is South Mountain Golf Course, 1247 E. Mike Weir Drive, Draper. Details to be announced at [southvalleychamber.com](http://southvalleychamber.com).

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

**Women in Business Luncheon,** an Ogden-Weber Chamber of Commerce event. Location is Jeremiah's Restaurant, 1307 W. 12th St., Marriott-Slaterville. Cost is \$20 for WIB members and first-time guests, \$30 for nonmembers. Details are at [ogdenweberchamber.com](http://ogdenweberchamber.com).

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

**Women in Business,** a South Valley Chamber event. Details

to be announced at [southvalleychamber.com](http://southvalleychamber.com)

### Aug. 25, 8:30-11 a.m.

**ConnectShare B2B Networking Event** designed for business leaders and decision-makers. Location is the Miller Conference Center, 9750 S. 300 W., Sandy. Details are at [www.connectshare.com](http://www.connectshare.com) or by contacting Randy Hunt of the ConnectShare Advisory Board at [randy@clearpath-strat.com](mailto:randy@clearpath-strat.com).

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

**Women in Business,** a Box Elder Chamber of Commerce event. Cost is \$10. Location and other details to be announced at [boxelderchamber.com](http://boxelderchamber.com).

### Aug. 25, 5-7 p.m.

**"Business After Hours,"** a Salt Lake Chamber event. Location is Christmas Box International, 3660 S. West Temple, Salt Lake City. Free for members by Aug. 23 and \$20 thereafter, \$30 for nonmembers by Aug. 23 and \$40 thereafter. Details are at [slchamber.com](http://slchamber.com).

### Aug. 26, 5-8 p.m.

**"Business After Hours,"** a Murray Area Chamber of Commerce event. Location and other details to be announced at [murrayareachamber.com](http://murrayareachamber.com).

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**Route App, Inc.** seeks applcts for F/T pstn in Lehi, UT: **Data/Machine Learning Engineer:** Devlp new models, new ML architectues, keep up to date with the state-of-the-art ML tech, & bring those tech to actual prodcts. Reqs: MS (or equiv) in Comp Sci/Eng or rlted fld + 3 yrs prof exp as a Data Engr, ML Engr, or rlted occupatn OR BS (or equiv) in Comp Sci/Eng or rlted fld + 5 yrs post bacc exp as a Data Engr, ML Engr, or rlted occupatn. Edu or exp bkgd must incl: Spark, Python, SparkML, ML Flow, and SQL. Any suitable combo of edu, training, or exp is acptble. HR, 1441 W Innovation Way, Lehi UT 84043. Must refer job ID: DE12.

# Making an Investment in Utah's Future

Junior Achievement of Utah would like to thank  for sponsoring our 34<sup>th</sup> Annual Governor's Breakfast.

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With support from our sponsors and volunteers, this year we provided more than 81,000 Utah students with real world lessons in financial literacy and career exploration.

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Utah STEM Action Center/GOEO  
Verizon

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Bank of America  
Bank of Utah  
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