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OF NOTE



Fast-food wars heating up

McDonald's launched its new \$5 meal deal last week in the latest shot in the effort by fast-food operators to return "value" to their value meals as inflationary price hikes have left chains with declining business in recent years. The move follows Burger King's \$5 "Your Way Meal," introduced a week earlier. McDonald's also announced "Free Fries Friday" when the product is purchased through the company's app.

MANUFACTURER OF ROPEWAY PRODUCTS

Doppelmayr will expand Salt Lake facility, add jobs

Brice Wallace
Business Journal

A ropeway manufacturer will expand in Salt Lake City, adding 130 jobs and investing over \$60 million over the next decade.

Salt Lake City-based Doppelmayr USA makes ropeway products, or systems that use ropes to transport people or materials using suspended carriers — think chairlifts, gondolas and trams serving the ski industry.

"We love Utah," Keith Johns, vice president of operations, told the Governor's Office of Economic Opportunity-board before the board approved a state tax credit for the project. "We love being here. We're looking forward to growing our team."

The expansion will feature a \$60 million facility adjacent to the company's current operations south of the Salt Lake City International Airport.

"Utah has been our home for designing and manufacturing ropeway systems for over 20 years," Katharina Schmitz, president of Doppelmayr USA, said in a prepared statement. "It is a great location to attract the talent needed to provide exceptional products and support to our valuable customers in North America."

"The strategic investment in a new



A Ramcharger 8 chairlift, manufactured by Salt Lake City-based Doppelmayr USA, transports skiers at Montana's Big Sky Ski Resort. Doppelmayr has announced a \$60 million addition to its Utah manufacturing facility near Salt Lake City International Airport. Photo courtesy Doppelmayr USA.

facility not only demonstrates our confidence in the long-term growth and sustainability of Doppelmayr USA, but also highlights our commitment to Utah. The new facility will be a state-of-the-art manufacturing facility where we will continue to produce high-quality ropeway systems for North America. We are excited to expand our facility and workforce and continue our legacy of building ropeway systems in such a beautiful place."

Founded in 1982, Doppelmayr USA has about 250 U.S. employees, including 150 in Utah. It is a subsidiary of Austria-based Doppelmayr Group, a ropeway engineering company with more than 3,000 employees in 50 countries. The company plans, develops, designs, manufactures, builds and supports various projects.

The company's projects include the

see DOPPELMAYR page 9

Utah joins Wyoming in suit against feds over land-use rule

The states of Utah and Wyoming have filed a joint lawsuit challenging the new Public Lands Rule recently established by the Bureau of Land Management (BLM). The states are suing the U.S. Department of the Interior and the BLM for failure to comply with the National Environmental Policy Act (NEPA). NEPA requires federal agencies to assess the environmental effects of their proposed actions prior to making decisions, according to a release from the office the Utah Attorney General Sean Reyes. The lawsuit was filed in the U.S. District Court for the District of Utah.

The BLM finalized the Public Lands Rule without the required environmental review, the lawsuit claims. "This misstep needs correction as the new Public Lands Rule overhauls the BLM's land management priorities in ways that the Federal Land Policy and Management Act (FLP-

MA) does not allow," the release said.

"The new Public Lands Rule is devastating to Utah as it allows the BLM to unnecessarily restrict access to millions of acres of land by adopting a hands-off, museum-like management approach," said Reyes. "The Rule redefines and prioritizes 'conservation' or 'non-use' over all other legal and productive uses, directly violating existing federal law and vitiating the intent of multi-use policies as required by FLPMA."

The BLM's Public Lands Rule, finalized April 18 and effective June 10, overhauls BLM's priorities under the FLPMA and changes how the agency will carry out its mission with guidelines for the management of all 245 million acres of federal public land, including 22.8 million

see BLM SUIT page 14

FOR THE FIRST TIME THIS YEAR, JOBLESS RATE TICKS UPWARD

For the first time this year, Utah's unemployment rate saw a small increase in May, increasing one-tenth of a percentage point to 2.9 percent, leaving an estimated 51,900 Utahns still looking for work, according to data released by the Utah Department of Workforce Services (DWS).

The national unemployment rate also saw a one-tenth of a percentage point hike to 4 percent for the same period.

DWS also reported Utah's nonfarm payroll employment for May increased an estimated 2.2 percent over the past 12 months, with the state's economy adding a cumulative 38,100 jobs since May 2023. Utah's current job count stands at 1,759,600.

see EMPLOYMENT page 14



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NEWS

UofU fintech incubator launches

The University of Utah's Stena Center for Financial Technology has launched the Stena fintechXstudio, an early-stage fintech incubator and accelerator for students and recent alumni from all colleges and universities within the state of Utah.

The studio provides entrepreneurs access to advisors, office space in downtown Salt Lake City, startup funding, business services and a broad network of fintech experts to help grow their businesses. The program lasts a year, providing cohort companies the runway to iterate and grow their fintech solution. The studio is part of a broader effort to make Utah a hub for fintech excellence. The Stena Center for Financial Technology was launched in January 2023 with a total funding commitment of up to \$65 million over the next 10 years.

"This incubator and accelerator will build on the success of the fintech community in Utah and will become a major hub for ongoing financial technology innovation and real economic impact," said Steve Smith, chairman of the Stena Foundation.

"The fintechXstudio combines young entrepreneurs' energy and creativity with deep fintech industry expertise to generate high performing fintech companies," said Ryan Christiansen, executive director of the Stena Center for Financial Technology. "The studio is a great opportunity to accelerate innovation and place Utah at the forefront of global fintech excellence."

The 2024 inaugural studio cohort is comprised of four companies across the fintech ecosystem, including Benji Card, a healthcare payments system; Devote, a financial platform for nonprofits; One Health +; a digital healthcare pass for access to care abroad; and Stenaverse, a fan engagement platform for college sports.

Lehi property management platform Entrata acquires Florida's Colleen AI

Lehi-based Entrata, a multifamily property management operating system, has acquired Colleen AI of Daytona Beach, Florida. Colleen AI is a platform that helps multifamily property managers automate property management workflows through rent collection and renewals.

"By incorporating Colleen AI into the Entrata OS, operators can take the next step toward autonomous property management, introducing a new era for the industry," Entrata said in a statement. "Entrata's vision of the future has autonomous property management at its core, making workflows increasingly automated and portfolios more efficient while simultaneously delivering an elevated resident experience."

"The acquisition of Colleen AI significantly accelerates our vision of autonomous property management while immediately providing our customers with comprehensive AI capabilities, market-ready functionality, and a team

of multifamily AI experts," said Adam Edmunds, CEO of Entrata. "Through this combination, operators can power end-to-end automated workflows and interactions. This, in turn, will allow teams to concentrate on meaningful resident connection and high-impact tasks to positively impact the resident experience and, ultimately, net operating income."

"One of the key challenges to effective AI is high-quality and current data," said Itamar Roth, CEO and co-founder of Colleen AI. "By introducing Colleen AI as native technology to the Entrata OS, the efficacy will be unmatched in the multifamily industry, dramatically accelerating the possibilities for autonomy in many areas that don't exist today. We are thrilled about the innovation potential this combination brings."

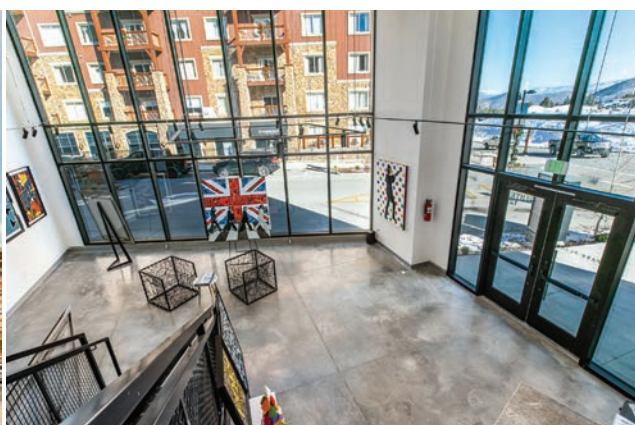
As part of the transaction, shareholders of Colleen AI, including Wilshire Lane Capital, will become shareholders of Entrata Inc.



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Bridor will invest \$230M to build bakery in Brigham City, employ 400

Brice Wallace
Business Journal

A bread and pastry bakery that will rise in Brigham City now has an added ingredient: state help.

Global food manufacturer Bridor will build a production plant in the city, investing nearly \$230 million in a project that ultimately will employ 400 people. The Governor's Office of Economic Opportunity, at a June meeting, approved a state tax credit incentive for Bridor USA Inc. of up to about \$5 million over 13 years, tied to the creation of 87 high-paying jobs.

The company had announced the Brigham City plant in May.

Since 1984, Bridor has produced European breads and pastries adapted to the North American market. Part of the global Groupe Le Duff, Bridor has about 1,200 employees. Groupe Le Duff has over 30,000 employees in 100 countries and 10 production facilities.

Bridor North America, with headquarters in Montreal, has four plants: two in Québec, Canada, and two on the U.S. East Coast.

"As Bridor's existing manufacturing basis in North America currently is East Coast-centric, our westward expansion was a strategy long in the making," the

company said in a statement. "Utah's connectivity to major transportation routes, top-notch labor market, and proximity to diverse and rich agricultural products quickly elevated Utah to the top of our state regional reviews. The strong local support of our project early on for a manufacturer entering the market helped Bridor visualize the road map of how to establish operations here."

Pascale Closson-Duquette, general counsel and a vice president for Bridor, told the GOEO board that the Brigham City facility will allow the company to better serve the western U.S. and probably parts of Canada.

The company hopes to have the plant in operation in January 2026, following 12 to 18 months of construction that is expected to begin this year, she said. The company had considered other states and other locations in Utah before selecting Brigham City.

The GOEO board approved the tax credit under the state's Rural Economic Development Tax Increment Financing (REDTIF) program. Over 13 years, the project is expected to generate new state tax revenue of more than \$20 million. New total wages over that time are projected to be more than \$256 million. The incentivized jobs will pay an average of \$70,086.

"As Utah continues to strengthen and diversify our industry sectors, food security and manufacturing have been particularly important," Ryan Starks, GOEO executive director, said in a prepared state-

ment. "Bridor serves markets across the globe with a dedication to innovation, sustainability and quality, and will certainly be an incredible addition to Utah."

"We're pleased to welcome Bridor to the Brigham City Industrial Park, one of 14 development-ready properties certified by EDCUtah's Site Ready Utah program," said Scott Cuthbertson, president and CEO of the Economic Development Corporation of Utah. "Bridor will play an important role in bolstering Utah's food security, and its decision to expand in Utah was made possible by the collaboration of many important partners."

Brigham City Mayor Dennis J. Bott said the city is excited to be Bridor's project location. "We have had extensive interaction and cooperation with the company, and we are confident that it will be a great corporate citizen of both Brigham City and the state of Utah," Bott said.

"Bridor's investment in the Golden Spike Project Area will advance the Port's objectives in Brigham City by creating quality jobs and promoting sustainable development," said Ben Hart, executive director of the Utah Inland Port Authority. "Its proven track record as a valuable corporate partner sets the stage for ongoing collaboration and prosperity in Northern Utah."

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

Verus Title acquires LW Traveling Title

Verus Title, a wholly owned subsidiary of Fathom Holdings Inc. of Cary, North Carolina, has acquired American Fork-based LW Traveling Title. A full-service title company, LW Traveling Title has offices in St. George; Colorado Springs, Colorado; and Buena Vista, Virginia, in addition to its American Fork headquarters.

Verus Title is a national technology-driven real estate services platform integrating residential brokerage, mortgage, title and SaaS offerings for brokerages and agents. The firm has 14 offices across the country.

"We are delighted to share that Traveling Title is now a part of our Verus team," said Marco Fregenal, CEO of Fathom Holdings. "Utah, with its thriving real estate market, is a strategic addition to our geographic footprint. With the addition of Traveling Title, Verus Title is poised to leverage its technology tools and exceptional service commitment to deliv-

er unparalleled service in Utah, Colorado, and Virginia. This expansion underscores Fathom's commitment to providing comprehensive and innovative real estate solutions. We are excited about the opportunities and growth this collaboration will bring, enhancing our ability to serve clients with excellence and convenience."

"Verus Title and Fathom are excited to welcome the Traveling Title team. Traveling Title is well known in Utah for going above and beyond for its clients with convenient closings and strong knowledge of title," said Paul Yurashevich, president of Verus Title. "That matches Verus' commitment to service well, adding to all the technology tools that Verus brings to the table. We are excited to grow together in the state, and this addition to our team will help us offer broader and better coverage in Utah."

Real Estate Mergers & Acquisitions Co. of Sarasota, Florida, facilitated the transaction for both parties.

Beyond Inc. restructures leadership

Beyond Inc., the Midvale-based owner of Overstock, Bed Bath & Beyond and Zulily, has named Dave Nielsen as president. The appointment is part of a restructuring of several leadership roles within the company. The changes, which became effective with the announcement, included elimination of the company's co-CEO roles, expansion of executive chairman role and elimination of dual chief merchant roles.

Beyond announced that Chandra Holt has left the company and the marketing and merchandising leadership functions have been streamlined across all three brands.

Nielsen will oversee the marketing,

merchandising and supply chain functions for Beyond. Adrienne Lee will continue in her role as chief financial and administrative officer and Marcus Lemonis will continue as executive chairman, according to a company release.

"As a company, we are intent on achieving profitability," said Lemonis. "We believe margin improvement, SG&A reduction, efficiency and alignment are the key factors that will get us there, and we are therefore streamlining and flattening our organization to reflect what we believe will yield greater efficiencies and better results. I'm pleased with the sequential progress we are making and clearly see the path to our goal."

Lion Energy president appointed CEO

Lion Energy, a portable power solutions provider based in American Fork, has announced the appointment of Tyler Hortin as the company's new CEO. Hortin has been part of Lion Energy since its founding and has been serving as president since 2022. He succeeds founder and former CEO Frank Davis, who died Jan. 27 after battling leukemia. The company also announced Brady Hoggan as the company's new chief revenue officer.

"Frank Davis founded our company with a vision to help people become energy independent by providing a wide range of energy storage products meant to enrich daily life, whether that meant powering a camping trip, charging phones or laptops on the go or keeping the lights on during a disaster," said Hortin. "I look forward to continuing to honor that legacy as we launch and enhance products like our whole home and large-scale commercial solutions. Lion Energy remains passionately committed to helping individuals, families and organizations have safe, reliable power where and when they need it."

Hortin was a founding member of Lion Energy in 2012 along with Davis and Jim Ge. Prior to serving as president, Hortin served as Lion Energy's chief financial officer from 2016 to 2022 and its chief operating officer from 2018 to 2022. He has more than 20 years of financial, manufacturing, emergency preparedness and supply chain experience and more than 10 years of energy storage experience. A certified public accountant in Utah, Hortin holds a bachelor's degree in informational technology from Brigham Young University and received a master's degree in accounting from the University of Texas at Dallas.

Hoggan will be focused on facilitating company growth by overseeing updates to manufacturing flow, strategizing to optimize processes and focusing on sales and marketing alignment. Prior to this role, he served as chief revenue officer at Plastics Resources Inc. and as chief operating officer at LGCY Power. He holds a bachelor's degree in finance from Utah State University as well as an MBA from Weber State University.

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NEWS

Gardner report: No. Utah mean centers of population & employment fall in SLC

The mean center of population and employment in Northern Utah both fall in Salt Lake City, according to a new analysis from the Kem C. Gardner Policy Institute at the University of Utah. This reflects the strong influence Utah's Greater Salt Lake economic region, namely Salt Lake City and County, plays as the state's cultural, economic and political heart, the institute said. The region encompasses 86.7 percent of the state's population and includes nearly 90 percent of the state's employment.

"The mean center is a unique metric that shows the balancing point of population and employment," said Gardner Institute analyst Eric Albers. "If each person and job are weighted equally, the mean center would be the point where you could balance a state, region or county on a hypothetical plane."

Key findings from the data summary include:

Greater Salt Lake Economic Region. The Greater Salt Lake Economic Region is home to the majority of Utahns and nine of 10 jobs in the state. The broader region includes 12 counties. However, the core population

and employment fall within Salt Lake County.

Mean Center of Population and Employment. The mean center of population and employment for the Greater Salt Lake Region both fall within Salt Lake City. The region's population center is at 2100 South and Main Street in the southern portion of the Ballpark neighborhood. The employment center lies just a few blocks north, in Liberty Wells, pulled by the gravity of downtown Salt Lake's employment.

Salt Lake County. Within the Greater Salt Lake Economic Region, Salt Lake County includes an outsize share of population and employment. Over one-third (36.2 percent) of Utah residents live in Salt Lake County, followed by Utah (20.2 percent), Davis (11.1 percent) and Weber (8 percent) counties. In addition to being the most populous county in the state, Salt Lake County is the epicenter of employment in Utah, contributing nearly half of the state's employment, followed by Utah (17.4 percent), Davis (8 percent) and Washington (4.5 percent) counties.

Statewide Center of Population and Employment. The statewide

centers of population and employment are both located near Point of the Mountain. The population center can be found in Saratoga Springs, while the employment center is seven miles north, in Bluffdale.

Statewide Economic Regions. The population and employment centers for the state's five other economic regions also provide context for where

people live and work. In addition to the Greater Salt Lake Economic Region, the data fact sheet also includes centers of population and employment for the Uintah Basin, East Central, West Central, Southwest and Southeast economic regions of Utah.

The full report can be accessed through the Gardner Institute website at gardner.edu.utah.

Utah gets \$20 million in safety grants

The U.S. Department of Transportation's Federal Highway Administration (FHWA) has announced that it is awarding \$20 million to the Utah Department of Transportation (UDOT) under the "Saving Lives with Connectivity: Accelerating V2X Deployment" program to advance connected and interoperable vehicle technologies. The grant is part of a \$60 million grant program to recipients in Arizona, Texas and Utah to accelerate and spur new deployments of vehicle-to-everything (V2X) technologies.

The Saving Lives with Connectivity: Accelerating V2X Deployment initiative is focused on road safety, mobil-

ity and efficiency through technology that enables vehicles and wireless devices to communicate with each other and with roadside infrastructure and provide warnings. This means cars will be able to effectively communicate with traffic devices and the roadside.

"These grants are leading the way in promoting and deploying V2X technologies to explore the potential to save lives on our nation's highways," said Federal Highway Administrator Shailen Bhatt. "The funding provided today will help accelerate the technology so that we can deploy it on a national scale and provide new tools to reduce deaths on our nation's roads and highways."

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Existing home sales declines even as median sales price reaches record high

Existing-home sales slightly declined in May as the median sales price climbed to a record high, according to the National Association of Realtors. In the four major U.S. regions, sales slid month-over-month in the South but were unchanged in the Northeast, Midwest and West. Year-over-year, sales rose in the Midwest but receded in the Northeast, South and West.

Total existing-home sales — completed transactions that include single-family homes, townhomes, condominiums and co-ops — retreated 0.7 percent from April to a seasonally adjusted annual rate of 4.11 million in May. Year-over-year, sales waned 2.8 percent (down from 4.23 million in May 2023).

“Eventually, more inventory will help boost home sales and tame home price gains in the upcoming months,” said NAR Chief Economist Lawrence Yun. “Increased housing supply spells good news for consumers who want to see more properties before making purchasing decisions.”

Total housing inventory registered at the end of May was 1.28 million units, up 6.7 percent from April and 18.5 percent from one year ago (1.08 million). Unsold inventory sits at a 3.7-month supply at the current sales pace, up from 3.5 months in April and 3.1 months in May 2023.

The median existing-home price for all housing types in May was \$419,300, the highest price ever recorded and an increase of 5.8 percent from one year ago (\$396,500). All four U.S. regions registered price gains.

“Home prices reaching new highs

are creating a wider divide between those owning properties and those who wish to be first-time buyers,” Yun said. “The mortgage payment for a typical home today is more than double that of homes purchased before 2020. Still, first-time buyers in the market understand the long-term benefits of owning.”

According to the monthly Realtors Confidence Index, properties typically remained on the market for 24 days in May, down from 26 days in April but up from 18 days in May 2023.

First-time buyers were responsible for 31 percent of sales in May, down from 33 percent in April but up from 28 percent in May 2023. NAR’s 2023 Profile of Home Buyers and Sellers — released in November 2023 — found that the annual share of first-time buyers was 32 percent.

All-cash sales accounted for 28 percent of transactions in May, unchanged from April and up from 25 percent from one year ago.

Individual investors or second-home buyers, who make up many cash sales, purchased 16 percent of homes in May, identical to April and up from 15 percent in May 2023.

Distressed sales — foreclosures and short sales — represented 2 percent of sales in May, unchanged from April and the previous year.

In the West, existing-home sales in May were equivalent to April at an annual rate of 760,000, a drop of 1.3 percent from one year before. The median price in the West was \$632,900, up 5.5 percent from May 2023.

Corpay acquires GPS Capital Markets

GPS Capital Markets LLC, a Salt Lake City financial technology firm offering corporate foreign exchange services, has announced it has entered into an agreement to be acquired by Corpay Inc., a corporate payments company based in Atlanta.

“At GPS our clients are at the heart of everything we do. With Corpay’s resources and our team’s expertise, we are poised to provide even greater value and drive transformative outcomes in the financial markets,” said Brandon Parke, resident and CEO of GPS Capital Markets. “The combined capabilities of our two companies will significantly benefit our clients and our employees. By combining the strengths of GPS Capital Markets and Corpay, we are uniquely positioned to deliver unparalleled value in the market.”

“GPS is our third-largest deal ever. We’re quite excited about GPS’s assets, including a blue-chip roster of clients, a team of terrific FX specialists and a market-leading FX netting technology,” said Ron Clarke, chairman and CEO of Corpay Inc.

The transaction is expected to close in early 2025, subject to obtaining required regulatory approvals and other customary closing conditions.

Rocky Mountain Power installs first of 80 'hyper-fast' Utah EV charging stations

Electrify America, a Virginia-based company that owns a chain of EV charging stations across the U.S., and Utah electric utility Rocky Mountain Power have rolled out the first of 20 DC fast electric vehicle charging stations in Utah.

Electrify Commercial, a business unit of Electrify America, and Rocky Mountain Power, a division of PacifiCorp, are deploying more than 80 chargers at 15 fast-charging stations in the Salt Lake City area and five fast-charging stations in surrounding regions.

So far, four charging stations have come online in Millcreek, Vernal, Moab and Kimball Junction. Rocky Mountain

Power will own the new charging stations. Each will have “hyper-fast” chargers capable of speeds up to 350 kilowatts, Rocky Mountain Power said. The utility will set the pricing and Rocky Mountain Power utility customers will get a discounted rate.

The new charging stations will be on Electrify America’s coast-to-coast “locate a charger” map, which includes more than 950 stations and over 4,250 chargers in the US and Canada. Drivers will be able to access and pay for charging on Rocky Mountain Power’s chargers through the Electrify America mobile app.

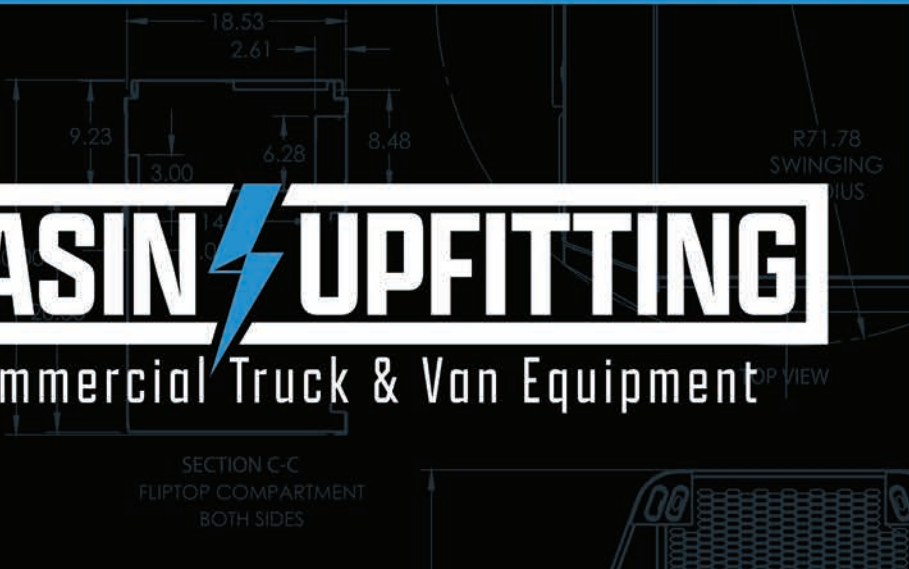


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Tranont, a Lehi-based lifestyle company specializing in health products and financial growth opportunities, has launched **Glow-M**, a marine collagen supplement line aimed at skin health, stronger hair and healthier nails.

Glow-M builds on the foundation of Tranont's Glow product line, an advanced Type 1 collagen with superfood antioxidant support. Glow is hydrolyzed with enzymes and contains essential amino acids like glycine, proline, glutamine and arginine. These amino acids help fortify the body's collagen supply for fortifying hair, skin, nails, joints and muscles.

Glow-M is available in two forms: Radiant Citrus liquid collagen or White Grape powder sticks for on-the-go use.



Glow-M contains marine collagen tripeptide derived from

fish and has a unique enzymatic hydrolysis process that generates tripeptides with tiny molecular weights, leading to fast absorption in the body. Tranont said that in an eight-week clinical study of the tripeptide, 98 percent of women noticed smoother skin, 91 percent saw a reduction of skin imperfections and 93 percent found that their skin was firmer.

"As we get older, our natural collagen production decreases. That's why we developed Glow-M — to help maintain collagen levels and enjoy all the benefits that come with it," said **Thomas Cutler**, senior director of product development at Tranont.

Glow-M also contains biotin, hyaluronic acid and a blend of antioxidant-rich superfruits. It is gluten- and sugar-free and is made in a Good Manufacturing Practice-certified facility.

Relic Agency, an advertising agency based in Provo, has introduced **CustomGPT**, a platform specifically designed for destination marketing organizations. The application uses artificial intelligence to create personalized visitor experiences and itineraries for travelers, transforming how destinations engage with their audiences.



AI-powered chatbots are built and trained with destination-specific information, making them experts on all things pertaining to a traveler's destination. Prospective visitors input their interests and needs into the CustomGPT and receive a personalized trip itinerary with detailed information for every suggestion.

"We believe that personalized, instant information is key to building lasting connections with visitors," said **Adam Stoker**, CEO of Relic Agency. "Our CustomGPT service is designed to be a personal travel assistant. This agent provides accurate and engaging responses that reflect the unique offerings of each destination. This enhances the visitor experience like nothing before it and encourages visitation."

Searchbloom, a Draper-based SEO and digital marketing services company, has launched its new **conversion rate optimization (CRO)** services designed to help businesses maximize their online performance. Searchbloom said the new platform will help clients see improvements in sales and revenue by increasing conversion rates from their websites.



The new service includes multiple phases of work, including research and discovery, site speed optimization, advice implementation, conversion optimization, A/B testing and reporting and collaborating with stakeholders, Searchbloom said. "With a commitment to delivering excellence, Searchbloom's CRO services stand out in the market due to their innovative approach and proven track record of success," said **Cody Jensen**, founder and CEO of Searchbloom. "Unlike generic solutions, Searchbloom's strategies are meticulously crafted to address the distinct challenges and goals of each business we partner with, resulting in significant improvements in conversion rates and overall digital performance."

Lindon-headquartered **Just Ingredients** has added to its line of products for women with a new **men's personal care line**. The line includes a body lotion, beard oil, magnesium deodorant, aftershave, face serum and Age Defender. Just Ingredients said the products are free of harsh ingredients and are made



from formulas that leave skin moisturized but not greasy. The products come in three scents: Cedarwood Spice, Eucalyptus Clove and Mountain Pine, and can be bought separately or in a gift set. "We are committed to using premium-quality ingredients that act as food for the skin," said **Karalynne Call**, founder of Just Ingredients. "Just Ingredients is showing us a better way to take care of our bodies, from the food we eat, to the products we put on our skin. Our skin needs healthy nourishment, too. And men's skin is no exception."

Inside Real Estate, an independent real estate software company based in Murray, has combined its portfolio of products into a single system called **BoldTrail**. The new product brings together Inside Real Estate's products to provide all of the insights, tools, innovations, add-ons and integrations in

one complete ecosystem to serve the company's approximately 500,000 users and their teams. Inside Real Estate expects to bolster BoldTrail with



enhancements, new capabilities and new solutions throughout the coming year, including a new user interface and navigation system with AI to simplify workflow. "As we continue to evolve with the industry, innovate

on our offerings and expand our portfolio with new capabilities, we're excited to unite our solutions under one new portfolio brand and give real estate professionals a place to belong, scale and thrive," said **Joe Skousen**, CEO and founder of Inside Real Estate.

SalesRabbit has announced its newest product, **SalesRabbit Amplify**, a gamification system for field sales, that works in harmony with the core SalesRabbit platform. The Lehi sales software company said that Amplify is designed to change



the way field sales teams operate by merging gamification features with analytics in one platform. The approach not only enhances motivation and engagement among sales reps but also provides managers with insights into performance, enabling strategic decision-making.

Sales reps are motivated through leaderboards, achievements and rewards. "SalesRabbit Amplify is the unique and needed solution for motivation for field sales teams," said **Doug Bush**, director of sales development at SalesRabbit. "Our unique approach of integrating gamification and analytics into the powerful SalesRabbit platform — which teams are using to manage their field sales activities — sets a new standard for the industry, driving engagement, productivity and ultimately sales success."

Ogden-based **Freeus**, a Becklar company, has introduced its **Belle Series S mobile personal emergency response system (mPERS)**. Worn as a small lightweight necklace, Belle S features an easy-to-use operating mode, 45 days of battery life on a single charge, proprietary location services that allow for faster dispatch and a seamless integration with Becklar's monitoring centers. The



device also meets IP67 water resistance standards. "We are pleased to offer our dealers

another great mPERS product with the Belle Series S," said **Brock Winzeler**, president of Freeus and Becklar Personal Health & Safety. "With Belle Series S, dealers have access to a high-quality, low-maintenance device at a more competitive price for their subscribers across the US." Belle S joins a portfolio of Freeus mobile medical alert products offered through resellers nationwide. Freeus products are used by more than 900,000 customers in North America.

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Work Daze

Has your career reached critical mess?

What's wrong with you? If you're not exactly sure, let me tell you. Or, better yet, let your boss do it.

Bosses are always ready to tell us what we're doing wrong. What we're doing right? That's a job for someone else. Like your labradoodle. A quick etymological look at the word "supervision" says it all. You have "vision." Your boss has "super-vision."

With super-vision, they can see what's wrong with the way you do things, sometimes way before you do them. Best of all, they're willing to share. The problem is not the boss bossing you around; it's how you react. The *Harvard Business Review* knows all about this explosive dynam-

ic. That's why they publish articles such as Melody Wilding's "How to Work for an Overly Critical Boss."



BOB GOLDMAN

"Highly critical leaders create an atmosphere of constant, pervasive negativity," Wilding writes. "This can cause you to walk on eggshells, fearful of making mistakes, and leaving you second-guessing your decisions and interactions."

Of course, you can always complain to your boss about the way they are always complaining about you, but being straightforward and honest has never been a very effective way to manage your manager. You could also suggest, as does Wilding, that "someone's critical nature has more to do with their own insecurities."

In which universe this would work, I'm not sure, but I doubt they have any openings.

Here are four strategies for dealing with the hypercritical boss. And, please, no criticism. I get enough of that at home.

No. 1: View feedback as engagement.

Yes, your boss is picky, prickly and just plain nasty, but they are paying attention. Even if they never like what they see, they do see you. Being top-of-mind could be a benefit if, minutes after eviscerating you in front of your team, they need to decide who to promote. It could also be a negative if the next thing they need to decide is who should head the new customer service facility on Brazil's Snake Island, home to the deadly golden lancehead, which, putting the VIP in viper, has a venom so powerful it can melt human flesh.

Compared to your boss, it sounds pretty friendly.

Another strategy is to separate tone from content, transforming a negative, "this work is totally unacceptable" to a positive, "there are issues that need to be addressed." Or, in an example more relevant to your boss, transform their general response of "This is good work, considering that you're an idiot" to the more specific, "This is good work, considering that you're an idiot, and you're ugly, too."

No. 2: Get ahead of their negativity.

Your boss may find it difficult to criticize their own work, which, you may have noticed, is always perfect. For this reason, it may make sense to loop them in before a finished project is due. "I've done my best with this report," you could say, "but with my limited intellectual abilities and my propensity for making stupid mistakes, I'm sure everyone would benefit if you added your genius touch."

Is this so obvious that your boss

will see that you are manipulating them?

Nah!

No. 3: Put them on the spot.

You don't have to smile and take it when your manager characterizes your work with generalizations, such as "looks like something a 12-year-old would do." Instead, put them on the spot by asking for specifics.

"What kind of 12-year-old?" you snap back. "A 12-year-old influencer who has 2 million followers on TikTok? A 12-year-old who qualified for early admission at Princeton?"

While your boss is fumbling to reply, focus on another specific area you would like amplified: things you do right.

"It's valuable to me when you to point out everything I do wrong, but it would also be useful to have feedback on the things I do right."

If your boss can't think of anything, you can help.

"I put up with you," you could say. "That alone should qualify me for promotion, if not for sainthood."

No. 4: Reward good behavior.

"When your boss gives you feedback that's even slightly less critical than usual," says Melody Wilding, "acknowledge it."

I agree.

"Good boss," you should say. Continue with "who's the best boss ever?" and, while scratching your boss's ears, coo, "you're the cuddly-buddly, best bossey-wossey in the whole wide world."

If your boss licks your face, you've succeeded.

Dealing with a critical boss is never easy, but give it a try. It's a whole lot easier than doing everything right.

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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DOPPELMAYR

from page 1

Hogwarts Express train ride at Universal Studios in Florida; a Mandalay Bay tram in Las Vegas; the Marquam Hill Tram in Portland, Oregon; and those being installed at some national parks.

"We're very much looking forward to the expansion and congratulations, and we love having you here and will continue to do so," Will Wright, project manager for Salt Lake City's Department of Econom-

ic Development, said during the GOEO board meeting.

"We congratulate Doppelmayr USA in selecting the home of 'The Greatest Snow on Earth' for its expansion," Ryan Starks, GOEO's executive director, said in a prepared statement. "Utah is home to world-class ski resorts and outdoor enthusiasts. Doppelmayr's expertise in ski lift systems and ropeway infrastructure will enhance this thriving industry and allow those who visit and live in Utah to access Utah's rugged terrain."

The GOEO board approved a tax cred-

it of up to about \$2.8 million over 10 years for Doppelmayr USA. The expansion project is expected to generate new total wages of about \$82.4 million during that time, as well as new state tax revenues of nearly \$14 million. The new jobs are projected to pay an average of \$94,903.

An incentive for a ropeway company is not new for GOEO. The board in May 2023 approved an incentive for aerial lift manufacturer Leitner-Poma of America, a Colorado-based company, based on the company's plans to build a \$35 million, 130,000-square-foot manufacturing plant

in Tooele and create 236 jobs over a decade. The tax credit incentive was for up to \$6.53 million over 10 years. The new Utah campus will serve as the headquarters and manufacturing base for Skytrac, an LPOA subsidiary, and produce ropeways for tourism, cities and ski lifts for both Skytrac and Leitner-Poma.

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



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ADVISORY

• **Axom Partners**, a San Francisco-based independent mergers and acquisitions and strategic advisory firm serving the technology sector, has added **Ty Boswell** as a senior vice president. He is expected to bolster the company's client



Ty Boswell

coverage and M&A transaction execution. Boswell has nearly 10 years of mergers and acquisitions and operating experience. Most recently, he was with Snowflake Inc., a leading cloud data warehouse company,

where he spent five years working on finance and strategic initiatives, including Snowflake's IPO and acquisitions. Previously, he spent four years in investment banking, most recently at Centerview Partners. A native of Salem, Boswell earned a degree in finance from the University of Utah.

AGRICULTURE

• Applications are being accepted until 5 p.m. Aug. 16 for the **LeRay McAllister Working Farm and Ranch Fund**. A total of \$1 million in new funding is available for agricultural conservation easements in Utah. The fund uses appropriations from the Legislature to promote agricultural sustainability and conservation, and provide essential resources for landowners seeking to preserve their agricultural lands through conservation easements that permanently restrict non-agricultural development. Details are at <https://ag.utah.gov/leray-mcallister-working-farm-and-ranch-fund/>.

ECONOMIC INDICATORS

• **Three Utah locations** are on a list of "Top Choices for Off-The-Grid Living," compiled by **BusinessElectric.com**. It surveyed 3,000 people to rank the top 150 locations. The Utah locations are No. 18 Wayne County, No.

45 San Juan County and No. 62 Box Elder County. The top overall location is Wasco County, Oregon. Details are at <https://www.businesselectric.com/study-reveals-the-most-coveted-locations-to-live-off-grid/>.

• **Salt Lake City** is ranked No. 52 on a list of the "Dirtiest Cities in the United States," compiled by **Lawn Starter**. It compared over 300 of the biggest U.S. cities, looking at air pollution, water quality, waste management, and resident dissatisfaction levels. Salt Lake City is the highest-ranked, or dirtiest, Utah city on the list. The lowest-ranked, or cleanest, is **Ogden**, at No. 271. The dirtiest city on the list is San Bernardino, California. The cleanest city on the list is Lynchburg, Virginia. Details are at <http://www.lawnstarter.com/blog/studies/dirtiest-cities-in-united-states/>.

• **Three Utah routes** are ranked on a list of "Most Sought-After Family Road Trips in 2024," compiled by **Gunther Mitsubishi**. It polled 3,000 families to discover the most coveted road/day trips to do this summer. **St. George to Zion National Park** is No. 16, **Salt Lake City to Arches National Park** is No. 33, and **Provo to Bryce Canyon National Park** is No. 75. The top-ranked route overall is Flagstaff to the Grand Canyon in Arizona. Details are at <https://www.gunthermitsubishi.com/top-family-roadtrip-routes-in-america.htm>.

INVESTMENTS

• **Hona**, a Lehi-based company focused on client engagement software for law firms, has raised \$9.5 million in a Series A funding round led by **Costanoa Ventures** and with participation from **Ludlow Ventures**, **Soma Capital** and **Y Combinator**. Hona said the funds will enable it to further enhance platform capabilities and expand its customer base. Since its launch in 2021, Hona has helped more than 500 law firms and their 300,000 clients across the country track their cases.

• **Ovation**, a Mapleton-based company offering a guest experience platform for multi-unit restaurants, has closed on a Series A funding round,

bringing total funding to \$9 million. The round was led by **TIA Ventures**, with participation from **Summit Capital**, **Peak Ventures**, **OneValley**, **Tenzing Capital**, **Rocky Woods Investments**, **Next Chapter Ventures** and prior angels. New investors include **Jim Mizes**, **Jason Syversen**, **Tammy K. Billings**, **Erle Dardick**, **Christopher Sebes**, **AMARC Holdings** and **Carin Stutz**. **York IE** will continue to serve on the board. Ovation said the investment will enable it to continue developing tools for multi-unit operators.

LAW

• **Holland & Hart LLP** has added **Brooke Mason** and **Benjamin Passey** as associates in the firm's Salt Lake City office. Mason advises corporations and high-net-worth individuals on a range of complex tax matters aimed at reducing their potential tax liability. Passey is a litigator who assists clients across a range of industries in all phases of business and commercial litigation.



Brooke Mason



Benjamin Passey

MINING

• **Energy Fuels Inc.**, a Colorado-based company producing uranium, rare earth elements and vanadium, including commercial production of "on spec" separated rare earths at the White Mesa Mill in Utah, has named **Debra Bennethum** as director of critical minerals and strategic supply chain. Bennethum is a chemical engineer who previously served as the EV critical minerals manager in the Global Purchasing and Supply Chain Division of General Motors and previously as the program purchasing manager for GM's Battery Electric Vehicles and Crossovers division.

OUTDOOR RECREATION

• **Sundance Mountain Resort** has

broken ground for the **Inn at Sundance Resort**, projected to open in 2025-26. The two-building, 63-room inn at the resort's base village will be the flagship project of the resort's "Act II" era, which will include fine-tuning of resort operations, expanding snowmaking capabilities, terrain development for beginner and intermediate skiers, and more. Also planned are upgrades to the Cottages at Sundance; the opening this year of Mountain Camp Day Lodge; the addition of six new-build, ski-in/ski-out townhomes; and a new lift and terrain expansion of its back mountain.

• The **Utah Division of Outdoor Recreation** is accepting applications through 5 p.m. July 31 for its **Off-Highway Vehicle Recreation Grant** summer cycle. The OHVR grant is available to cities, counties, federal agencies and OHV nonprofit organizations incorporated in Utah. It provides assistance to sustain, enhance and improve motorized recreation in the state. Available fund categories are Trail Work, \$1,500-\$350,000 per application; Access Protection and Education, \$1,500-\$350,000; Search and Rescue, \$1,500-\$150,000; Snowmobile, \$1,500-\$150,000; and OHV Tourism, \$1,000-\$50,000. Applications may be completed at <https://utdnror.my.site.com/portal>.

PARTNERSHIPS

• The **Utah Hockey Club** has announced a multi-year partnership with the **Black Desert Resort**. Over the next year, both brands will curate sports and entertainment experiences for visitors and locals. Throughout the duration of the agreement, both organizations will implement co-branding initiatives through logos, trademarks and utilization of facilities. In addition, Black Desert Resort will continue the Delta Center's Black Desert Club.

RECOGNITIONS

• Several people were honored recently with **Ski Utah's** inaugural **Yeti Awards**, recognizing outstanding efforts of Utah's ski resort

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from previous page

employees during the 2023-24 season. They are **Back of House – Food & Beverage Professional of the Year**, Jeffrey Sanich, Brighton Resort; **Front of House – Food & Beverage Professional of the Year**, Steffan Eklund, Solitude Mountain Resort; **Groomer of the Year**, Steve Wakefield, Sundance Mountain Resort; **Guest Services Professional of the Year**, Alexis Croce, Snowbird Resort; **Instructor of the Year**, Greg Solberg, Eagle Point Resort; **Lift Mechanic of the Year**, Skyler Bair, Nordic Valley Ski Resort; **Lift Operations Professional of the Year**, Dan “Cowboy” Lind, Brian Head Resort; **Parking Attendant of the Year**, Quinn Case, Alta Ski Area; **Patroller of the Year**, Mikey Ericson, Snowbasin Resort; **Snowmaker of the Year**, Jake Schoenfeld, Park City Mountain; **Terrain Park Groomer of the Year**, Michael Dennett, Brighton Resort; **Chairperson’s Award**, Pascal Begin, Nordic Valley Ski Resort; **President’s Award**, Tom Kelly; and **Member of the Year**, Jeffrey Gelder Lewis, Gelder Generational Wealth.

• **Several Utah golf courses** are included on “best of” lists recently announced by *Golfweek*. A Utah course on the list of “**Best Courses You Can Play in the U.S.**” is No. 32 **Black Desert Resort**, Ivins. Utah courses on the list of “**Top 200 Modern Courses in the U.S.**” are No. 81 **Black Desert Resort**, Ivins; and No. 154 (tied) **Sand Hollow (Championship)**, Hurricane. On a list of “**Best Private Clubs**” is No. 5 **Entrada at Snow Canyon**, St. George. The Utah list of “**Best Public-Access Golf Courses in Each State**” includes (in order) **Black**

Desert Resort, Ivins; **Sand Hollow (Championship)**, Hurricane; **Hideout**, Monticello; **Soldier Hollow (Gold)**, Midway; **Copper Rock**, Hurricane; **Soldier Hollow (Silver)**, Midway; **Sunbrook (Pointe/Woodbridge)**, St. George; **Thanksgiving Point**, Lehi; **Green Spring**, Washington; **Coral Canyon**, Washington, and **The Ledges of St. George**, both tied for 10th. The Utah list of “**Top Private Golf Courses in Every State**” includes (in order) **Victory Ranch**, Kamas; **Glenwild**, Park City; **Promontory (Painted Valley)**, Park City; **The Country Club**, Salt Lake City; and **Entrada at Snow Canyon**, St. George.

• *Inc.* has named 543 honorees of its **Best Workplaces 2024** list, including six Utah companies: **JobNimbus**, **Lender Toolkit**, **Packsize International**, **Searchbloom**, **Tech9** and **Weave**. Most are in software. Packsize is in manufacturing, while Searchbloom is in advertising and marketing. *Inc.* partnered with **Quantum Workplace**, an employee engagement software company, to produce the list. The selection process factors in a benefits inventory of every company that applies, as well as an employee engagement survey that included topics such as management effectiveness, perks, fostering employee growth and overall company culture. The organization’s benefits were also audited to determine overall score and ranking.

RETAIL

• **Smith’s Food & Drug** recently had the groundbreaking for a new grocery store at 13893 S. Redwood Road, Bluffdale. The 103,000-square-foot store will offer grocery store items and services, including sushi and Starbucks Coffee café and other items. It also will have a floral department, household

goods, drive-through pharmacy, online grocery pickup and on-site Smith’s Fuel Center. The \$30 million Smith’s store will be built by **R&O Construction** within a Woodbury development. When completed in 2025, the new store will be the 57th Smith’s in Utah.

TECHNOLOGY

• **Weave**, a Lehi-based company offering an experience platform for small- and medium-sized healthcare practices, has appointed **Greg Leos** as general manager of payments. He will lead the evolution and optimization of Weave’s payments product. Leos has over two decades of experience in revenue leadership in fintech and cybersecurity, most recently serving as chief revenue officer at VikingCloud. His fintech background includes a senior executive role with Fiserv, where he led several sales divisions, including the business banking segment for the company’s joint venture with Bank of America.

• **Pluralsight**, a Salt Lake City-based technology workforce development company, has appointed **Chris Herbert** as chief content officer. In this role, Herbert will lead all aspects of Pluralsight’s content strategy and drive the creation of engaging and impactful learning experiences for all customers. Herbert has more than 17 years of experience in digital media, technology and content across media and technology companies. Before joining Pluralsight, Herbert held multiple leadership positions at CNN, including as the general manager of CNN Digital. He also spent several years at the Weather Co.,



Chris Herbert

including as senior vice president of growth products and emerging platforms and as chief operating officer of product and technology. Herbert also served as head of special projects in Bloomberg’s Media Group.

• **Resonant Technology Group**, a Park City-based company focused on agricultural solutions, has announced a new distribution agreement with **Wilbur-Ellis**, a company focused on marketing and distribution of plant protection and nutritional products. Under the terms of the agreement, Wilbur-Ellis will distribute Resonant’s products, continue to distribute its vineyard solutions, and include a broader range of the company’s offerings. Wilbur-Ellis Agriculture, with annual sales revenue of \$2.5 billion, has over 150 retail locations throughout the U.S.

TRANSPORTATION

• **Central Wasatch Commission**, an inter-governmental entity that seeks to engage the public, build consensus and coordinate action in the Central Wasatch Mountains, has released the **Central Wasatch Transit Map** for the Central Wasatch region. With the map, the commission aims to consolidate in one place the available transit options within the CWC’s study area that are available to the public, the CWC’s website. The map is expected to help facilitate trip planning for Utah residents and visitors by providing the overall picture of what transit is available. The map also illustrates where there are gaps in transit service, highlighting where there is need for further transit investment. The map uses transit route data from Utah Transit Authority, High Valley Transit and Park City Transit, all of which are members of the commission. Details are at cwc.utah.gov/transportation/.

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

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BambooHR Study finds there are ulterior motives in RTO policies

A recent study by Draper-based human resource platform BambooHR on return-to-office (RTO) sentiment found that nearly one in three (32 percent) managers admit the main goal for RTO policies was to track employees. One in four (25 percent) vice president level and C-suite executives and one in five (18 percent) human resource pros admit they hoped for some voluntary turnover during an RTO. Now, both remote (88 percent) and in-office (79 percent) employees feel the need to prove they are online and working.

“The conversation around work modes is one of the most important things to address and get clear on as a business. It often gets reduced to just RTO, but it’s actually a much bigger conversation around how teams best work together and is a leader-led initiative,” said Anita Grantham, head of HR at BambooHR. “RTO is one of many different work modes and if a change in work modes is needed, it’s important to handle the transition thoughtfully. Any hasty change to an employee’s work mode can leave your company culture in a precarious situation where employees are not unified, management teams are seen as overlords and employee satisfaction will continue to nosedive.”

Performative Cultures and The Green Status Effect

Hybrid work and RTO mandates have unexpected consequences that have office culture shifting to performative tactics where just under half (42 percent) of all employees feel they’re showing up solely for the purpose of being seen by their bosses and managers. Employees are adopting various strategies to put on a show, whether working remotely or on-site. Here’s how they ensure their efforts are visible:

In-office employees:

- 37 percent walk around the office so co-workers see them.
- 35 percent plan meetings with other co-workers who are also in the office.
- 33 percent show up earlier or leave later than their manager.

Remote workers:

- 39 percent participate in social conversations in work messaging apps.
- 31 percent schedule-send emails.
- 64 percent of remote workers admit to keeping work messaging apps perpetually open, displaying a green “active” status to imply they’re online and actively engaged in work, even when they may not be actively working.

• While all workers are taking steps to demonstrate productivity, it’s among remote employees that the “Green Status Effect” has emerged.

Management’s Not-So-Noble Efforts

Many leaders are using RTO as a tactic to increase productivity in employees or even prod employees to quit, leaving HR teams (22 percent) without clear metrics to measure a successful RTO. It’s clear these efforts are not producing the desired results.

Efforts:

• Nearly two in five (37 percent) managers, directors and executives believe their organization enacted layoffs in the past year because fewer employees quit than they expected during their RTO.

• Nearly a third (32 percent) of managers admit the desire to track employee work was a main goal for their company’s RTO.

• Nearly half of managers say that the main goal of their company’s RTO was improving company culture (46 percent).

Results:

• Workers (both in-office and remote) only work for around three-quarters (76 percent) of a 9-to-5 shift; the other quarter is spent socializing, procrastinating or do-

ing non-work-related tasks. Put simply, all workers typically spend two hours out of every eight-hour shift not working.

• When it comes to who’s more productive overall, in-office workers spend around one hour more socializing than their remote counterparts, while remote workers spend that time on work-related tasks and responsibilities.

• Since having an RTO mandate, more than a fourth (26 percent) say a greater divide has developed between remote and non-remote workers.

“The distrusting and performative cultures some companies are cultivating are harmful to bottom-line growth and it’s becoming more clear that leaders should take each employee’s experience into account,” Grantham said. “It’s OK to have broad RTO policies but when 61 percent of parents and caretakers who prefer remote work say it’s because it allows them to fulfill their family responsibilities (versus 38 percent non-caretakers) and 63 percent of workers with disabilities prefer remote work (versus 51 percent of non-disabled workers), individual exceptions make sense. We’re striving for a balance between the needs of the organization and the needs of the humans we work with.”

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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.

July 2, noon-1:30 p.m.

“Crossroads of the World: South Korea,” a World Trade Center event, in partnership with the Governor’s Office of Economic Opportunity and the Salt Lake Chamber. Speakers are Lim Jung-taek, consul general of the Republic of Korea in San Francisco, and Keunhyung Park, director general of the KOTRA Los Angeles office. Location is 60 E. South Temple, Suite 300, Salt Lake City. Free, but registration is required. Details are at wcutah.com.

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 5, 8-9:30 a.m.

“First Friday Speed Networking,” presented by the South Jordan and West Jordan chambers of commerce. Location is Salt Lake Community College’s Miller Campus, 9750 S. 300 W., Room 203, Sandy. Details are at <https://sj-chamber.org/>.

July 8, 6-9 p.m.

Top of Utah Military Affairs Big Hat Awards Dinner honoring Col. Jeffrey Holland, 75th ABW commander, a Davis Chamber of Commerce event. Location is Hill Aerospace Museum. Cost is \$45. Details are at davischamberofcommerce.com.

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

Patriotic Chamber Luncheon, a Point of the Mountain Chamber of Commerce event. Speaker is U.S. Army retired Sgt. Josh Jansen. Location is The Rooftop, 139 Hunters Grove Lane, No. 400, Lehi. Details are at thepointchamber.com.

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

“How to Provide Excellent Customer Service in 2024,” a Salt

Lake Chamber event. Location is the Salt Lake Chamber, 201 S. Main St., No. 2300, Salt Lake City. Cost is \$25. Details are at slchamber.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 16, 5-7 p.m.

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

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

“Empower Your Business Now

with Practical Applications of AI,” a Salt Lake Chamber event. Speaker Earl Foote, founder/CEO of Nexus IT, will discuss how AI is driving success in customer service, marketing, finance and more. Event takes place online via Zoom. Free, but registration is required. Details are at slchamber.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, 9 a.m.-3 p.m.

“Cutting Through the Noise: Marketing Masterclass for Global Change,” a Utah Global Diplomacy event. Location is Utah Cultural Celebration Center, 1355 W. 3100 S., West Valley City. Free and open to the public. Details are at <https://utahglobaldiplomacy.org/events/full-calendar/world-affairs-symposium-series/cutting-through-the-noise-marketing-masterclass-for-global-change>.

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 is YCC, 2261 Adams Ave., Ogden. Cost is \$25 for WIB members and first-time guests, \$35 for nonmembers. Details are 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. 6, 2-3:30 p.m.

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

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

“Marketing for Massive Influence,” part of the four-part “Power Growth for Business” series presented by Park City Business University. Location is Blair Education Conference Center, 900 Round Valley Drive, Park City. Free, but registration is required. Details are at <https://www.parkcitychamber.com/events/>.

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. 8, 5-7 p.m.

“Business After Hours” Mixer, a Park City Chamber of Commerce & Visitors Bureau event. Location is Mountain Trails Foundation, 5792

see CALENDAR page 14



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CALENDAR

from page 13

Highland Drive, Snyderville. Free. Details are at <https://www.parkcitychamber.com/events/>.

Aug. 8, 6-8 p.m.

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

Aug. 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. 14, 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 Park City Chamber & Visitors Bureau, 1850 Sidewinder Drive, Suite 320, Park City. Free and open to the public, but registration is required. Details are at <https://www.parkcitychamber.com/events/>.

Aug. 14, 6-7:30 p.m.

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

Aug. 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

BLM SUIT

from page 1

acres in Utah. This rule significantly impacts the state and all other western states where federally controlled land is plentiful, Reyes said.

“The BLM has exceeded its authority by allowing special interest groups to close down access and uses of our public lands across Utah, including areas that many Utahns love to visit and uses that are critical to our rural communities,” said Redge Johnson, director of Utah’s Public Lands Policy Coordinating Office.

A key component of the new rule is “restoration and mitigation leases,” which will be issued or denied at the discretion of the BLM to lessees that include non-governmental entities to “support” restoration and mitigation projects on public lands with a defined purpose and scope. There is no requirement for the non-governmental lessees to coordinate or cooperate with state agencies that currently manage activities on public lands, such as the Division of Wildlife Resources and the Department of Agriculture. Once a lease is issued, no other activities inconsistent with the lease terms are allowed. These restrictive leases will fundamentally change conservation practices such as wildfire mitigation, watershed restoration, invasive species removal, recreation, livestock grazing, mineral extraction and renewable energy production.

“Utah is committed to managing our public lands for multiple-use and sustained yield, providing access for all users of all ages and abilities, and opposes closing any existing access on public land. The BLM has increasingly failed to keep these lands accessible, forcing Utah to take action in the courts,” Reyes said.

to be announced at davischamberofcommerce.com.

Aug. 15, 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>.

Aug. 16, 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.

Aug. 20, 7:30 a.m.-noon

Third Annual Housing Summit, a ULI (Urban Land Institute) Utah event. Theme is “Private and Public Solutions for Strong Communities.” Keynote speaker is Nolan Gray, urban land use regulation expert and research director at California YIMBY. Location is Ken Garff University Club, Rice-Eccles Stadium, 451 S. 1400 E., Salt Lake City. Costs vary. Details are at <https://utah.uli.org/events-2/>.

Aug. 20, 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.

Aug. 21, 7:30 a.m.-3 p.m.

Chamber Golf Classic, an Ogden-Weber Chamber of Commerce event. Check-in and breakfast begin at 7:30 a.m., followed by 8 a.m. shotgun start and 1 p.m. lunch and awards presentation. Location is Mount Ogden Golf Course, 1787 Constitution Way, Ogden. Cost is \$250 for individual golfers, \$1,000 per foursomes. Details are at ogdenweberchamber.com.

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

Business Alliance Luncheon.

EMPLOYMENT

from page 1

“Strong job gains in manufacturing and construction, along with hiring in the public sector, have helped maintain solid overall job growth,” said Ben Crabb, chief economist at DWS. “Industries that have faced challenges recently, including financial activities, information and leisure and hospitality, are seeing some improvement as the May employment estimates show a state economy expanding at a healthy pace, reinforcing a positive outlook of steady growth for the remainder of the year.”

Utah’s May private-sector employment recorded a year-over-year expansion of 1.8 percent, or a 25,700-job increase, DWS said. Eight of the 10 major private-sector industry groups posted net year-over-year job gains. The overall gains are led by education and health services (up 10,600 jobs), construction (up 6,500 jobs) and manufacturing (up 4,000 jobs). Financial activities (down 100 jobs) and information (also down 100 jobs) were the only sectors with year-over-year job losses.

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

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

Aug. 21, 5:30-6:30 p.m.

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

Aug. 21, 6-8 p.m.

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

Aug. 22, 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.

Aug. 22, 5-7 p.m.

“Business After Hours,” a Salt Lake Chamber event. Location to be announced. Free for members and \$30 for nonmembers before Aug. 19, \$20 for members and \$40 for nonmembers thereafter. Details to be announced at slchamber.com.

Aug. 22, 6-7 p.m.

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

Aug. 23

Chamber Golf Tournament, a South Valley Chamber of Commerce event. Locations is River Oaks Golf Course, 9300 Riverside Drive, Sandy. Details to be announced at southvalleychamber.com.

Aug. 27-28

2024 Utah Outdoor Recreation Summit, featuring a kickoff dinner, educational content and outdoor activities. Location is Ruby’s Inn, Bryce Canyon. Cost is \$199. Details are at <https://utahoutdoorsummit.com/>.

Aug. 27, 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.

Aug. 27, 2-5 p.m.

Utah Valley Job Fair, a Utah Valley Chamber of Commerce event. Location is Utah Valley Convention Center, 220 W. Center St., Provo. Free for those seeking employment. Employers must register before Aug. 20, 5 p.m. Details are at thechamber.org.

Aug. 28, 5-8:30 p.m.

Annual Awards Gala, a ChamberWest event. Details to be announced at chamberwest.com.

Aug. 28, 6-7 p.m.

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

Sept. 4, 9-11 a.m.

2024 Annual Meeting, a Park

City Chamber of Commerce & Visitors Bureau event. Location is Pendry Park City, 2417 High Mountain Road, Park City. Details to be announced at <https://www.parkcitychamber.com/events/>.

Sept. 4, 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.

Sept. 4, 11:30 a.m.-1 p.m.

“Operational Excellence for Sustainable Success,” part of the four-part “Power Growth for Business” series presented by Park City Business University. Location is Blair Education Conference Center, 900 Round Valley Drive, Park City. Free, but registration is required. Details are at <https://www.parkcitychamber.com/events/>.

Sept. 11, 5-7 p.m.

“Business After Hours,” an Ogden-Weber Chamber of Commerce event. Location is BMR Auto Detailing, 2108 S. 1100 W., No. 1, Ogden. Free for chamber members and first-time guests, \$10 for nonmembers. Details are at ogdenweberchamber.com.

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

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

Sept. 13

Chamber Golf Tournament, a South Valley Chamber of Commerce event. Locations is Glenmoor Golf Club, 9800 S. 4800 W., South Jordan. Details to be announced at southvalleychamber.com.

Sept. 16, 7 a.m.-2 p.m.

Utah Valley Chamber Golf Classic. Location is Riverside Country Club, 2701 N. University Ave., Provo. Details to be announced at thechamber.org.

Sept. 18, 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.

Sept. 19, 6:30-9 p.m.

Business Awards Banquet, a Davis Chamber of Commerce event. Registration and networking take place 6:30-7 p.m., followed by the awards program 7-9 p.m. Location is Davis Conference Center, 1651 N. 700 W., Layton. Cost is \$75. Details are at davischamberofcommerce.com.

Sept. 20, 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.

Sept. 24-27

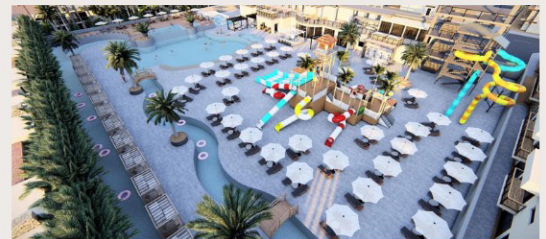
Utah Tourism Conference, presented by the Utah Tourism Industry Association. Location in Layton to be announced. Cost is \$379 for members,

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CALENDAR

from previous page

\$399 for nonmembers. Details are at <https://www.utahtourismconference.com/>.

Sept. 24, 9 a.m.-4:30 p.m.

Women Empowered Leadership Conference, hosted by Ogden-Weber Chamber of Commerce Women in Business. Location to be determined. Costs range from \$55 to \$75. Details are at ogdenweberchamber.com.

Sept. 26, 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.

Sept. 26, 7:30-9 a.m.

“Tourism: The Impact on Business,” a Box Elder Chamber of Commerce event. Location is Tremonton’s Hampton Inn, 2155 W.

Main St., Tremonton. Cost is \$10. Details are at boxelderchamber.com.

Oct. 2, 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.

Oct. 9, 5-7 p.m.

“Business After Hours,” an Ogden-Weber Chamber of Commerce event. Location is Jeremiah’s, 1307 W. 12th St., Marriott-Slaterville. Free for chamber members and first-time guests, \$10 for nonmembers. Details are at ogdenweberchamber.com.

Oct. 10-11

The Summits, a Utah Valley Chamber of Commerce business executive summit. Location is Sundance Mountain Resort, 8841 Alpine Loop Scenic Byway, Sundance. Costs start at \$360 for chamber members. Details to be announced at thechamber.org.

Oct. 15

Crossroads Business Expo & Job Fair, an Ogden-Weber Chamber of Commerce event. Expo takes place 9-11:30 a.m. Lunch is 11:30 a.m.-noon. Crosstalks take place noon-2 p.m. Location is Union Station, Ogden. Early-bird pricing is in place through July 15. Expo is free. Crosstalks cost is \$60 for members, \$70 for nonmembers. Details are at ogdenweberchamber.com.

Oct. 16, 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.

Oct. 22, 7:30 a.m.-6 p.m.

Trends Conference, a ULI (Urban Land Institute) Utah event. Theme is “Future Forward: Unleashing Innovation for a Thriving Utah.” Event is a gathering of local, regional and national experts in real estate, business and economics. Keynote speaker Nikki Greenberg, real

estate technology and innovation strategist, will discuss “AI & The Future of Commercial Real Estate.” Location is Hyatt Regency Salt Lake City, 170 S. West Temple, Salt Lake City. Cost ranges from \$190 to \$250 for members, \$275 to \$340 for nonmembers. Details are at <https://utah.uli.org/events-2/>.

Oct. 22, 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 members and first-time guests, \$35 for nonmembers. Details are at ogdenweberchamber.com.

Oct. 24, 11:30 a.m.-1 p.m.

“Witches, Werewolves and Women in Business” October Luncheon, a Davis Chamber of Commerce event. Location is Lagoon at the Beirgarten, Farmington. Cost is \$25 for members, \$35 for nonmembers. Registration is required. Details are at davischamberofcommerce.com.

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