

SALT LAKE BUSINESS JOURNAL

OF NOTE



Better get out the old bike

The true cost of owning and operating a new car increased sharply this year, according to AAA's annual "Your Driving Costs," released recently by AAA Utah spokesperson Julian Paredes. Accounting for fuel, maintenance, insurance and depreciation, the average yearly expense of a new car in Utah is \$12,253 per year, or \$1,021 per month.

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Agriculture focus of next Inland Port addition

Brice Wallace

Salt Lake Business Journal

A large project area that supporters say can revitalize Utah's agriculture industry could become the state's next inland port location.

The proposed Six County Agri-Park, encompassing roughly 35,000 acres in three areas of Juab County, will be consid-

ered for approval Sept. 12 at 2 p.m. at a Utah Inland Port Authority board meeting in Nephi.

"Our intention with the Six County Agri-Park is to build a 'landing strip,' if you will, for agricultural processing, and I mean that across the board: ag tech facilities, ag processing facilities," Darin Bushman, chairman of the Six County Association of Governments and a Piute County commissioner, told the board dur-

ing its August meeting.

The Six County Agri-Park would include the 1,600-acre Currant Creek Industrial Park, the 27-acre Nortonville Rail Industrial Site, and the 33,700-acre Juab Agri-Park. It is envisioned to serve as a site for protein and other agricultural processing, agriculture technology, agriculture implements and tools, cold storage and value-added beef processing.

While supported by the Six County Association of Governments (Sanpete, Juab, Wayne, Millard, Piute and Sevier counties), the site would benefit farmers and Utahns in every county in the state, supporters say. The Agri-Park would include both rail and highway infrastructure to empower the production, processing, storage and transportation of goods both within Utah and to outside markets.

Bushman said the association had been looking for ways to increase agricultural producers' margins, "and pretty quickly, what we found out was there is not the producer processing capacity to do that."

"So, even if the family farm wanted to sell direct to U.S. consumers, there's not the processing capacity to do that," he told the UIPA board. "It doesn't matter which model you look at, which protein source you look at, processing is the bottleneck. We have failed as a state to keep up processing capacity with population growth, and we have data to support that."

Three obstacles to producer-to-consumer processing have been agricultural processing wastewater issues; residential encroachment; and financing the high-risk, industry-specific investments, he said.

Jenna Draper, economic development director for the association, said ag producers have been looking for ways to reduce their freight costs. "For them, looking at their books, if we could just somehow reduce their freight costs so they didn't have to ship beef to Nebraska, they didn't have to ship things out of state to be processed, that would help their operations pencil for future generations."

In addition to helping producers' ability to retain their children to work on the family farm, "if they can bring their goods to be processed there in Juab County rather than taking them across state lines, we are bringing the food security back within Utah's borders," Draper said. "We are strengthening Utah's resiliency and strengthening the economic diversity with-



Going, going, gone

Demolition crews from Grant Mackay Demolition Co. bring down what once was a guard tower at the former Utah State Prison site in Draper to make way for The Point, a mixed-use development on 600 acres of state-owned land at the Point of the Mountain.

Final demolition at The Point makes way for 'pure opportunity'

Brice Wallace

The Enterprise

With a powerful nudge, a couple of pieces of heavy equipment recently toppled what once was a guard tower at the former Utah State Prison site. Now the focus is on what will rise there.

Demolition work at Point of the Mountain in Draper is nearing completion, mak-

ing way for The Point, a mixed-use development on 600 acres of state-owned land that is envisioned to be the core of development on the surrounding property.

During the tower-toppling ceremony, Draper Mayor Troy Walker said the site symbolizes "pure opportunity." Alan Matheson, executive director of the Point

see **THE POINT** page 14

see **AGRI-PARK** page 14

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Why do we continue to see labor shortages, even with big wage increases?

The labor market continues to be a puzzle. The unemployment rate is back to where it was before the pandemic and the number of jobs created is much higher than analysts expected. However, we still struggle to bring people off the sidelines and back into the labor force. Shouldn't a strong economy entice more people to work?

This is one of the challenges the Federal Reserve faces as it tries to bring the economy back to normal. The Fed is targeting "below-trend" growth in the economy to cool things back down after several years of overheating. But in doing so, the Fed runs the risk of pushing it into a recession.

Inflation is down significantly compared to last year, but price increases remain too high. While supply chains are largely back to normal, some sectors are seeing "sticky" price increases that are struggling to come down. This includes the service sector, where price hikes are primarily driven by wage increases rather than input prices. So, when the Fed says they want below-trend growth, what they mean is they need the labor market to slow.



ROBERT SPENDLOVE

One of the main measures of labor market strength is the labor force participation rate, which measures the pool of potential workers available in the economy.

The U.S. labor force participation rate peaked in 2000 at 67.3 percent. Since then, it has been gradually trending lower, dropping to 63.3 percent in early 2020 as baby boomers reached retirement age and left the labor force. This "silver tsunami" of retiring boomers wasn't a surprise, but the COVID pandemic caused the wave to crash.

In two months, from February to April 2020, the participation rate dropped to 60.1 percent, as 22 million people lost their jobs during the outbreak of COVID. Since the pandemic, the participation rate has been slowly increasing as groups of people return to the workforce. But the rate currently only stands at around 62.6 percent, and it hasn't increased in four months. This gap in labor participation represents millions of people who haven't come back off the sidelines to return to the workforce.

Different groups have had unique reactions to the pandemic economic shocks. The labor force participation of "prime age" work-

ers, who are between 25 and 54 years, old dropped initially in 2020 but has since fully recovered and is now higher than before the start of the pandemic. However, the labor participation rate of workers 55 years and older is still far below levels from 2020. The participation rate for this age group has been trending lower for the past 18 months.

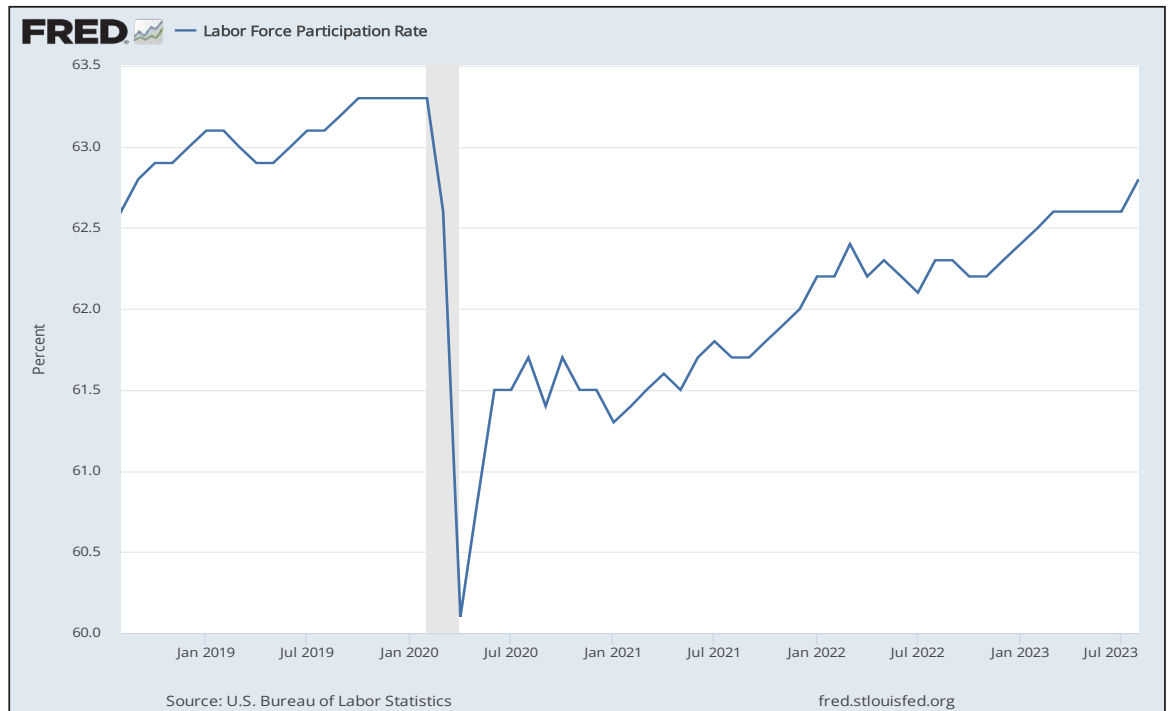
This imbalance in the labor market is one of the main targets of Federal Reserve policy actions.

Since it is very difficult to increase the supply of labor and get people to come out of retirement and return to the labor force, the Fed instead is focused on reducing the demand for labor. Rising interest rates increase the cost of business borrowing, which should slow demand for workers.

However, many businesses are reluctant to let workers go and job vacancy rates remain high. It's still too early to tell whether a soft landing is possible or whether the

overheated economy will cool too quickly over the next few months. If the current labor market conditions continue, this could represent a new normal and we won't return to pre-pandemic labor force participation. Dynamic economies like we have in the United States can adjust, but the road ahead remains foggy.

Robert Spendlove is the senior economist for Zions Bank in Salt Lake City.



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With acquisition, Utah Kum & Go stations will get Maverik brand

Salt Lake City-based Maverik announced in late August that it has finalized its purchase of the Kum & Go convenience store chain. With the announcement, Maverik also announced that it will rebrand the 140 Kum & Go locations in Utah, Idaho, Colorado and Wyoming to Maverik.

Maverik announced earlier this year that it, together with its parent company, FJ Management, was in the process of acquiring Kum & Go, a family-owned convenience store chain with over 400 locations across 13 states. Kum & Go was owned by Des Moines, Iowa-based Krause Group, which also sold its tank truck carrier and logistic company Solar Transport to Maverik. The deal dramatically expands Maverik's footprint to more than 800 stores in 20 states.

Maverik said the Kum & Go name will remain for now

in the Midwest, where it is extremely popular.

In a statement, Maverik CEO Chuck Maggelet suggested there would still be differences in the two brands.

"Together, we'll offer our customers an adventurous and differentiated convenience store experience across fuel, food service and inside-store offerings. We look forward to using our combined resources to grow our business and further elevate our product offerings to provide the best service to our customers," Maggelet said.

Maggelet will be the CEO over both chains. Maverik will also open another "Base Camp" (its name for corporate headquarters befitting the company's slogan of "Adventure's First Stop") in Des Moines.

Kum & Go opened its first Utah store in Utah last year. There are four locations in the Salt Lake City area.

Wasatch Front home prices dip, but owners have plenty of equity

Salt Lake County saw the median single-family home price fall to \$582,500 in the second quarter of this year, representing a 7 percent decline from \$623,138 in same quarter last year, according to new data released by UtahRealEstate.com.

But despite the drop in home prices, homeowners are sitting on plenty of equity, the report said. At the start of the COVID-19 pandemic in March 2020, the median single-family home price sat at \$410,000 in the county. But by July, the median single-family home price had climbed to \$610,000, a staggering 49 percent increase.

Recent data reveals that the most affordable single-family homes in the Wasatch Front region are in Salt Lake City's Glendale community, within the 84104 ZIP code area. In this neighborhood, the median single-family home price dropped to \$381,000 in the second quarter of 2023, marking a 7 percent decrease from the previous year's median price of \$409,000.

The other ZIP code areas rounding out the top five most affordable regions are South Ogden (84403) at \$400,000, down 9 percent from last year; Roy (84067) at \$410,000, down 8 percent; Kearns (84118) at \$420,000, down 7 percent; and

West Valley City (84119) at \$420,000, down 4 percent.

Home sales fell to 2,161 units sold in the second quarter, down 25 percent from 2,864 units sold in the second quarter of 2022. Sales also fell in the surrounding Wasatch Front counties.

According to UtahRealEstate.com, one contributing factor to the drop in home prices across the Wasatch Front has been the rise in mortgage interest rates. Freddie Mac reports that the 30-year fixed-rate mortgage has now reached its highest level since 2001.

The story is similar in counties neighboring Salt Lake County. Tooele County experienced a 9 percent decline in single-family home prices while Utah County was down 7 percent, Weber County down 6 percent and Davis County saw a 5 percent decrease.

The median sale price for condominiums in Salt Lake County also fell, down 7 percent to \$415,000 in the second quarter.

The report said homes in Salt Lake County remained on the market for an average of 37 days before going under contract in the second quarter, a notable increase from just 14 days in the same period of 2022.



A concept drawing depicts the center plaza of Utah City, a new master-planned community coming to the Utah County town of Vineyard. Developers said that the 700-acre site will focus on sustainability and walkability.

Utah City chosen as name of new Utah Co. community

The Flagship Cos. and Woodbury Corp. have announced the name for their new 700-acre master-planned community in Utah County's Vineyard. Utah City will be the name of the development that will focus on sustainability and walkability.

Located on the east shore of Utah Lake, Utah City will be Utah's largest sustainable, walkable, transit-oriented mixed-use community, according to the developers.

"Flagship Cos. and Woodbury Corp. are committed to building the state of Utah. We are heavily invested in the growth of Utah County," said Jeff Woodbury, managing partner of Utah City. "And we are carrying that investment forward into creating a new urban core in Utah County — a walkable sustainable downtown development known as Utah City."

Anchors of the project already include UTA's FrontRun-

ner Vineyard station, which opened in August of 2022. Huntsman Cancer Institute has announced a second facility to be built in Utah City, a comprehensive research center that will provide over 150 patient beds and is expected to bring thousands of high-paying jobs to the county's economy.

"As the county has continued to grow, we recognized the immense potential to create a world-class living experience," said Nate Hutchinson, managing partner of Utah City. "Building something incredible for our community that enhances the natural beauty of the location, right in our own backyard — that's the dream."

Utah City will contain over 17 million square feet of combined mixed-use space, including living, shopping, dining, entertainment and hospitality. Construction is under way on the first 450 residential units. The new com-

munity will also include 50 acres of planned open green space in the form of a 12-acre promenade that will run down the middle of the town center from the Front-Runner station to the shores of Utah Lake, as well as a network of parks and paseos throughout the community.

"Utah City is a visionary development that we are thrilled to welcome to our city as the largest regional development in Utah County," said Vineyard Mayor Julie Fullmer. "By partnering with Utah City to take a proactive approach in shaping the future we desire, we can capitalize on the innovative spirit of our community and our strategically connected location to create an unprecedented experience for Utah."

Designed by city planner Jeff Speck and architectural firm DPZ, developers plan to make Utah City the first LEED-certified community in Utah.

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The Great Gloom: Employees are unhappier than ever, BambooHR report says

BambooHR, a cloud-hosted human resources platform based in Lehi, has launched its Employee Happiness Index, a new quarterly benchmark report that analyzes eNPS or employee satisfaction results from more than 57,000 global workers across eight key industries.

The first report shows eNPS scores have declined steadily, despite both highs and lows since 2020. In fact, since June 2020, the average eNPS has decreased by 16 percent. When looking at just the past year, overall eNPS fell 11 percent from June 2022 to June 2023, deteriorating at a rate nearly 15 times faster than the previous two years combined — showing employee happiness to be worse now than during COVID.

“It’s possible the end of the Great Resignation is signaling a ‘Great Gloom,’ as options for better jobs dwindle, remote work sputters and record inflation chokes pay,” report authors said.

The report also measures how employee satisfaction changes month over month. While 2020’s dramatic swings were an outlier, the continuing downward trend of employee dissatisfaction has seen less and less volatility over time, showing how entrenched the Great Gloom is becoming.

“The new norm of ‘unprecedented times’ is causing enormous stress,” said BambooHR CEO Brad Rencher. “Today’s complex problems will require leaders to be proactive, adaptive and data-informed to beat back the Great Gloom. To succeed in a rapidly evolving world, businesses will need to prioritize employee experience in real, mean-

ingful ways like never before. Anything less than a holistic approach to developing the mental, emotional and physical well-being of each employee, in addition to their skills, will fall short.”

The unhappiest industries are two of society’s most-critical and most-impacted by the pandemic: healthcare and education. Healthcare employee happiness has dropped 32 percent in the past three years (June 2020 to June 2023), but half of that drop occurred in just 2023 (a 16 percent decrease from June 2022 to June 2023.) From June 2022 to June 2023, education workers’ happiness fell 5 percent, twice as fast as the previous two years.

Happiness is up slightly this year for workers in both the non-profit and travel and hospitality sectors as they continue to rebound from the pandemic, despite still ranking low on happiness overall. Restaurant, food and beverage workers’ average eNPS has fallen 31 percent since June 2020, with little signs of recovery, having dropped 8 percent since June of last year alone.

Scores for happiness in the tech have “dropped off a cliff,” the report said, declining about 3.5 times faster than previous years. Average tech employee happiness scores have declined 14 percent from June of last year to June of 2023. With a less dramatic decline but higher volatility, the finance sector’s eroding happiness is tied to similar factors as tech: shrinking venture capital, bank closures, massive layoffs and return-to-office mandates.

The happiest industry is construction, as deep backlogs

of work and high residential demand have created coveted job stability and increased wages. The construction industry’s average eNPS of 49 for 2023 has remained steady.

As multiple studies have shown, revenue and employee engagement are inextricably linked, with disengaged employees costing the global economy upwards of \$8.8 trillion, a recent Gallup poll said, meaning gloomy employees could have stormy economic repercussions.

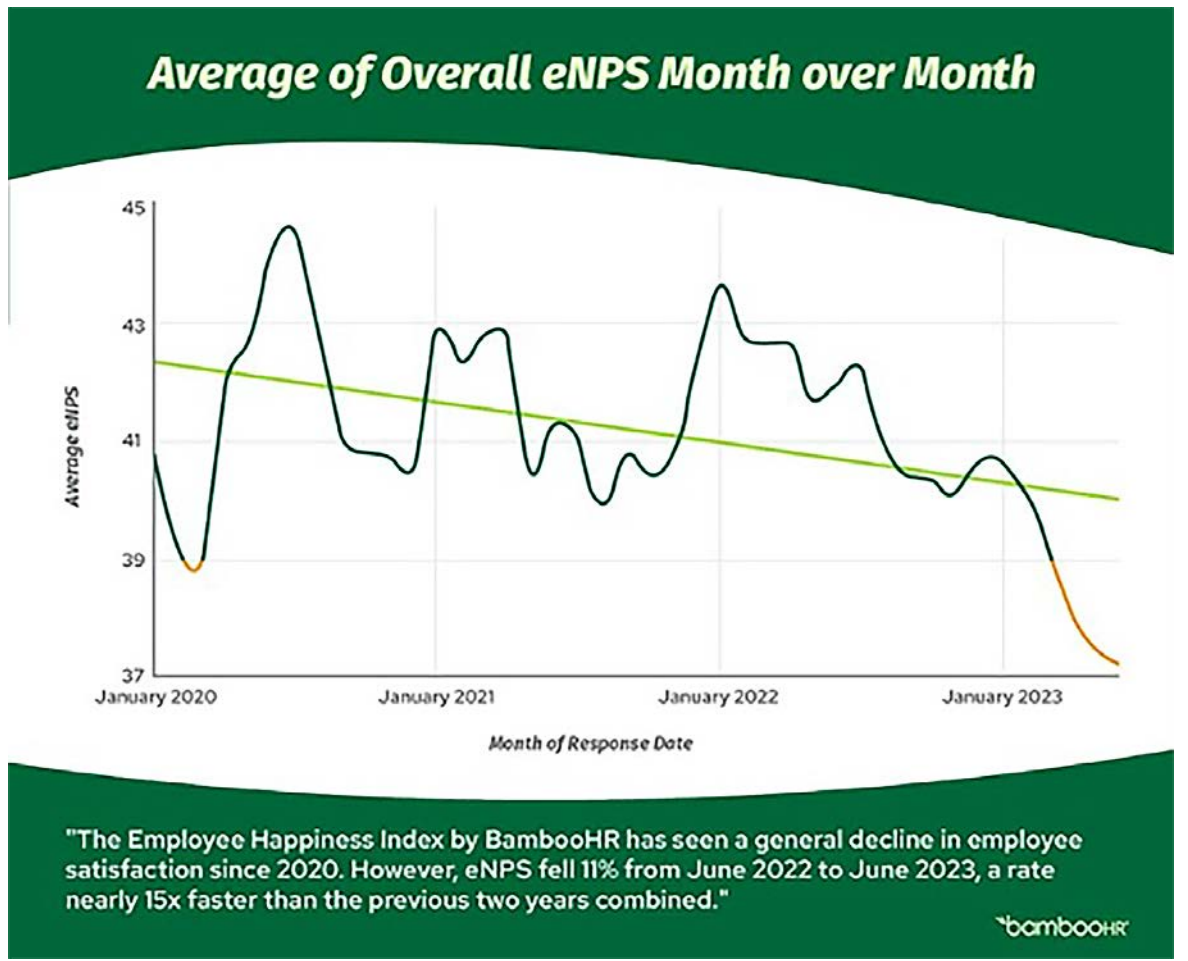
“HR is often viewed solely as a tactical administrative function without any meaningful metrics,” said Anita

Grantham, head of human resources at Bamboo. “However, any leadership team that is only tracking sales and marketing performance is being irresponsible and overlooking their largest cost center: their people. ENPS is one of many tools businesses need to track their organization’s health and catch problems quickly and thoughtfully. When margins shrink, it’s easy to get reactionary, but playing the long game and taking care of your employees is always good business.”

The new report, “In 2023, Employees are Unhappier Than Ever. Why?,” contains the full details of the second quarter

2023 Employee Happiness Index, complete with charts and industry-specific breakdowns for construction, tech, finance, nonprofit, food and beverage, travel and hospitality, education and healthcare.

All source data is from BambooHR’s eNPS platform gathered between January 2020 and June 2023, and includes more than 1,600 companies, tracking over 57,000 unique employees’ responses from small and medium-sized organizations within the U.S. and internationally. The data analyzed includes more than 1.4 billion self-reported eNPS scores since January 2020.



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Work Daze

How to start up and blow up a second career

Cheer up, ye ancient ones, 40 and above.

The life sentence that is your first career has been commuted.

Says who? Says career coach Octavia Goredema, author of “4 Strategies to Prepare for a Late-Career Shift” in the *Harvard Business Review*.

Happy with your current career? OK, but let’s be honest: Who has not paused on the way to the top of their chosen profession to ask, “Is that all there is?”

(It is, but don’t quote me.)

Once you’ve noticed that the grass is greener on the other side of the fence and decided that the perfect person to mow that grass is you, you’ll need an entry-level position. Considering that you’re competing with people who are cheaper to hire, easier to train and have many more years to go before reaching their “sell-by date,” you will need guidance.

This is where Goredema comes in. I’m following close behind, just to make sure you

don’t do anything you’ll regret, like wasting your precious time reading this column.

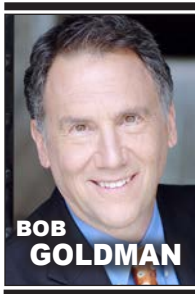
No. 1: Own your age enthusiastically.

“Thirty-eight percent of hiring managers admitted reviewing an applicant’s resume with bias against their age,” according to a ResumeBuilder survey. The other 62 percent would happily hire old people if they would agree to keep their teeth in during client meetings and hide in the supply closet when top executives visit.

Nonetheless, “when you believe in yourself and are excited by your journey, it becomes infectious.” You know, like the symptoms of Dengue fever the hiring manager will experience when they discover how old you really are.

However you handle the age issue, you are advised to create a “career-change elevator pitch.”

Here’s mine: “Please push seven. My finger is sore. It’s the arthritis. What did you say?”



BOB GOLDMAN

I forgot my hearing aids and I can’t hear a thing. We had real elevators in my day, with elevator operators who wore uniforms. Did I ask you to push seven? I can’t remember.”

If that doesn’t put an end to your journey, I don’t know what will.

No. 2: Identify multigenerational connections within your network.

Sure, you can hunt for “early- or mid-career professionals” who will “have valuable insights into what it takes to enter the industry and grow.” Who wouldn’t be happy to help an old codger who wants their job and will work for a whole lot less?

My advice is to cultivate friendships with no-career professionals. You’ll find these “reverse mentors” at comic-book conventions and Metallica concerts. You won’t learn much about your new industry, but you will find out how young people talk today, with expressions like “wassup” and “grinchy” and “23-skidoo.”

Slip these groovy expressions into your interviews and

the hiring manager is sure to say, “You’re the cat’s pajamas!”

No. 3: 10X your job search.

Author Grant Cardone suggests you supersize the amount of work it will take to start a new career by 10 times. Think you’ll need 20 informational interviews? Plan on doing 200. It’s easy. Simply ask each person in your initial list of 20 to “recommend two or three people who I should speak to; then ask the new connections you’ve added to do the same thing.” And so forth and so on until simple math tells you that you’ve got a contact list that includes each of the 8,045,311,447 human beings on earth.

But don’t contact me. I’ll be napping.

No. 4: Practice your answers to tough questions.

You surely will be asked “how your previous skillset and background aligns with this specific role.”

Formulate an answer that highlights your mastery of basic job skills, like buttering up a manager, avoiding difficult assignments and casting blame on

co-workers when everything goes wrong.

Make video recordings of your responses so you can “observe your body language.” If you sense the interview is not going well, you may find your answers are best delivered — and your wrinkles best hidden — if you interrupt the interview to clutch your heart, slip off the chair and fall face-down on the floor.

This will take the focus off your aging countenance, and you can lick the hiring manager’s boots at the same time.

Most important of all: Do not grow discouraged. As the EMTs carry you away, remain optimistic and committed to your belief that you are one old dog who can still learn new tricks. And if you can’t be optimistic, remember that when it comes to learning new tricks, there’s no dog better at howling at the moon.

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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Logan-based **Juniper Systems Inc.**, a manufacturer of rugged tablets, handheld computers, mapping software and GPS receivers, has introduced its **Mesa Pro Rugged Tablet**. The new device carries a dustproof and waterproof rating of IP68 which means it can be submerged in water for an extended period without damage. It is the only such-rated tablet that uses an active cooling fan to cool the system's processor.

"This is a big moment for Juniper Systems," said **Darren Hellstern**, Mesa Pro product manager at Juniper Systems. "We have a long history of offering IP68 on our rugged products. A lot of time and hard work has gone into securing the rating for Mesa Pro.

Achieving this rating of ingress protection against water and dust in a tablet with a fan is an engineering challenge. Our team was up for that challenge and delivered for our customers."

The Mesa Pro features 11th Generation Intel Core processors, a Microsoft Windows 11 operating system, device customization options, a large sunlight-readable display and the company's Juniper Rugged design.

Hellstern said the Mesa Pro is ideal for industries like construction, utility mapping, manufacturing, field service, geomatics and mining. It adapts to environments like in-cab mounting.

"Mesa Pro is a powerful laptop replacement for those who are looking for a more robust computer to fit their work needs," Hellstern said. "Whether it is in the office or in the field, the Mesa Pro offers everything mobile workers need in a rugged computer."

The new Mesa Pro is available on the Juniper Systems website at <https://junipersys.com>.

Sentient, a Park City provider of aesthetic care products, has received U.S. Food and Drug Administration approval for **Tixel by Sentient**, its non-invasive skin resurfacing technology for the treatment of periorbital wrinkles. Commonly known as "crow's feet," periorbital wrinkles are fine lines that appear around the eyes. Tixel delivers short bursts of thermal energy into the skin's surface without damaging the deeper tissues. When briefly applied to the skin, the device transfers thermal energy directly to its top layers, creating controlled micro-damage that stimulates collagen production and rejuvenates the skin's appearance. "The FDA's approval for treating periorbital wrinkles with Tixel by Sentient is a game-changer for



patients and for the aesthetics industry," said **Chris Cella**, CEO of Sentient. "It reaffirms Sentient's dedication to innovation and delivering safe and effective outcomes for our patients."

Beanstalk LLC, a Salt Lake City tech startup, has launched its **Beanstalk life experience platform**, now available on Apple App and Google Play stores. The free platform gives users a chance to share experiences in their "bucket lists" of interest while also learning from and sharing in the experiences of others.



Businesses and influencers can sponsor content in the categories they support and to obtain to advertise the availability of tours, tickets, menu items and opportunities. Participants provide star ratings, cost of experiences and reviews of the experiences they've had. "At its core, Beanstalk exists to encourage users to experience their lives more deeply, and to see the value of supporting one another through positive online interactions," said **Stan Dalton**, Beanstalk founder. "The platform is changing the way we see and support each other."

American Fork-based data and business intelligence company **Domo** has introduced **Domo.AI**, a portfolio of artificial intelligence (AI) services, powered by the company's data experience platform. With Domo.AI, Domo users can access and capitalize on the possibilities of AI and have meaningful AI-powered experiences that help them multiply their impact on the business, the company said. With Domo.AI, users can manage,



deploy and optimize AI and machine learning (ML) models. "Our approach is rooted in the understanding that every business has unique needs and challenges that require flexibility and adaptability," said **Daren Thayne**, chief technology officer and executive vice president of product at Domo. "Customer-use cases for AI+ data have as many variations as there are companies and employee roles. The Domo platform is purpose-built to deliver on this need for unique data experiences."

Flashlight Learning, an educational solutions provider located in Draper, has announced the launch of **Flashlight 360**, a speaking and writing progress monitoring tool for multilingual students and teachers. Designed exclusively for language learners and their teachers, Flashlight 360 delivered a positive impact on students' language development and confidence, the company said. "Flashlight Learning was founded to give teachers tools to provide students with feedback on their productive language," said Flashlight Learning CEO **Justin Hewett**. "We wanted to make it easy for students to showcase their linguistic repertoire. Teachers across the nation are excited to have a tool designed specifically for them, that makes it easy and effective to reach all of their students." During its soft launch,



Flashlight 360 was implemented in over 30 states, across more than 200 districts serving over 50,000 students.

Inside Real Estate, a Murray-based independent real estate software company, has released **btPro**, a customer relationship management tool for real estate agents and teams. The product was produced in tandem with BoomTown, a real estate software company recently acquired by Inside Real Estate. "We are thrilled to share the first of many exciting wins the combination of Inside Real Estate and Boomtown brings to the industry," said **Joe Skousen**, CEO of Inside Real Estate. "The first of many releases for the btPRO solution empowers top real estate teams like never before by uniting the best technology, unparalleled services and unique experiences that allow top-producing teams to thrive and maximize their results." Skousen said btPRO will continue to evolve with more innovative tools to set teams apart from their competition and drive real business results.



Weave, a customer experience platform for small and medium-sized healthcare businesses, has launched **Email Assistant**. The Lehi company said Email Assistant provides an innovative way for healthcare providers to communicate and connect with their patients and clients. By inputting the themes that need to be covered in the email, the product will generate the email text in a matter of seconds, which can then be edited before sending. This tool allows healthcare providers to create, personalize and automate email marketing campaigns. "With digital marketing becoming an essential part of running a healthcare business, it's important to provide simple and effective AI-driven solutions to our customers," said **Branden Neish**, chief product and technology officer at Weave. "With Email Assistant, we reduce both the time requirement and anxiety often associated with creating an email marketing campaign."



Qualtrics, a Provo-based experience management platform, has announced the launch of the **Qualtrics Complaints and Grievances** solution to enhance how healthcare organizations approach quality-of-care improvements. The solution will allow the XM Platform better manage patient feedback cycles with holistic listening and actionable insights that improve the patient experience, build emotional connections and ease the regulatory burden, Qualtrics said. "Imagine the emotional impact a healthcare experience has to have on someone for them to write out a two-page letter about it. Part of how we achieve a reduction in harm is being inclusive of emotional harm — not just physical harm — and complaints and grievances are a key data source," said **Dr. Adrienne Boissy**, Qualtrics chief medical officer. "With the Qualtrics Complaints and Grievances solution, we take one massive step forward to holistic listening."



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Industry Briefs

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

CONSTRUCTION

- **Granite**, a California-based company, has been selected as construction manager/general contractor for a project to fortify and modernize the **Deer Creek Dam and Reservoir** in Heber Valley. The approximately \$73 million project was awarded and funded by the Provo River Water Users Association. Granite's work includes adding a bypass intake onto the existing infrastructure, which will permit the PRWUA to shut down the existing intake for the first time since it was constructed over 80 years ago. This will allow for the rehabilitation of the existing guard gates that also haven't been inspected for more than 80 years. If the water quality changes in the future, PRWUA will be able to draw from two different elevations to help ensure the water quality feeding the river below the dam remains high. The project is expected to be completed in March 2026.

DIVIDENDS

- The board of directors of **LifeVantage Corp.**, based in Salt Lake City, has approved a quarterly dividend of 3.5 cents per share of common stock. The dividend will be paid Sept. 22 to stockholders of record Sept. 8. LifeVantage identifies, researches, develops, formulates and sells nutrigenomic activators, dietary supplements, nootropics, pre- and pro-biotics, weight management, skin and hair care, bath and body, and targeted relief products.

ECONOMIC INDICATORS

- **Annual pay** in Utah increased 6.9 percent in August, compared with a year earlier, according to a study by **ADP**. It was down from 7.2 percent in July. The Utah median annual salary in August was \$50,500 for workers who had stayed in their role for the past 12 months. Nationally, the year-over-year median change in annual pay was 5.9 percent and the median annual pay was \$57,700 for those workers. Utah's year-over-year increase was No. 9 nationally. Wyoming had the largest increase, at 8.5 percent.

- The cost of **owning and operating a new car** in Utah is \$12,253, according to **AAA's** annual "Your Driving Costs" data. Nationally, after taking into account the costs associated with fuel, maintenance, insurance and

depreciation, the average yearly expense of a new car is \$12,182 per year, or \$1,015 per month. That's a 12 percent jump over 2022 when costs were \$10,728 per year, or \$894 per month. **AAA** attributed the national increase primarily to global supply chain issues and limited inventory.

- **Salt Lake City** is ranked No. 23 and **West Valley City** is No. 191 on a list of "**Best Cities for Surviving a Zombie Apocalypse**," compiled by **Lawn Love**. It compared the 200 biggest U.S. cities based on five zombie survival categories: vulnerability, hideouts, supplies, protection and mobility. It considered population density, access to "bunkers," and hunting gear stores, for example, among 30 total metrics. The top-ranked city is Houston. The No. 200 city is Miramar, Florida. Details are at <https://lawnlove.com/blog/best-cities-zombie-preparedness/#rankings>.

EDUCATION/TRAINING

- **Davis Technical College** and the **Utah Department of Corrections** have launched three certification programs for women at the Utah State Correctional Facility. The programs, which include automation and robotics, information technology, and web and graphic design, are designed to provide skills and knowledge to help incarcerated women transition back into their communities. The programs are part of a larger effort by UDC and Davis Tech to provide incarcerated individuals with the skills and knowledge they need to succeed upon their release.

ENERGY

- **American Battery Factory Inc.**, an American Fork-based battery manufacturer developing the first network of lithium iron phosphate battery cell gigafactories in the United States, has hired **Jun Liu** as chief scientist to lead and support all aspects of **ABF's** research and development.



Jun Liu

In addition to his role at **ABF**, Liu serves as the director for the Innovation Center for the Battery500 Consortium, Washington Research Foundation Innovation Chair in Clean Energy, Campbell Chair of Materials Science & Engineering, and Battelle Fellow at the Pacific Northwest National Laboratory. Liu has more than 30 years of leadership and experience, ranging from his roles as department manager for chemical synthesis and nanomaterials at Sandia, the

thrust leader for complex materials for the Integrated Center for Nanotechnologies, and lead scientist for cross-cutting sciences for the Joint Center for Energy Storage Research.

GOVERNMENT

- The **Salt Lake City Council** has approved a \$100,000 Economic Development Loan Fund loan for **Leavity LLC**, a new, locally owned bakery business at 47 Orange St. Working with the Business Development Division of the Department of Economic Development, Leavity received the loan to assist with funding the purchase of equipment and working capital previously owned by Bread Riot, a local Salt Lake City sourdough bread bakery that ceased operations in late 2022. Leavity will take over the Bread Riot brand, equipment and location and continue making bread, focusing on wholesale sales to local markets. Leavity is owned and operated by Todd Bradley.

- **Salt Lake City** has announced that construction will begin in September at two intersections: 2100 South in Sugar House at 1300 East and Highland Drive. Through October, the Highland Drive/2100 South intersection will be reduced to one lane in all directions with limited left turns while crews replace deep underground utilities and reconstruct the intersection as part of the Highland Drive/1100 East project. Construction to replace a 100-year-old sewer line between 1400 East and Highland Drive will also begin with impacts to the 1300 East/2100 South intersection. Sewer replacement will continue west toward Highland Drive and extend east of 1400 East to Yuma Street later this year through 2024. More information about the impacts is available at [HighlandSLC.org](https://www.sl.gov/utilities/projects/2100-south/), <https://www.sl.gov/utilities/projects/2100-south/> and by following @SLCMoves and @SLCPU on social media.

- The **Salt Lake City Mayor's Office**, the **Department of Airports** and **Salt Lake City-Utah Committee for the Games** have partnered to unveil the resurrected **Hoberman Arch** at Salt Lake City International Airport's exit to welcome travelers to Salt Lake City. The arch was an iconic structure that served as the backdrop of the medals plaza stage during the 2002 Olympic and Paralympic Winter Games. The arch is a mechanical curtain that at the time of its construction was the largest unfolding structure in the world.



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HEALTHCARE

- **Co-Diagnostics Inc.**, a Salt Lake City-based molecular diagnostics company, has hired **Ivory Chang** as chief regulatory affairs officer. Chang's regulatory affairs experience has included time spent with Roche, Boston Scientific, BD Biosciences, Cepheid, Thermo Fisher Scientific and others. Her background has involved regulatory and registration submissions to major regulatory bodies around the world for infectious disease, oncology, point-of-care, in vitro diagnostics and software diagnostic products.

- **Nursa**, a Salt Lake City-based company offering a nationwide platform facilitating nursing talent for per diem shifts, has announced the completion of its executive leadership team following an \$80 million Series B funding raise led by **Drive Capital** and joined by existing partners **Pelion** and **Kickstart**. The company has added **Amanda Duke** as chief revenue officer. Duke has more than 20 years of leadership experience in sales, account management and business development within the healthcare industry and is a former registered nurse. **Melissa Matross** is the company's new chief product officer. Matross has nearly 20 years of leadership experience in product management and user experience across enterprise and consumer platforms. She most recently served as the senior vice president of product management on service cloud and senior vice president of product design and user experience for the sales cloud portfolio at Salesforce. Earlier, she held senior product and user experience leadership roles at Rodan+Fields and Hotwire (Expedia). **Brad Taylor**, the company's new chief technology officer, has led teams across a variety of industries, including healthcare, accessibility, gaming and payments throughout his

20-year career. Most recently, he served as chief technology officer at Galileo Health and previously led multiple engineering verticals at Marqeta through its IPO. Early in his career, Taylor led the development of the world's first open-source electronic medical record, OpenVista CIS, while at Medsphere. Founded in 2019, Nursa has nearly 300 employees at its headquarters and in remote positions. Its community includes more than 1,300 facilities and 95,000 nurses nationwide.

- **Amare Global**, a company focused on mental wellness, has appointed **Skyleur Steffensen** to general manager of the United States, appointed **Yiru Zhou** to regional vice president of Asia, and promoted **Andrea Neipp** to



Skyleur Steffensen



Yiru Zhou



Andrea Neipp

executive vice president of global marketing. She will continue to oversee the global marketing organization with responsibility for building the brand, providing marketing tools to field leaders, and driving customer demand in Amare's 50 markets around the world. Neipp has over 20 years of marketing and business strategy experience and has worked with lifestyle and wellness brands including Oakley, Adidas, Zarbee's, Aveda and Young Living.

HOSPITALITY

- **Lodging Dynamics Hospitality Group**, a Provo-based hotel management company, has been appointed to manage the **Hilton Garden Inn** and the **Homewood Suites by Hilton Los Angeles/Redondo Beach**. Financial terms were not

see BRIEFS next page

Industry Briefs

from previous page

disclosed. The hotels are two of several Southern California hotels developed and owned by Mogul Capital. They are located side by side. The Hilton Garden Inn has 147 rooms. The Homewood Suites has 184 suites.

- A Utah-based private investor has acquired a 156-room hotel portfolio in Cedar City. The announcement was made by the **Mogharebi Group**, which advised the seller on the transaction. The unidentified investor paid \$8.9 million for the portfolio, which consists of a 106-room **Quality Inn** and a 50-room **America's Best Value Inn** on North 1100 West. Built in 1984 and renovated in 2014, the Quality Inn at 250 N. 1100 W. consists of two-story buildings situated on three parcels totaling 2.03 acres. Built in 1998 and renovated in 2004, the America's Best Value Inn at 333 N. 1100 W. consists of a two-story building situated on two parcels totaling 1.69 acres. The property was co-listed with Kip Paul, vice chairman of investment sales with **Cushman & Wakefield**.

INVESTMENTS

- **Qualiti.ai**, a Lehi-based company offering software test automation, has closed a \$6.5 million seed round. **Sierra**

Ventures led the funding round, with participation from **Epic Ventures**. Qualiti uses AI to test any software product without human input. Qualiti said it will use the funding to expand sales and its engineering team.

- **Rasa Legal Public Benefit Corp.**, a Salt Lake City-based company focused on affordable criminal record expungement, has raised an additional \$1.1 million in an over-subscribed pre-seed extension funding round. New investors include **Acumen America**, **Sorenson Impact Foundation**, **Dream.org** and **GoodLight Capital**. Since it launched in September 2022, Rasa has helped more than 8,000 people with Utah records determine their eligibility for expungement, and the company has more than 2,000 cases currently moving through the criminal record expungement process. Rasa will now expand into several more states.

- **Tower Arch Capital**, Salt Lake City, has announced that it has recapitalized **TD&I Cable Maintenance LLC** in partnership with its founders, Tim and Debbie Stanke, and management team Donavin Berg, Jeff Antonuk, Spencer Pannhoff and Carroll Wheaton. Founded in 1987 and headquartered in Minnesota, TD&I provides directional drilling, trenching and other related infrastructure services for the installation and maintenance of fiber optic networks and other

infrastructure. TD&I's customers consist of national, regional and local telecom providers and utility cooperatives, tech companies and municipalities. Terms of the transaction were not disclosed. Financing for the transaction was provided by **Zions Bank** and **Hillcrest Bank**. Advisors for Tower Arch Capital included **Gibson, Dunn & Crutcher LLP** and **BDO USA LLP**. Advisors for TD&I included **Hennepin Partners** and **Fabyanske, Westra, Hart & Thomson PA**.

- **Maddix Capital Services Fund II**, a Lehi-based private equity fund, has launched to infuse funds into scalable, service-based investments. Thirty percent of the fund has been soft-committed, with plans to segment the remainder among family offices, ultra-high-net-worth individuals and institutional investors. Maddix Services is a target \$125-plus million closed-end fund (\$100 million in equity plus a \$25 million opportunistic credit piece).

- **Baird**, an employee-owned, international wealth management, asset management, investment banking/capital markets and private equity firm, has added three advisors to its wealth management office in Salt Lake City: **Greg Aiken**, **Ben Blake** and **Jonathon Bult**. Aiken and Blake will both serve as a director and financial advisor; Bult will serve as a vice president and financial advisor. They come to Baird from Zions Wealth Advisors. Aiken has 21 years of industry experience. He graduated from the University of Utah with a bachelor's degree in economics. Blake has 18 years of industry experience. He earned a bachelor's degree in economics from Brigham Young University and an Executive MBA from the University of Utah. Bult has nearly a decade of industry experience. He graduated with a bachelor's degree in finance from the University of Utah and an MBA from Utah State University. Baird's Private Wealth Management business



Greg Aiken



Ben Blake



Jonathon Bult

encompasses more than 1,300 financial advisors serving clients from over 160 locations in 33 states.

- **RevRoad**, a Provo-based venture services firm, has appointed **Jenney Rees** as chief operating officer. Rees has experience in both the public and private sectors. In the public sector, she served as an executive director in the Utah governor's cabinet, leading a state agency



Jenney Rees

with over 1,300 employees across nine divisions. She also served as both a member of the city council and mayor of Cedar Hills. In the private sector, Rees worked at MediConnect Global. More recently, Rees has been serving as chief operating officer of Orkid. She will continue to support Orkid through its initial launch.

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PHILANTHROPY

- The **CommonSpirit Health** Colorado/Kansas/Utah Division has announced that 48 organizations, including eight nonprofits in Utah, will receive funds through its \$5 million **Health Equity & Advancement Fund**. The program, which was created in 2021 and has awarded more than \$11 million to date, helps support local organizations that meet the mental health, food security, and social justice and health equity needs in Colorado, Kansas and Utah. The fund awarded grants that ranged between \$50,000 and \$150,000 and to programs that serve diverse and underserved populations. Additionally, the program collaborated with existing regional partners to increase social impact, including Russell Wilson and Ciara's Why Not You Foundation and the Denver

Broncos Foundation. Grant recipients in Utah are **Adopt-A-Native-Elder**, Salt Lake City; **Alliance Community Services**, Salt Lake City; **Family Promise of Ogden**; **Midvale Community Building Community**; **Navajo Strong**, Lehi; **Ogden Valley Adaptive Sports**; **Red Barn Farms**, Farmington; and **The Children's Center Utah**, West Valley City. CommonSpirit operates 142 hospitals and more than 2,200 care sites across 24 states. The Colorado/Kansas/Utah Division includes 20 hospitals, 240 physician practices and clinics, emergency and urgent care centers, home care and hospice services, and Flight For Life Colorado.

- The **Security Service Charitable Foundation**, the charitable arm of Security Service Federal Credit Union, has donated a total of \$17,500 to four nonprofit organizations in Utah. The organizations help the community with a variety of causes from providing major appliances to providing assistive technology like hearing aids. The donations went to **Children's Justice Center**, **Dove Center**, **Utah Schools for the Deaf** and the **Blind Education Foundation**, and **YCC Family Crisis Center**.

REAL ESTATE

- **Mountain West Commercial Real Estate**, a Salt Lake City-based commercial real estate brokerage, has appointed **Rich Lachowsky** as head of research. Lachowsky will spearhead research initiatives throughout the Intermountain West region of the U.S. His experience spans over two decades and includes being a research director, where he not only managed research but also supervised GIS, marketing and research operations.



Rich Lachowsky

RECOGNITIONS

- **Elite Turf Supply**, a Lindon-based artificial-turf supplier, has won the annual "**Small Business Spotlight**" contest hosted by **America First Credit Union** and the **Utah Jazz**. The company will receive a single-season sponsorship agreement with the Utah Jazz valued at about \$200,000. Other finalists from about 150 entries were **Caffé Molise**, **Intergalactic**, **Modelic**, **Premier Day Spa** and **Utah Sunrooms LLC**.



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Altabank EVERYDAY ENTREPRENEUR PROGRAM

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

KeyBank BUSINESS ACCELERATOR

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

clearlink BUSINESS MASTERY

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

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LOGISTICS COMPANIES

Ranked by Number of Full-Time Utah Employees

SALT LAKE
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Company Name Address	Phone Web	Number of Utah Employees	2022 Revenue	Services Offered	Industries Served	Notable Clients	Year Est.	Top Local Executive
1 England Logistics 1325 S. 4700 W. SLC, UT 84104	801-656-4500 englandlogistics.com	386	\$490M	Non-asset-based transportation solutions	Full truckload, less- than-truckload, supply chain management, temp-controlled less-than- truckload, intermodal, parcel	*	1997	Jason Beardall
2 Godfrey Trucking 6173 W. 2100 S. West Valley City, UT 84123	801-972-0660 godfreytrucking .com	150	*	Full logistics & transportation of goods	All industries needing logistics or shipping	R.C. Willey, Post	1965	Scott Godfrey
3 Data2Logistics LLC 7090 Union Park Ave. Midvale, UT 84047	801-287-8400 data2logistics.com	101	\$22M	Freight audit & payment, business intelligence, transportation data analytics, advisory services	Services for clients in all industries, globally	Cisco Systems, Navistar, General Dynamics, 3M, Michael Kors plus hundreds more	1962	David Schembri CEO
4 DST Distributors Inc. 444 W. Spring Creek Place Springville, UT 84663	801-491-3781 www.dstdelivers.com	46	\$10M	Trucking, warehouse & storage	Packaging, bottling, warehouse solutions	*	1986	D. Scott Tollestrup
5 Arrow Moving & Storage Co. of Utah 3960 S. 300 W. SLC, UT 84107	801-263-5342 arrowmoving.net	43	\$5.2M	Moving, relocation, warehousing, logistics, first/last mile	Residential, commercial, hospitality, logistics	U.S. Dept. of Justice, University of Utah, Hill AFB	2000	Lance Allen General Manager
6 Sharp Logistics Inc. 390 N. 900 E. Wellsville, UT 84339	435-245-6053 sharptrucking.com	10	\$33.9M	Logistics	Food, beverage, packaging, sporting goods	Industrial Container, Quality Container, Price Container, Little Dutch Boy, Aaron Packaging, Marco Polo	2000	Zan Sharp
7 DMC Logistics LLC 4921 Chappell Drive NE Albuquerque, NM 87107	505-344-9898 ext. 3 salesinfo@ dmc-logistics.com	5	*	Same/next day, scheduled on-demand, conjunctive, dedicated, distribution, line hauls, 3PL partnering	National retail, wholesale pharmaceuticals, payroll, finance and medical lab specimen industries	*	1986	Mike Adams Site Operations Manager
8 New Prime Inc. 3720 W. 800 S. SLC, UT 84104	417-866-0001 primeinc.com	*	\$517.6M	Transportation	Reefer, flatbed, tanker, intermodal	*	1970	Robert E. Low





Utah's *Voice in* TRUCKING

The Mission:

The Utah Trucking Association is committed to providing the leadership, representation and education necessary to support its members in fulfilling their mission in the secure movement of America's freight. Providing well-trained and safe drivers, running profitable companies, and being responsible citizens in the communities of Utah and the Nation.



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- Log Book Training
- HazMat
- Brake Certification
- Quickbooks
- 401k Advisory
- Health Insurance Advisory

Discounts on Supplies/Forms:

- Log Books
- Vehicle Inspection Reports
- Federal Regulations Manuals
- Placards
- Medical Forms
- Emergency Response Guidebooks

Industry Publications and Website:

- Weekly Newsletter- "Truckin' Hot News"
- Bi-monthly magazine- "Utah's Voice in Trucking"

Advocating for the Utah trucking industry:

- Utah State Legislature
- Governor's Office
- Federal Congress and Senate bodies

Discounts on Services:

- Discount on Workman's Compensation premiums
- Association Employer Sponsored 401k Plan
- J.J.Keller Regulatory and Compliance Products
- Discounts on UPS Shipping
- Discount on Xilac Phone Systems
- Discount on NetWize, Hardware and Software Support

Events:

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- Safety Awards Banquet
- Driver Awards Banquet
- Safety Management Council Meeting
- Trucking Driving Championship
- Monthly meetings in Southern, Northern and Basin Utah

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TRUCKING COMPANIES

Ranked by Number Of Power Units 2022

SALT LAKE
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	Company Name Address	Phone Web	No. Power Units 2022	Gross Utah Sales 2022	Number of Flatbeds	Number of Refrigerated Vans	Number of Tank Trailers	Number of Dry Vans	Full-Load Carrier?	Less-Than- Truckload Carrier?	2022 Miles	No. of Utah Employees	President/CEO
1	C.R. England Inc. 4701 W. 2100 S. SLC, UT 84120	800-453-8826 crengland.com	3,891	\$1.844B	273	3,384	1,498 Intermodal Containers	1,986	Y	Y	390M	Office— 1,100 Drivers— 4,900	Dan England, Chairman Chad England, CEO Josh England, President
2	Pride Transport Inc. 5499 W. 2455 S. SLC, UT 84120	801-972-8890 pridetransport.com	530	\$134M	0	700	0	100	Y	Y	52.9M	631	Jay England, President Ian Peterson, CEO
3	Sharp Transportation Inc. 390 N. 900 E. Wellsville, UT 84339	435-245-6053 sharptrucking.com	245	\$59.9M	0	140	0	380	Y	N	19.46M	170	Zan Sharp
4	L.W. Miller Companies 1050 W. 200 N. Logan, UT 84321	435-753-8350 lwmillier.com	125	\$65M	0	165	80	0	Y	N	16.13M	300	Rex L. Miller
5	Godfrey Trucking Inc. 6173 W. 2110 S. West Valley City, UT 84128	801-972-0660 godfreytrucking.com	120	*	5	0	0	400	Y	Y	12M	150	Scott Godfrey
6	Sinclair Trucking Co. 550 E. South Temple SLC, UT 84102	801-524-2700 sinclairoil.com	89	\$4.43M	0	0	124	0	Y	N	1.45M	25	Mark Petersen President
7	Parke Cox Trucking Co. Inc. P.O. Box 911717 St. George, UT 84791	435-628-0886 coxtrucking.com	80	\$19.4M	22	0	0	292	Y	Y	9.1M	115	Donald L. Cox David P. Cox
8	Double D Distribution Inc. 1550 S. Distribution Drive SLC, UT 84104	801-364-6565 doubleddistribution.com	38	\$8.26M	2	1	69	12	Y	N	2.78M	35	Mark Droubay
9	GEOdyne Transport 1235 S. 3200 W. SLC, UT 84104	801-575-1110 geodyne.net	27	\$7.5M	0	12	87	0	Y	N	2.2M	25	Jaden Kemp President
10	Bakston Freight Systems Inc. 1522 E. Commerce Drive St. George, UT 84790	435-673-7971 bakston.com	19	\$3.9M	0	0	0	58	Y	Y	440K	29	Jed S. Johnston President
11	New Prime Inc. 3720 W. 800 S. SLC, UT 84104	417-866-0001 primeinc.com	*	\$162M	1,273	9,612	486	0	Y	N	\$1.02B	1,694	Robert Low
12	James H. Clark & Son Inc. 4100 S. 663 W. SLC, UT 84123	801-266-9322 jameshclark.com	*	*	*	*	*	*	*	*	*	*	Gregory D. McCandless

SALT LAKE **BUSINESS JOURNAL**

*Did not disclose. Please note that some firms chose not to respond, or failed to respond in time to our inquiries. All rights reserved. Copyright 2023 by Salt Lake Business Journal. The Business Journal strives for accuracy in its list publications. If you see errors or omissions in this list, please contact us at lists@slenterprise.com.



Qualtrics report: 'Quiet quitting' showed up in employee surveys last year

Fewer employees say they are motivated to go above and beyond at work, or were inspired to do their best work, according to the latest employee engagement benchmark data from Provo-based experience management platform Qualtrics.

The new data — aggregated from thousands of global engagement surveys administered in 2022 — shows symptoms of burnout and a significant drop in confidence in leaders from 2020, when the pandemic upended workplaces around the world.

Even in the midst of a softening global economy and tightening job market, employees were willing to tell their employers that they were struggling, and if something didn't change, they may look for a new job. Labor productivity also reflected this drop in motivation, with business productivity in 2022 seeing one of the biggest declines in decades, according to the United States Bu-

reau of Labor Statistics.

"This is an example of where the data backs up the zeitgeist and buzzwords like 'quiet quitting' — employees are struggling and looking for ways to improve their relationship with work," said Sarah Marrs, director of employee experience strategy execution at Qualtrics. "As leaders focus on productivity, listening to employees can help create a better workplace experience with employees that are both productive and engaged."

The findings represent 19 million employee responses to their companies' employee experience surveys. The responses span 865 companies, including companies among the Fortune 500 and FTSE 100, and offer a unique look at what employees are reporting to company leaders around the world about their engagement and experiences with work.

Employees saw a significant

drop-off in motivation in Germany, according to the Qualtrics data, while employees in the United States and Australia are among the most motivated and saw small declines in motivation.

In the early days of the pandemic, the world saw people band together to support each other, including among employees. The share of global employees who said they were willing to put in extra effort beyond what's expected of them jumped from 77 percent in 2019 to 89 percent in 2020. Since then though, that percentage has declined and is now below that pre-pandemic level.

Workers are also signaling a change in their overall relationship with work compared with pre-pandemic norms. Seventy-one percent of workers said their organization inspired them to do their best work in 2022, down from 75 percent in 2019.

"Employees are pulling back as they're not seeing rewards

from their efforts," said Marrs. "Of course, in a tighter economy, pay is a top factor in what people are looking for from a job, but employers should never underestimate the power of fulfilling work as its own reward."

The share of employees planning to stay with their current company for three or more years fell to 68 percent, five percentage points lower than in 2020. This may be an attempt to relieve symptoms of burnout. Qualtrics research has found that 57 percent of job seekers believe a new job will help them feel less burned-out.

Employees may also be more inclined to find a new job instead of waiting for things to change as their confidence in senior leadership to make the right decisions for the company has declined. Nearly three-quarters (73 percent) of employees had confidence in senior management in 2020, but this has since fallen to 70 percent.

Growth and development are key drivers of employee engagement, and about three-quarters of global employees said they have good opportunities to learn and develop at their companies. However, just 61 percent of employees said they have a clear understanding of what steps to take to build their careers, a gap that could impact long-term employee engagement. Clearly defined career development paths can be hugely beneficial for organizations, retaining institutional knowledge from top performers and avoiding the time and expense of finding and onboarding new employees.

"Specific steps or benchmarks required to advance a career give employees concrete guidelines to measure themselves against and goals to set," said Marrs. "If employees aren't sure what it really takes to reach the next level, they may look for other opportunities with a clearer path to success."

THE POINT

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of the Mountain State Land Authority, said it will be something that Utahns "can be very proud of and enjoy for generations to come."

Jordan Teuscher, a state legislator and a co-chair of authority board, noted that the prison's razor wire and guard towers in place for over 70 years are virtually gone, "and this site that was previously isolated, closed and restricted will become open

and accessible for all Utahns to enjoy."

"The concrete that once constrained the inmates who were here," Matheson said, "is pretty much gone, leaving a blank canvas that we'll be using to build a future-focused community — one emphasizing innovation and livability, a place where people can live, work, recreate and visit in the future. ... So, in a very literal and figurative sense, we're transforming this old prison site from a place of restraint to a place of innovation and opportunity and hope

and growth."

Demolition is more than 90 percent complete, likely to be finished in October, less than a year after it began. Even before infrastructure is completed, the building of Phase 1 — what Matheson described as "the sweet spot of this project" — will begin on 100 acres in the heart of the development. It will feature shopping, retail and dining options and an Innovation District designed to nurture and generate ideas and create businesses.

Buildings there will rise as soon as 2025, Matheson said.

Teuscher said completion of Phase 1 will offer Utahns the opportunity to bike, walk, take transit or drive; to enjoy parks, trails, sporting events and picnics; choose from a range of housing options; to shop at a mix of global and local companies; and to work at high-quality jobs in high-end office space.

"Additionally, as Utah's innovation community, The Point will serve as an ecosphere that will advance cutting-edge technological innovation," he said. "It will foster a startup environment and facilitate meaningful relationships among universities, businesses and entrepreneurs, with the goal of helping to solve some of Utah's biggest challenges."

Matheson said more than 16,000 people have been involved in providing input on The Point. "And what we're proposing to build here," Walker said, "is exactly what the people said they wanted, and I'm excited for it. It's going to be amazing."

But first, the demolition

needs to be finished. More than three-fourths of the materials will be reused or recycled. A temporary crushing facility at the site will result in concrete to be used for road bases and building foundations at The Point.

Caleb Townes, Grant Mackay Demolition Co.'s senior project manager, said over 157,000 tons of material has been repurposed or reused. The amount of concrete that has been recycled could build 1,000 homes. The recycled steel is equivalent to 66 four-story structures. Over five miles of road could be built with the asphalt that has been recycled. Recycled rebar is enough to build 541 cars.

The only surviving structure will be a prison chapel built by inmates.

Infrastructure development for Phase 1 will include the installation of major utilities, a trail system and rights of way for transit.

"I know that talking about infrastructure doesn't get the blood boiling," Matheson acknowledged, "but it is important for us as really the literal laying of the groundwork for this project to happen."

Walker said the day of the tower-topping was "a great day."

"I can't think of another day, in my political life, that's more symbolic of work and effort and planning and forward thinking than this project. ... I think as this goes forward, you're going to see that it's going to be one of the great, great investments for Utah and our future, and it's going to benefit this entire state in a way that we won't even know for a long time."

AGRI-PARK

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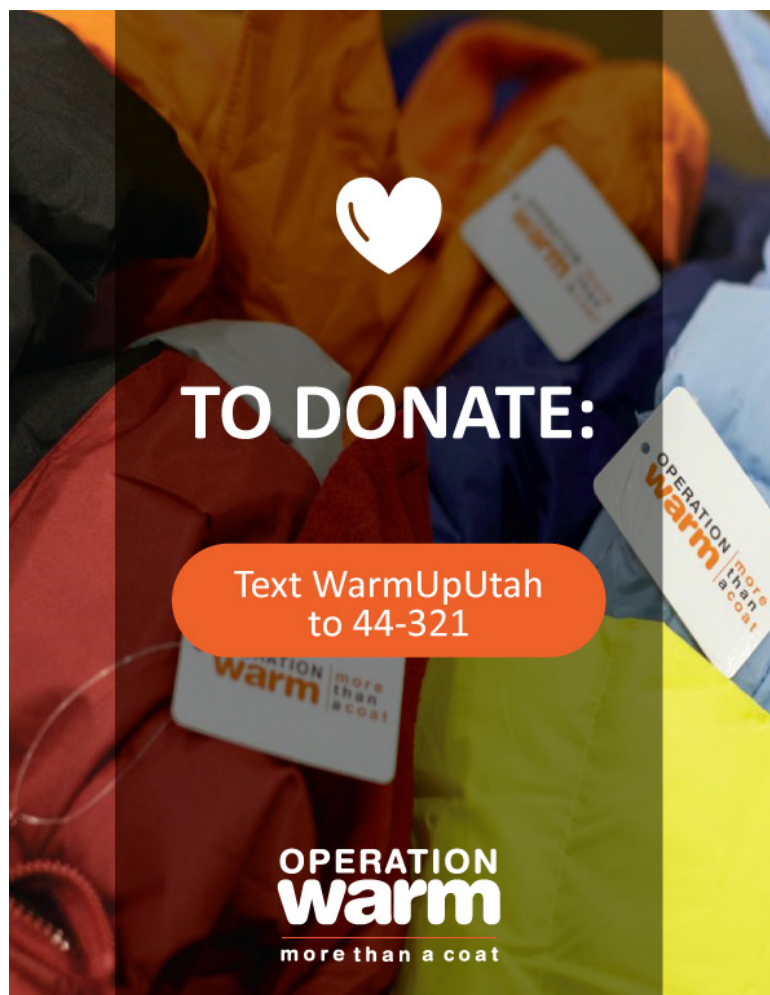
in the six-county region and Utah as a state. ... So, by bringing this processing and bringing this to the six-county region, we are opening up the global market for our producers and we are allowing them to continue their operations and continue the background of what this region really started up."

Ben Hart, UIPA's executive director, said the Agri-Park proposal is "exactly I feel like why the port was created," with the authority working to help local communities advance what is in those communities' best interest.

"This is awesome," Hart said of the proposal. "This is really an amazing project."

If approved, the Six County Agri-Park project area would become the fifth approved inland port location. It would join Salt Lake City's, which includes parts of Magna, Salt Lake City, West Valley City and Salt Lake County; the 899-acre Iron Springs Inland Port near Cedar City that is being developed, owned and operated by BZI Steel; the 2,200-acre Verk Industrial Park project area in Spanish Fork; and the Golden Spike project area totaling 1,500 acres in Garland, Tremonton, Brigham City and other parts of Box Elder County.

UIPA says that three other communities have passed resolutions inviting the port authority to create project areas: Beaver County, Tooele County and Weber County.



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.

Sept. 12, 8 a.m.-3 p.m.

Intermountain CFO & Growth Summit, an Ampleo event designed for senior executives in finance, marketing and leadership responsible for business growth. Keynote speakers are Curtis Morley, entrepreneur, author and educator, and Peter Vidmar, Olympic gold medal gymnast. Location is Utah Cultural Celebration Center, 1355 W. 3100 S., West Valley City. Registration can be completed at [Eventbrite.com](https://eventbrite.com).

Sept. 12, 10-11:30 a.m.

Virtual Member Showcase, a Park City Chamber/Bureau event in which four to five chamber members will introduce themselves and their businesses. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

Sept. 12, 11:45 a.m.-1 p.m.

Chamber Luncheon, a Point of the Mountain Chamber of Commerce event. Location is Courage Reins, 5870 W. 10400 No, Highland. Details are at [the-pointchamber.com](https://pointchamber.com).

Sept. 12, noon-1 p.m.

“Lunch and Learn” titled “Recent Developments with the EU and UK GDPR: What Tech Companies Need to Know,” presented by Mayer Brown. Speakers are Ana Hadnes Bruder, partner, Frankfurt; and Reece Randall, associate, London. In-person location is One Utah Center, 201 S. Main St., Suite 1100, Salt Lake City. Virtual connection details available upon registration. Details are at <https://connect.mayerbrown.com/460/13634/compose-email/internal-business-invitation.asp?sid=blankform>.

Sept. 12, 3-5 p.m.

“Master Class: Elevating the Employee Experience,” a Salt Lake Chamber event focusing on the strategies and techniques that can help retain top talent through workforce flexibility and innovative benefits. Presenter is Stephanie Lyon, business development consultant at StratusHR. Location is the Salt Lake Chamber, 201 S. Main St., Suite 2300, Salt Lake City. Cost is \$89. Details are at slchamber.com.

Sept. 12, 4-8 p.m.

“Exploring Possibilities” Conference, a Women’s Business Center of Utah event. Theme of the fifth annual event is “Aspire to Do Great Things.” Keynote speaker is Nicole Tanner, founder of Swig. Panel discussion participants are Tenia Wallace, Decorworx; Chelsey Durand, Yummy Tummy Sweets Bakery; Mollie Halterman, Gym on Main; and Julian Chung Espinoza, Myonetics Wellness. Event also will feature the announcement of the Southern Utah Entrepreneur of the Year. Location is Courtyard by Marriott, 1294 S. Interstate Drive, Cedar City. Cost is \$60. Details are at wbcutah.org.

Sept. 13-14, 5:30-8 p.m.

Ninth Annual “Eat Drink SLC,” hosted under a nonprofit partnership umbrella consisting of SB Dance. Event features food, live music and dance, with all proceeds to support local nonprofit organizations. Each of the two nights features a different mix of food and libation partners. Location is Tracy Aviary, Liberty Park, Salt Lake City. Cost is \$125 (must be 21 years old or older). Details are at <https://eatdrinkslc.com/>.

Sept. 13-16

DoTerra Annual Convention, featuring nearly 9,000 attendees. Event includes three general sessions announcing new products related to sleep and gut health. Sessions will also include education on the latest essential oil science and research and an overview of the continued impact the company makes with its sourcing and philanthropy projects. Location is Salt Palace Convention Center and Delta Center, Salt Lake City. Open to the public. Details are at convention.doterra.com.

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

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

Sept. 13, 9 a.m.-noon

“Doing Business with the Department of Navy,” presented by the Utah APEX Accelerator and partners. Event is a small-business workshop and one-on-one networking event. One-on-one meetings take place 1-3 p.m. Location is World Trade Center Utah, 60 E. South Temple,

Salt Lake City. Details are at <https://center-gateway.com/2/gateway/00800W/events/71129>.

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

“Let’s Do Lunch,” a South Valley Chamber of Commerce event. Speaker Josh Downs, mental performance coach, will discuss “Unpack the Weight of Mental Health in Business and Homelife.” Location is South Valley Chamber, 9800 S. Monroe St., Sandy. Cost is \$20 for members, \$25 for nonmembers. Details are at southvalleychamber.com.

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

Women in Business, a Mountain West Chamber of Commerce event. Speakers are Granger Medical CEO Dr. Mary Jane Pennington and SCO Niki Gledhill. Location is Holy Cross Hospital Jordan Valley, 3580 W. 9000 S., West Jordan. Details are at mountainwestchamber.org.

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

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

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

“AI Marketing Series,” a Small Business Development Center event taking place over five sessions ending Oct. 11. Location is Traverse Tours and Travel, 6343 Cottonwood Canyon Road, Mountain Green. Free. Details are at <https://clients.utahsbdc.org/events.aspx>.

Sept. 13, 5-7 p.m.

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

Sept. 13, 6-7:30 p.m.

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

Sept. 13, 6-8 p.m.

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

Sept. 14-15

Leadership Institute, a Davis Chamber of Commerce

event with monthly sessions September through May at various locations. Sept. 14 is kickoff meeting, 3-4:30 p.m. First session is Sept. 15, 9 a.m.-2 p.m. Location to be announced. Cost is \$1,095. Details are at davischamberofcommerce.com.

Sept. 14

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

Sept. 14, 10:30 a.m.-2 p.m.

Political Development Series, a Women’s Leadership Institute event designed to provide attendees with the courage and tools to run for office. Series continues on Oct. 12, Nov. 9, Dec. 14, Jan. 11 and Feb. 12. Location is 1 S. Main St., 18th floor, Salt Lake City. Cost is \$250. Details are at <https://wliut.com/political-development-for-women/>.

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

Project Management Lunch & Learn Series, a Cache Valley Chamber of Commerce event taking place on Thursdays over four weeks, concluding Oct. 5. Location is BTech, Room 808, 1301 N. 600 W., Logan. Cost is \$80. Details are at cachechamber.com.

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

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

Sept. 15

Golf Tournament, a South Valley Chamber of Commerce event. Location is Glenmoor Golf Club, 9800 S. 4800 W., South Jordan. Cost is \$1,250 per foursome, \$625 per twosome. Details are at southvalleychamber.com.

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

“Friday Connections Speed Networking,” presented by ChamberWest and the Utah Black, Utah Hispanic, Pacific Island, Magna Area and Murray Area chambers of commerce. Location is Maverik Center, 3200 Decker Lake Drive, West Valley City. Cost is \$5. Details are at chamberwest.com.

Sept. 16

Annual Unity Block Party, hosted by Versatile Image, a black-led nonprofit creative agency, in partnership with Yelp, and aimed at funding a business incubator for underrepresented startups. Event will feature activities for all ages, including a retail marketplace, food trucks, art installation and live music. Location is Library Square, 200 E. 400 S., Salt Lake City. Gates open at 2 p.m., with party ending at midnight. Details are at versatileimage.org.

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

Executive Summit, a Utah Valley Chamber of Commerce event. Location is Sundance Resort, 8841 Alpine Loop Scenic Byway, Sundance. Cost is \$350 for members and \$400 for nonmembers. Details are at thechamber.org.

Sept. 18, noon

“Scaling Risks: How to Effectively Grow Your Global Sales,” a World Trade Center Utah event. Presenters are Jonathan Bench, partner at Harris Bricken, and Michael Criddle, partner at Eide Bailly. Location is World Trade Center Utah, City Creek, Salt Lake City. Free, but registration is required. Registration deadline is Sept. 11. Details are at <https://www.wtcutah.com/tradeevents/scaling-risks>.

Sept. 19, 7:15-9 a.m.

Speaker Series, an ACG (Association for Corporate Growth) Utah event. Speaker is Tyler Howells, founder and CEO, Cozy Earth. Location is Marriott City Center, 220 S. State St., Salt Lake City. Free for members, \$30 for nonmembers. Details are at <https://www.acg.org/utah/events/utah-september-19-breakfast-speaker-series>.

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

Business Women’s Forum: “Defining Your Own Future.” Speaker is Denece G. Huftalin, president, Salt Lake Community College. Location is Ken Garff University Club, Rice-Eccles Stadium, 451 S. 1400 E., Salt Lake City. Cost is \$35 for members, \$50 for nonmembers. Details are at slchamber.com.

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

Professional Development Series, a ChamberWest event. Speaker Fraser Bullock, president and CEO of Salt Lake City-Utah Committee for the Games, will discuss “Bringing the Winter

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Olympics and Paralympics Back to Utah.” Location is Utah Trucking Association, 4181 W. 2100 S., West Valley City. Cost is \$25 for members by Sept. 14, \$35 for nonmembers or members after Sept. 14. Details are at chamberwest.com.

Sept. 19, 11:30 a.m.

Utah County Women in Business, presented by the American Fork, Eagle Mountain, Point of the Mountain and Spanish Fork-Salem chambers of commerce. Speaker Nicole Carpenter, director of the Women’s Leadership Institute, will discuss “How to Identify and Showcase Your Power Skills.” Location is Hyatt House, 544 S. Pleasant Grove Blvd., Pleasant Grove. Cost is \$15 for members, \$25 for nonmembers. Details are at thepointchamber.com.

Sept. 19, noon-1:30 p.m.

“**Breaking Barriers: How Utah Resources are Helping Women Across the Industry**,” a Utah Tech Leads “Complex Conversations” event. Speakers are Ann Marie Wallace, state director, Women’s Business Center of Utah; Jacki Zehner, founder, ShePlace/SheMoney; and Tara Spalding, CEO, Kinect Capital. Event takes place online. Registration can be completed at Eventbrite.com.

Sept. 19, 5-6 p.m.

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

Sept. 20-21

UAMMI CrossTalk: “Energy Storage & Critical Materials for National Independence” Conference and Exhibitions at the Intermountain Battery & Critical Materials Consortium, presented

by the Utah Advanced Materials and Manufacturing Initiative. Activities include a Sept. 20 reception, 5-7 p.m. Activities Sept. 21 include CrossTalk, 9 a.m.-noon, followed by afternoon tours starting at 2 p.m. Location is Jennifer Leavitt Student Center, Utah State University Eastern Campus, 451 E. 400 N., Price. Free. Details are at <https://www.eventbrite.com/o/uammi-utah-advanced-materials-initiative-30029015918>.

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

“**Financial Wellness**,” part of the South Valley Chamber of Commerce “Business Bootcamp” series. Speaker is Melissa Ceballos, director of talent and business acquisition, Elevated Retirement. Location is Riverton City Hall, 12830 S. Redwood Road, Riverton. Cost is \$35 for members, \$50 for nonmembers. Details are at southvalleychamber.com.

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

Business Alliance Network-

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

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

Deloitte Quarterly Roundtable titled “Harnessing AI and Innovative Finance Technologies for Growth.” Speakers are Ken Scriber, Kashif Riaz, Yubo Shen and Jean-Denis Ncho Oguie, all from Deloitte & Touche LLP. Location is Ivanti, 10377 South Jordan Gateway, South Jordan. Details are at <https://ops.deloitteconference.com/saltlakecityquarterlyroundtable6f07?gz=none>.

Sept. 20, 5:30-6:30 p.m.

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

Sept. 20, 6-8 p.m.

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

Sept. 21, 7:30-9 a.m.

“**Bagels & Business**,” a Box Elder Chamber of Commerce event. Location to be announced. Details are at boxelderchamber.com.

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

Connect 4 Lunch, presented by the Point of the Mountain, American Fork, Pleasant Grove-Lindon and Eagle Mountain chambers of commerce. Location is Black Bear Diner, 154 N.W. State St., American Fork. Details are at thepointchamber.com.

Sept. 21, 1-2 p.m.

“**Ask Ashly**,” a Women’s Business Center of Utah event. Ashly Kulland, WBCUtah’s digital media specialist, will discuss tips to improve a website, SEO or social media. Event takes place online via Zoom. Free. Details are at wbcutah.org.

Sept. 21, 5-7 p.m.

“**Business After Hours Mixer**,” a Park City Chamber/Bureau event. Location is Weilenmann School of Discovery, 4199 Kilby Road, Park City. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

Sept. 21, 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>.

Sept. 21, 6:30-8 p.m.

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

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

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

Sept. 22, 8:30 a.m.-1:30 p.m.

2023 MDMA 2023 Medical Technology Executive Forum, a Medical Device Manufacturers Association event, with participation by BioUtah. Event will feature industry experts discussing the latest regulatory, reimbursement and other trends impacting the industry. Event takes place online. Cost is \$395 for MDMA members, \$495 for state members, \$595 for nonmembers. Details are at <https://www.medicaldevices.org/events/EventDetails.aspx?id=1753215>.

Sept. 22, 8:30-9:30 a.m.

Business Breakfast, a South Valley Chamber of Commerce event featuring breakfast with Mayor Monica Zoltanski and members of the Sandy City Council. Location is Sandy City Hall, 10000 S. Centennial Parkway, Sandy. Free for Sandy business owners. Details are at southvalleychamber.com.

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

Membership Luncheon, a BYU Management Society-Salt Lake Chapter event. Guest speaker is U.S. Rep. Chris Stewart, R-Utah. Location is Zions Technology Center, 7860 S. Bingham Junction Blvd., Midvale. Cost is \$25. Vendor tables available. Details are at <https://byums.byu.edu/us-saltlake/>.

Sept. 22, 6-9 p.m.

“**Latinas in Business**” **Conference**, a Small Business Development Center (SBDC) event. Location is Orem/Provo SBDC, Utah Valley University. Details are at <https://clients.utahsbdc.org/events.aspx>.

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

Chamber Golf Classic, a Utah Valley Chamber of Commerce event. Location is Riverside Country Club, 2701 N.

see CALENDAR next page



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University Ave., Provo. Cost is \$1,750. Details are at thechamber.org.

Sept. 26

StartFEST, co-hosted by Kiln and The Gateway and focusing on Utah's startup ecosystem. Location is Kiln at The Gateway, 26 S. Rio Grande St., No. 2072, Salt Lake City. Free. Registration can be completed at siliconslopes.com.

Sept. 26, 9 a.m.-4:30 p.m.

2023 Women Empowered Conference, an Ogden-Weber Chamber of Commerce event. Theme is "Unite. Take Action. Grow!" Location is Snowbasin Resort, 3925 Snowbasin Road, Huntsville. Cost is \$75 for general admission, \$65 for military and first responders and for WIB members, \$55 for WIB member military and first responders. Details to be announced at ogdenweberchamber.com.

Sept. 26, 11:30 a.m.-1 p.m.

Women in Business, a South Valley Chamber of Commerce event. Speaker Trigena Halley of Peak Performance will discuss "Building Strong Teams and Culture." Location is WCF Insurance, 100 W. Towne Ridge Parkway, Sandy. Cost is \$20 for members, \$25 for nonmembers. Details are at southvalleychamber.com.

Sept. 26, noon-1:30 p.m.

"Lunch and Learn" titled "Protecting Your Business from Theft of Trade Secrets, Loss of Customers, and Employee Poaching," a Ballard Spahr and BioUtah event. Location is Ballard Spahr, 201 S. Main St., Suite 800, Salt Lake City. Details are at <https://members.bioutah.org/events/>.

Sept. 27-28

Silicon Slopes Summit 2023. Speakers include Tony Robbins, global entrepreneur; Gary Vaynerchuk, CEO of VaynerMedia and CEO of VeeFriends; Jim Lanzone, CEO of Yahoo; and Jimmy Pitaro, chairman of ESPN. Location is Delta Center, 301 S. Temple, Salt Lake City. Details are at <https://summit.siliconslopes.com>.

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

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

Sept. 27, noon-1 p.m.

"Solve the Business Puzzle: Handling Tough Conversations," a Women's Business Center of Utah event. Speaker is Jill Shroyer, CEO and lead consultant at Expedition HR. Event takes place online via Zoom. Free. Details are at wbcutah.org.

Sept. 27, 6-7 p.m.

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

Sept. 28-29

"Women in the Money" Utah Financial Empowerment Conference, hosted by the Utah Office of State Treasurer and the Utah Financial Empowerment Coalition. Activities include a Sept. 28 kick-off dinner and workshop, 6-8 p.m., costing \$15 in-person; and a Sept. 29 main conference, 8:30 a.m.-4 p.m., costing \$25 in-person. Cost is \$35 for both days. Virtual attendance is free. All sessions will be livestreamed and available to all attendees on the event app, with recordings available following the conference. Location is Downtown Salt Lake City Sheraton Hotel, 150 W. 500 S., Salt Lake City. Details are at womeninthemoney.org.

Sept. 28, 7:45 a.m.-5 p.m.

Employer Tax Workshop, a Small Business Development Center (SBDC) event. Location is Salt Lake SBDC, Salt Lake Community College, MCPC 333. Cost is \$15. Details are at <https://clients.utahsbdc.org/events.aspx>.

Sept. 28

"Party for Clean Power," a Utah Clean Energy event. Location is Mid-Valley Performing Arts Theater, 2525 Taylorsville Blvd., Taylorsville. Details to be announced.

Sept. 28, noon-1 p.m.

Women in Business, a Box Elder Chamber of Commerce event. Location and RSVPs are available by contacting the chamber office. Cost is \$10. Details are at boxelderchamber.com.

Sept. 28, 2-6 p.m.

Community Job Fair, a ChamberWest event. Location is Granger High School, 3690 S. 3500 W., West Valley City. Free for ChamberWest members, \$150 for nonmembers. Details are at chamberwest.com.

Sept. 28, 5-6 p.m.

Legal Clinic (in English and Spanish), a Small Business Development Center event that takes place online. Details are

at <https://clients.utahsbdc.org/events.aspx>.

Sept. 28, 6:30-9 p.m.

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

Oct. 2-4

Fall One Utah Summit, featuring a keynote presentation, awarding of the Rural Utah Awards and a "State of Rural Utah" presentation. Oct. 2 is pre-summit day with a summit launch party. Summit takes place Oct. 3. "Leadership Day" is Oct. 4. Event includes breakout sessions. Location is Southern Utah University, Cedar City. Cost is \$350. Details are at <https://one.utah.gov/>.

Oct. 3, 9-10:30 a.m.

"Coffee Chat with the CEO," a Park City Chamber/Bureau event in which CEO Jennifer Wesselhoff will be available for an informal conversation. Location is Kimball Junction Visitor Information Center, 1794 Olympic Parkway Blvd., Park City. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

Oct. 3, 2-3:30 p.m.

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

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

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

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

"Park City Business University: Sales/Lead Conversion Systemization," a Park City Chamber/Bureau event. Location is Blair Education Center at Intermountain Park City Hospital, 900 Round Valley Drive, Park City. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

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

"Meet the New Members" Lunch, a South Valley Chamber of Commerce event. Location is South Valley Chamber, Pinnacle Room, 9800 S. Monroe St., Sandy. Cost is \$20 for members, \$25 for nonmembers. Details are at southvalleychamber.com.

Oct. 10 and 24, 9-11 a.m.

"Master Class: Utah Economy Fundamentals, Outlook and Policy Insights," a Salt

Lake Chamber event. Presenters are Phil Dean and economists from the Kem C. Gardner Policy Institute. Location is Kem C. Gardner Policy Institute, 411 E. South Temple, Salt Lake City. Cost is \$199. Details are at slchamber.com.

Oct. 10, 9-11 a.m.

"Pay the IRS Less Without Going to Jail," a Small Business Development Center event that takes place online. Cost is \$16. Details are at <https://clients.utahsbdc.org/events.aspx>.

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

Women in Business Professional Growth Series, a ChamberWest event. Topic and presenter to be announced. Location is Embassy Suites, 3524 S. Market St., West Valley City. Cost is \$25 for chamber members registered by Oct. 4, \$35 for nonmembers and members thereafter. Details are at chamberwest.com.

Oct. 10, 5-8 p.m.

"Cash Flow is King" Workshop Series, a Small Business Development Center event. Location is Salt Lake SBDC at Salt Lake Community College. Cost is \$30. Details are at <https://clients.utahsbdc.org/events.aspx>.

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

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

Oct. 11, noon-2 p.m.

Women Tech Awards, a Women Tech Council event. Location is Grand America Hotel, 555 S. Main St., Salt Lake City. Registration can be completed at Eventbrite.com. Details are at <https://www.womentechcouncil.com/awards/>.

Oct. 11, 5-7 p.m.

"Business After Hours," an Ogden-Weber Chamber of Commerce event. Location is DayBreak Senior Services, 1351 Valley Drive, Ogden. Free for chamber members and first-time guests, \$10 for nonmember guests. Details are at ogdenweberchamber.com.

Oct. 11, 6-7:30 p.m.

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

Oct. 12, 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 Biergarten, 375 N. Lagoon Drive, Farmington. Cost is \$25 for members, \$35 for nonmembers (registration is required). Details are at davischamberofcommerce.com.

Oct. 12, 6-8 p.m.

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

Oct. 17-18

"Access to Capital and Meet the Resource Partners," a Small Business Development Center event that takes place Oct. 17, 8:30-11:30 a.m., at the Beaver County Fairgrounds; Oct. 17, 1:30-4:30 p.m., at the Garfield County Commission chambers; and Oct. 18, 8:30-11:30 a.m., at the Southwest Technical College. Details are at <https://clients.utahsbdc.org/events.aspx>.

Oct. 17, 11 a.m.-1 p.m.

Business Women's Forum: "Telling Your Story: Tips and Tricks for Today's Job Market." Speaker is Marian Janikula, executive recruiter, Intermountain Health. Location is Ken Garff University Club, Rice-Eccles Stadium, 451 S. 1400 E., Salt Lake City. Cost is \$35 for members, \$50 for nonmembers. Details are at slchamber.com.

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

Professional Development Series, a ChamberWest event. Topic and presenter to be announced. Location is Conservation Garden Park, 8275 S. 1300 W., West Jordan. Cost is \$25 for chamber members registered by Oct. 11, \$35 for nonmembers and members thereafter. Details are at chamberwest.com.

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

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

Oct. 18, 5:30-6:30 p.m.

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

Oct. 18, 6-8 p.m.

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

CALENDAR

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Oct. 19, 10-11:30 a.m.

Peer Roundtable: “Retaining Top Talent,” a Salt Lake Chamber event that is in-person and for members only. Location is Salt Lake Chamber, 201 S. Main St., No. 2300, Salt Lake City. Free, but registration is required. Details are at slchamber.com.

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

Chamber 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.

Oct. 19, 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>.

Oct. 19, 6:30-8 p.m.

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

Oct. 20, 8:30-10 a.m.

“Friday Connections Speed Networking,” presented by ChamberWest and the Utah Black, Utah Hispanic, Pacific

Island, Magna Area and Murray Area chambers of commerce. Location is Maverik Center, 3200 Decker Lake Drive, West Valley City. Cost is \$5. Details are at chamberwest.com.

Oct. 24, 7:30 a.m.-5:30 p.m.

“Trends” Conference,” a ULI (Urban Land Institute) Utah event featuring a deep dive into the most current state and national real estate trends, with a focus on what to expect in the future. Theme is “Shape Today, Transform Tomorrow.” Keynote speaker is Spencer Levy, global client strategist and senior economic advisor for CBRE. Location is Hyatt Regency Salt Lake City, 170 S. West Temple, Salt Lake City. Early pricing (before Sept. 22) ranges from \$190 to \$310. Cost after Sept. 22 ranges from \$230 to \$355. Details to be announced at <https://utah.uli.org/events-2/>.

Oct. 24, 10-11:30 a.m.

“LGBTQ in the Workplace” Training, presented by the Utah Advanced Materials & Manufacturing Initiative and Equality Utah. Speakers are Olivia Jaramillo, director of public outreach for Equality Utah, and Adam White, Equality Utah trainer. Event takes place online. Cost is \$100 for two attendees. Registration can be completed at Eventbrite.com.

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

Women in Business Luncheon, an Ogden-Weber Chamber of Commerce event.

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

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

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

Oct. 25, 8 a.m.-5 p.m.

Annual Symposium titled “APEX 2023,” presented by the Utah APEX Accelerator. Theme is “Government Contracting at Its APEX: Accelerating Opportunity, Empowering Success.” Event features one-on-one matchmaking appointments with large prime contractors and government agencies and breakout sessions. Location is Salt Lake Community College’s Gail Miller Conference Center, 9750 S. 300 W., Sandy. Cost is \$60. Details are at https://business.utah.gov/events/list/?tribe_eventcategory%5B0%5D=13.

Oct. 25, 8 a.m.-1 p.m.

Second Annual NUME (Northern Utah Manufacturing Excellence) Conference and Networking. Location is Cache County Event Center, 490 S. 500 W., Logan. Cost is \$65, \$25 for each additional attendee in a group. Details are at cachechamber.com.

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

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

Oct. 25, 6-7 p.m.

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

Oct. 26, noon-1 p.m.

Women in Business, a Box Elder Chamber of Commerce event. Location and RSVPs are available by contacting the chamber office. Cost is \$10. Details are at boxelderchamber.com.

Oct. 26, 5-7 p.m.

“Business After Hours,” a Salt Lake Chamber event. Location is Humane Society of Utah, 4242 S. 300 W., Murray. Free for members and \$30 for nonmembers through Oct. 23, \$20 for members and \$40 for nonmembers thereafter. Details are at slchamber.com.

Oct. 26, 5-6 p.m.

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

Oct. 27, 7:30 a.m.-noon

2023 Northern Utah Bus-

ness (Nubiz) Symposium. Location is Weber State University, 3916 W. Campus Drive, Ogden. Details are at ogdenweberchamber.com.

Nov. 1, 8 a.m.-5 p.m.

Cache Business Women’s Conference, a Cache Valley Chamber of Commerce event. Location is The Riverwoods Conference Center, 615 Riverwood Parkway, Logan. Details to be announced at cachechamber.com.

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

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

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

“Park City Business University: Management Protocols,” a Park City Chamber/Bureau event. Location is Blair Education Center at Intermountain Park City Hospital, 900 Round Valley Drive, Park City. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

Nov. 1, 6-9 p.m.

Titan Awards Gala, a South Valley Chamber of Commerce event. Reception takes place 6-7 p.m., followed by 7 p.m. dinner, entertainment and pro-

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CALENDAR

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gram. Award recipients are Abby Cox, first lady, state of Utah; Chuck and Crystal Maggelet, Maverik Inc./FJ Management; and Brandon Fugal, chairman, Colliers International. Location is Little America Hotel, 500 S. Main St., Salt Lake City. Details are at southvalleychamber.com.

Nov. 2, 8 a.m.-3 p.m.

Utah Valley Growth and Prosperity Summit 2023, featuring several panels addressing Utah County's biggest issues and opportunities. Panel topics include business environment, workforce development, transportation and infrastructure, water, housing, healthcare, natural resources and education. Location is Utah Valley University, Sorensen Student Center, 800 W. University Parkway, Orem. Cost is \$30 for Utah Valley Chamber of Commerce members and \$40 for nonmembers through Oct. 2, \$50 for members and \$60 for nonmembers Oct. 3-18. Details are at thechamber.org.

Nov. 2, 8 a.m.-3:30 p.m.

Women & Business Conference 2023, a Salt Lake Chamber event. Theme is "Thriving in the Hive." During the luncheon, the chamber will present the Athena International Award and recognize business and community leaders with Pathfinder Awards. Location is Grand America Hotel, 555 S.

CLASSIFIED

CAREERS

SENIOR MACHINE LEARNING ENGINEER

Senior Machine Learning Engineer sought by **OVERSTOCK.COM, INC.** in Midvale, UT to build the web-services to serve machine learning functionality to the production website. Position allows for telecommuting from anywhere in the U.S. Salary: \$136,000 - \$169,000 per year. Apply at www.overstock.com/careers or via email: overstockcareers@overstock.com. Specify ad code VMJH.

SENIOR AUTOMATION ENGINEER

Senior Automation Engineer sought by **OVERSTOCK.COM, INC.** in Midvale, UT to develop & publish test plans, procedures, & final test reports. Position allows for telecommuting from anywhere in the U.S. Salary: \$107,000 - \$133,000 per year. Apply at www.overstock.com/careers or via email: overstockcareers@overstock.com. Specify ad code NGJH.

Main St., Salt Lake City. Cost is \$125 for members and \$150 for nonmembers before Oct. 19, \$150 for members and \$200 for nonmembers thereafter. Luncheon only is \$85 for members and \$100 for nonmembers before Oct. 19, \$105 for members and \$120 for nonmembers thereafter. Details are at slchamber.com.

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

"Let's Do Lunch," a South Valley Chamber of Commerce event featuring the Leadership South Valley graduation. Location is Larry H. Miller Group Corporate Office, 9350 S. 150 E., Suite 900, Sandy. Cost is \$20 for members, \$25 for nonmembers. Details are at southvalleychamber.com.

STAFF SOFTWARE ENGINEER (iOS)

Staff Software Engineer (iOS) sought by **Vivint, Inc.**, in Provo, UT to utilize XCode skills to build native iOS applications. Position allows telecommuting from anywhere in the U.S. Salary: \$140,000 - \$170,000 per year. Send resume to: recruiting@vivint.com. Must specify job code OGWM.

SENIOR SOFTWARE DEVELOPER

Senior Software Developer (multiple openings) sought by **OVERSTOCK.COM, INC.** in Midvale, UT to perform new application development including initial design & evaluation. Position allows for telecommuting from anywhere in the U.S. Salary: \$132,184 - \$177,000 per year. Apply at www.overstock.com/careers or via email: overstockcareers@overstock.com. Specify ad code PGJH.

SOFTWARE DEVELOPER-BACKEND

Software Developer - Backend sought by **OVERSTOCK.COM, INC.** in Midvale, UT to utilize Java 1.8 features including Lambda expressions for collection evaluation & comparing the data. Position allows for telecommuting from anywhere in the U.S. Salary: \$99,000 - \$123,000 per year. Apply at www.overstock.com/careers or via email: overstockcareers@overstock.com. Specify ad code PSJH.

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