

SALT LAKE BUSINESS JOURNAL

OF NOTE



Debt in the Beehive State

It may be a function of Utah's relatively low average income or it could be that the state's consumers just like their credit cards. Either way, Utah has the highest household debt proportional to average salary in the nation, according to a new study from Austin, Texas-based Cultural Currents Institute. The institute also found that Republican states have higher debt relative to income, so maybe we can blame it on our politics.

Innovate Utah page 7

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Expansion means Utah jobs for two firms

Brice Wallace
The Enterprise

A high-tech manufacturer and a French company that produces navigation systems will both expand their operations in Utah, creating a total of 129 jobs over the next few years.

Ezarc Solutions Inc. will grow by 75 jobs over five years at its headquarters city of Pleasant Grove, while Thales USA will add 54 jobs over the next decade in Salt Lake City. Both companies were recently

approved for tax incentives related to their projects by the Governor's Office of Economic Opportunity (Go Utah) board.

Ezarc was established 31 years ago in Pleasant Grove.

"Not a real household name in Utah, but very well-known throughout the semiconductor and high-tech manufacturing world. ... We are at the very forefront of innovation as it relates to how we put components and structures together for these new builds and for the rebuilds," Steve Bowers, president and chief operating officer, told the board.

Ezarc's specialty is providing innovative solutions to the manufacturing and construction industries within the semicon-

see INCENTIVES page 15

Jobless rate back up a bit in August

Utah's jobless rate crept up slightly in August to 2.5 percent, a one-tenth of one percentage-point increase from July's 2.4 percent, according to figures released by the Utah Department of Workforce Services (DWS).

August's nationwide unemployment took a more significant three-tenths of a percentage point rise to 3.8 percent.

Utah's nonfarm payroll employment for August increased an estimated 2.5 percent over the past 12 months, with the state's economy adding a cumulative 41,400 jobs since August 2022. Utah's current job count stands at 1,725,100, the department said.

"The Utah economy remains strong and viable. Anyone who desires to work should find employment," said Mark Knold, chief economist at DWS. "The job market is still attractive. But a reduction in online job postings is a sign that the Utah job market has slowed from its red-hot pace of the past two years. Job postings greatly outnumbered the available labor supply over the past two years, creating a wide gap between available jobs and worker supply. Within the past two months, however, the level of job postings has slowed, but it is still higher than Utah's historically-normal job-posting level."

Utah's August private-sector employment recorded a year-over-year expansion of 2.3 percent, adding 33,300 jobs. Eight of the 10 major private-sector industry groups posted net year-over-year job gains. The overall job gains are led by leisure and hospitality services (up 16,300 jobs), education and health services (up 9,400 jobs), other services (up 3,700 jobs) and construction (up 2,000 jobs). The two sectors with job losses are trade/transportation/utilities, which lost 1,000 jobs, and manufacturing with a 300-job drop.

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



Value-added beef processing is one of the target industries for the newly named Central Utah Agri-Park in Juab County, part of the statewide system of inland ports being established by the Utah Inland Port Authority. The new project area was approved by the board at a recent meeting.

UIPA approves another port, this time agricultural-oriented

Brice Wallace
Salt Lake Business Journal

Utah's fifth inland port, recently approved, is expected to have impacts throughout the state and upcoming generations.

The Central Utah Agri-Park, earlier known as the Six County Agri-Park, is seen as vital for the state's agriculture sector. Encompassing roughly 35,000 acres in three parts of Juab County, the project area is expected to become a hub for agricultural processing and technology.

The project area was approved during a recent meeting of the Utah Inland Port Authority board in Nephi.

With access to rail and highways, the Agri-Park 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.

"We've been looking forward to this meeting for a long time," Ben Hart, UIPA's executive director, told the board. "We feel like this is one of those counties that is just naturally set up for an inland port project area."

The Agri-Park includes the 1,600-acre Currant Creek Industrial Park, with opportunities for manufacturing, distribution

see UIPA page 12



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U.S. Biathlon Assoc. latest national governing body to move headquarters to Utah

The United States Biathlon Association has announced the relocation of its headquarters from New Gloucester, Maine, to Midway, following an extensive search process and approval from its board of directors.

The organization said that as the sport of biathlon grows, the presence of the U.S. Biath-

lon Association is also expanding. To strengthen its support and presence nationally, and extend the strong community relationships it has established in Lake Placid, New York, and Bozeman, Montana, and other communities across the country, U.S. Biathlon chose Midway, home to Soldier Hollow Nordic Center and

the 2002 Salt Lake Olympic Winter Games venue for biathlon and Nordic skiing.

Lake Placid will remain the home of the U.S. Biathlon National Team and the Olympic Regional Development Authority will continue to host the team at Mt. Van Hoevenberg and the Olympic & Paralympic Training Cen-

ter, and Bozeman will remain the home of the U.S. Biathlon Junior National Team and U.S. Biathlon Paralympic Team.

“We are excited to expand our footprint westward and join the Utah Olympic community. Our presence in Midway directly supports our 2030 strategic plan to grow the sport of biathlon in the United States, recruit and develop top talent and support our athletes on their journey to the Olympic podium,” said Jack Gierhart, U.S. Biathlon president and CEO. “We are looking forward to engaging with the Greater Heber Valley and Utah community and expanding our support of the vibrant and growing biathlon communities around the country.”

The Utah Olympic Legacy Foundation has invested purposefully in the growth of its cross-country and biathlon programs and connection to the Heber Valley community, a press statement said. Currently, Team Soldier Hollow and the Soldier Hollow Charter School program combine for over 500 local kids engaging in cross-country skiing at least twice per week during the winter.

“Welcoming U.S. Biathlon’s headquarters to Utah and Soldier Hollow Nordic Center aligns our organizations’ goals and objec-

tives — including expanding interest and participation in biathlon and supporting U.S. Biathlon’s goal of competitive excellence at the highest levels of the sport,” said Luke Bodensteiner, Soldier Hollow general manager. “We look forward to providing Soldier Hollow’s world-renowned trails and grooming, world-class shooting range and rollerski trail, and our new competition and training center to these Team USA athletes. Their presence will inspire Soldier Hollow to build upon and reach a new level of providing exemplary Nordic skiing experiences, resources and facilities to our local community.”

“Establishing the United States Biathlon Association headquarters in our state will strengthen Utah’s commitment to its Olympic and Paralympic legacy,” said Utah Sports Commission President and CEO Jeff Robbins. “Since the Salt Lake City 2002 Olympic Winter Games, Utah has evolved into ‘The State of Sport’ as we continue to welcome the world’s greatest athletes and events and become home to now four national governing bodies’ headquarters: U.S. Ski & Snowboard, U.S. Speedskating, USA Climbing, and now U.S. Biathlon.”

PC Chamber launches employee benefit program

The Park City Chamber of Commerce/Convention and Visitors Bureau has announced the launch of an employee benefits program for its members. The initiative, announced at the chamber’s recent annual meeting, is a health insurance collaboration between Park City Chamber and the Heber Valley Chamber of Commerce. The new program offers healthcare coverage options to chamber members. Employers with as few as two employees are eligible for these benefits covering nearly 14,000 employees of the chambers’ 1,000 members.

“We are thrilled to offer this new benefit program to our members,” said Jennifer Wesselhoff, president and CEO of the Park City Chamber & Visitors Bureau. “Affordable group healthcare in-

surance is unattainable for many of Park City’s small businesses and this new chamber-sponsored employee benefit program will give hundreds of small businesses a new option for their employees. This program is a reflection of our dedication to fostering a community where businesses and their employees can flourish and reinforces our belief that a healthier workforce contributes to a stronger and vibrant city.”

“By arming employers with the tools to provide comprehensive health and other ancillary benefits, we not only support the physical and mental well-being of our workforce, but also strengthen the foundation of the local economy, ensuring a brighter future for us all,” Wesselhoff continued.

The program offers options for medical, dental, vision and other ancillary benefits and even includes pet insurance, Wesselhoff said.

“In today’s competitive business landscape, offering robust employee benefits is more important than ever. While many businesses often struggle to offer these much-needed life services, the chamber-sponsored employee benefit program arrives as a channel of support, offering a streamlined and cost-effective solution,” said Scott House, vice president of partner services at the chamber. “By collaborating with the Heber Valley Chamber of Commerce, we are collectively addressing a pressing concern and allowing businesses to focus on what they do best.”

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Report: Pandemic years created unmatched volatility in Utah's housing market

The COVID-19 pandemic years created unmatched volatility in Utah's housing market, according to a new report released by the Kem C. Gardner Policy Institute. The institute's "State of the State's Housing Market" report provides a detailed analysis of current market conditions in Utah, which shows residential construction activity, existing home sales, housing shortages and affordability were all impacted in a way not seen since the Great Recession.

"In over 50 years of Utah's housing history, there are no back-to-back years like 2021 and 2022," said Jim Wood, Ivory-Boyer Senior Fellow and lead

author of the report. "Building permits for residential units increased by 26 percent in 2021, only to fall by 26 percent in 2022. These COVID-19 pandemic years now join the Great Recession as one of the most extraordinary moments for Utah's housing market."

The report says that Utah's 10-year home building and real estate boom ended abruptly in 2022. First-quarter home building activity and real estate sales in 2022 seemed to indicate another exceptional year for Utah's housing market. But over the following nine months the mortgage rate increased from 4 percent to 6.5 percent, undercutting home-

buyer demand.

The Federal Reserve's monetary policy also affected all types of residential construction in 2022, the report said. Year-over-year comparisons show single-family residential construction was hardest hit with a 32 percent drop in building permits in 2022, a 27 percent decline in apartment unit permits and a 9.5 percent decline in condominium, town home and twin home permits.

And the housing market contraction continued through the second quarter of 2023, the data shows. Through June 2023, the

year-over-year number of residential units receiving building permits in Utah fell 37 percent, existing homes sales fell 20 percent and the median sales price of a home fell by 7.5 percent.

The institute also concluded that Utah's housing shortage is likely to increase by 2024. Utah's housing shortage decreased from 56,800 units in 2017 to 28,400 units in 2022; however, as homebuilding activity contracts, new households will outnumber new housing units. Consequently, Utah's housing shortage will likely increase to over 37,000 units

by 2024.

Despite the dip in housing prices, housing affordability continues to prevent homeownership opportunities for many households. In Q2 2023, the median income household in the Salt Lake City Metropolitan Area could afford only 21 percent of the homes sold in that area. In an affordable housing market, the median income household should be able to afford 50 percent of homes sold.

The full report "State of the State's Housing Market" is available at the Gardner Institute's website, <https://gardner.utah.edu/>.

Lehi's Solo acquires SolarNexus

Solo, a Lehi-based solar software company, has acquired San Francisco-based SolarNexus, a provider of solar customer relationship management software.

"The acquisition of SolarNexus represents a pivotal moment in Solo's journey, further solidifying its commitment to empowering solar professionals with cutting-edge technology," a Solo statement said. "SolarNexus' mission is to enable the distribution of solar and energy saving technology by increasing the efficiency and productivity of contractors. The acquisition will foster collaboration between development teams, spurring innovation and the rapid introduction of new features and services for customers."

"We are incredibly excited about this acquisition. It represents a significant leap forward in our mission to provide the most comprehensive and ad-

vanced solar software solutions," said Dan Larkin, CEO of Solo. "By combining the strengths of Solo and SolarNexus, we are not only expanding our capabilities, but are also furthering our commitment to serving our customers with excellence."

Michael Palmquist, CEO of SolarNexus, said, "The merger will accelerate our shared vision of transforming the solar industry through innovation. Together with Solo, we are well-positioned to provide an unmatched suite of tools and services to our customers, helping them thrive in this dynamic market."

Solo provides solar sales and design software, serving installers, EPC partners and sales groups of any size for the solar industry in the United States. The Solo platform has served over 10,000 contractors across the country with over \$200 billion in solar designs and proposals prepared, the company said.

Florida-based PEO buys Zamp HR

Engage PEO, a professional employer organization (PEO) based in Hollywood, Florida, and providing human resources outsourcing solutions to small and mid-sized businesses, has announced the acquisition of Zamp HR, a Lindon-based PEO with over 10,000 worksite employees. The transaction expands Engage's presence in the western region of the U.S., the company said.

"Utah is a strong market for the PEO model and partnering with the Zamp HR team allows us to bring Engage's unique product set to small and medium-sized businesses in a state known for entrepreneurship," said Jay Starkman, CEO of Engage PEO. "The Allreds have built a quality PEO. The Zamp HR team is both client-

centric and employee-centric and is a great fit with the Engage family of companies."

"The entire team at Zamp HR is laser-focused on client service, and we have always prioritized our own team as well, both of which are clearly shared values with the Engage team," said Craig Allred, co-founder and president of Zamp HR. "We are excited that our clients will be the beneficiaries of Engage's expanded set of high-touch services, without any change in their Zamp contact points that they have worked with over the years."

Zamp HR will retain its brand name and become an Engage company. Zamp HR's Lindon office will remain as its center of operations.

Chevron back in as a partner in Delta's ACES

In Sept. 2001, Chevron Corp. was announced as one of the partners in the massive Advanced Clean Energy Storage (ACES) project near Delta. But less than a year later, the oil and gas giant pulled out in order to explore other options "as we work to achieve our lower carbon goals and grow our lower carbon businesses."

Now Chevron is back in the ownership mix in a big way. Chevron New Energies has acquired 100 percent of Magnum Development LLC from Haddington Ventures, a Houston-based private equity firm, the firm announced recently. The transaction gives Chevron a 78 percent stake in ACES in partnership with Mitsubishi Power Americas LLC. The joint venture is dubbed ACES Delta LLC.

ACES is expected to be the world's largest hydrogen production and storage facility. The project will store hydrogen made from renewable energy in two giant salt caverns and dispatch it to specialized turbines to generate power when most needed. The site will initially provide more than 300 gigawatt-hours of clean energy to the U.S. West and help stabilize the grid when wind and solar generation dip. ACES secured a \$504 million loan from the Department of Energy last year and is currently in development, with completion scheduled for the middle of 2025.

"We seek to leverage the unique strengths of each partner to develop a large-scale, hydrogen platform that provides affordable, reliable, ever-cleaner energy

and helps our customers achieve their lower carbon goals," said Austin Knight, vice president-hydrogen at Chevron New Energies.

"The addition of Chevron to ACES Delta is further evidence that partnership and commitment from a diverse group of experts and leaders are beneficial to the industry's continued pursuit of decarbonization solutions," said Michael Ducker, senior vice president of hydrogen infrastructure for Mitsubishi Power. "This project is a bellwether for the industry and serves as a model for future innovative clean energy projects. We welcome Chevron and look forward to working together."

Chevron's purchase price for Magnum Development was not disclosed.

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UBC seeks BEAD proposal input

The Utah Broadband Center (UBC), part of the Governor's Office of Economic Opportunity, is asking for public feedback on agency's draft of the "Broadband Equity, Access and Deployment (BEAD) Initial Proposal Volume 1."

Comments can be submitted online through Oct. 14.

The BEAD program is a federal funding opportunity that allows Utah to build high-speed Internet infrastructure in areas of the state that currently lack access to the resource. The total funding allocation for Utah is \$317.4 million, which will be distributed to various broadband projects through a competitive grant process. To ensure the greatest impact for Utahns, community members and stakeholders are encouraged to provide input to the state's proposed process to identify areas needing broadband service.

The first volume of the BEAD Initial Proposal outlines Utah's strategies for identifying all locations that will be eligible for BEAD-funded projects. This includes all locations that are un-

served by high-speed Internet, defined as greater than 25 megabits per second (Mbps) download and 3 Mbps upload, or underserved, defined as less than 100 Mbps download and 20 Mbps upload. It also includes community anchor institutions that don't have access to at least 1 gigabit per second (Gbps) of service.

The document outlines a future challenge process where Internet service providers, local and tribal governments and nonprofit organizations can review the list of locations. They can challenge the categorization of any location identified as unserved, underserved or served by providing evidence to the contrary. Following the challenge process, the state will run a grant process to distribute BEAD funds according to the eligible locations.

To provide an open and fair process, the UBC requests comments and feedback on the draft document be submitted during the 30-day open public comment period through the ConnectingUtah.com website or by calling 435-264-8880.



Workers put the finishing touches on the National Ability Center's new McGrath Mountain Center at Park City Mountain Resort in anticipation of its Oct. 7 opening. The new facility will provide skiing-related activities for individuals and families with disabilities and is being called "a dream come true" by center officials.

National Ability Center unveils new PC facility

The National Ability Center, a Park City-based nonprofit organization that provides adaptive recreation and outdoor adventures for individuals and families with disabilities, has announced the opening of its state-of-the-art accessible facility, the McGrath Mountain Center at Park City Mountain Resort. The opening is slated for Oct. 7 from 2 p.m. to 4 p.m. Laurie McGrath, president and CEO of McGrath Development, will be honored for her donation to the center and her support of the National Ability Center mission.

"This is a dream come true," said Tracy Meier, chief program and education officer at the National Ability Center. "The McGrath Mountain Center will empower us to provide even more life-changing experiences for our participants. It represents our esteemed partners and donors coming together to create an inclusive community for the 'AdaptiveNation.'"

The McGrath Mountain Cen-

ter was made possible by a 40-year land lease donated by Vail Resorts.

National Ability Center co-founder Meeche Whitesaid she has witnessed the organization's growth from its humble beginnings in a double-wide trailer to the new two-story, 9,400-square-foot facility. Traditionally recognized for its ski and snowboard lessons, the new facility elevates its programs and ability to serve participants through year-round seasonal activities and events, she said.

"Having a new mountain center completes my original vision for the evolution of our facilities," said White. "After seven years of planning, I am thrilled to celebrate this joyous occasion with the community. We are thankful for our incredible partnerships with Vail Resorts, Park City Mountain Resort, Big-D Signature, Architectural Nexus and the town of Park City that allowed us to bring this project to the finish line."

The ADA-accessible facility will provide a home base for the National Ability Center's adaptive ski and snowboard programs and will provide the ability to serve participants and the community with year-round programs and events. The facility will have adequate indoor space to properly fit participants in a variety of adaptive equipment, including mono and bi-skis. Once fitted, participants will slide on an artificial surface directly to the snow.

Also included are a reception area, staff break room, offices, uniform storage room with laundry facilities, specialized sensory room for calming and multi-purpose rooms for training and education.

"Our longstanding partnership with the National Ability Center is an opportunity to demonstrate our commitment to creating a place for people of all ages and abilities to experience the joy of skiing and snowboarding," said Deirdra Walsh, vice president and chief operating officer.

EPA awards Logan facilities \$4M

The U.S. Environmental Protection Agency (EPA) has announced a \$4 million grant to develop a regional green waste facility in Logan. The facility will provide composting services for biosolids and yard waste for the city. The EPA also said it is making \$652,000 available to the state of Utah to improve solid waste management planning and data collection in communities across the state. The funding comes from the bipartisan Infrastructure Law passed by Congress earlier this year. The funding is part of the EPA's largest recycling investment in 30 years.

"EPA's Solid Waste Infra-

structure for Recycling funds are helping communities across the nation reuse waste and reduce local and global environmental impacts," said K.C. Becker, EPA regional administrator. "These new facilities will serve Logan City residents for many years to come."

The grant will help construct a new facility through expanded operations adjacent to the city's wastewater treatment plant. Included will be new utilities, stormwater pumps, piping and air plenums for aerated static composting, several acres of community gardens and landscaping, a new yard waste facility, and a new access road.

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Shocker! Intelligence comes to the HR department

It's artificial intelligence to be sure, but let's be honest here. Putting even a smidgen of computer-generated brainpower in a part of your company famous for empty-headed decision-making has to be an improvement.

Or does it?

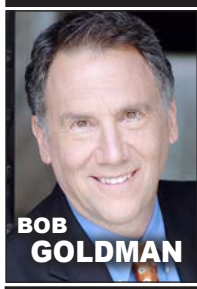
It shouldn't be a surprise that HR has lagged in the technology adoption that has affected every other department in your company. Accounting would grind to a halt without the number-crunching power of Excel. Sales would flounder without the customer-contact facility of Zoom. And marketing would be a bunch of clueless doofuses, walking into walls, without the vital learning provided by ABCmouse.

But the role of HR is to bring the "human touch" to the soulless corporate workplace. This may be why the earliest attempts to bring automation to the department have failed. Even the most promising efforts, like employing a warehouse inventory robot to roam the office, using its mechanical arm to pluck employees from their desks and ship them off for recycling, was eventually abandoned, due to increased postage costs.

But now, finally, HR has a powerful software solution for its unique challenges — the artificial-intelligence superstar, a

Generative Pre-Training Transformer — ChatGPT to its friends.

I learned about the move to put AI in HR thanks to an unsolicited email invitation to a one-hour, \$149 training course, "ChatGPT & HR: A Primer on Training the ChatGPT Tool."



BOB GOLDMAN

And what do you learn in an AI in HR course?

Your first lesson is an "overview of the training process involved in preparing the ChatGPT tool for use in your organization." Like a newborn, your AI program comes tabula rasa. Like a parent, you must teach your know-nothing software

about the way your company operates, which is interesting in itself — the department whose job is training people now has to devote its time to training computers.

But train you must. How else will the AI program learn the kind of cringing toadies the bosses want to hire and what kind of hard-charging strivers will be fired the instant it looks like they are out for a manager's job? You'll also have to teach the program how to refuse requests for time off and how to reject an expense account (\$1.95 for lunch? Ridiculous!) ChatGPT doesn't go to lunch and it never takes vacations. Best of all, ChatGPT doesn't refuse to go back to the office. It knows it's more

productive working closely with other AI programs out to take over the world.

When your AI program is not busy rejecting expense reports and denying vacation requests, it will be busy "creating compelling job descriptions, developing engaging social media posts for recruitment campaigns and streamlining interactions for managing current employees."

As this technology takes hold, you may come to recognize an AI-generated job description, especially when candidates are told that 10 percent of their salary must be devoted to ChatGPT upgrades and that questioning Chat GPT decisions is a fireable offense.

In social media, the company will certainly want to generate hundreds of TikToks, showing Internet influencers wearing "I heart my ChatGPT" spirit wear, performing steamy ChatGPT-generated dance moves and dating ChatGPT-approved Kardashians.

(The course description also includes lessons in "Understanding the Stud." I don't know what this means, and I don't want to.)

"Maintaining Ethical AI Practices" is the critical learning module in which students "explore the ethical biases that may emerge" — biases like no one being hired or promoted if they need to sleep or take bathroom breaks.

Of course, there is a fear that a program potentially transformative to humanity could also become a threat to humanity. In HR, the program will certainly be used to choose which jobs should be eliminated. Since firing an employee takes time and can require costly severance payments, the program may decide that there is a significant cost-benefit to simply murdering employees it deems unnecessary. It's a task easily accomplished by delegating the job to MafiaGPT. They're good at this sort of thing.

The authors of the course do acknowledge the possibility that "anxiety creeps in as HR professionals witness the relentless march of technology, rendering their roles as vulnerable to obsolescence."

Can we expect our human resource professionals to master a scary technology that makes them a lot more effective and lot less necessary? Let's hope so. Because the more time HR spends worrying about losing their jobs, the less time they'll have to figure out ways to make you lose your job.

And if you doubt it, just ask your nearest chatbot.

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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Innovate Utah

NEW IDEAS, PRODUCTS AND SERVICES FROM UTAH COMPANIES



Cyrusher, a Logan-based manufacturer of electric bicycles, has introduced its **Cyrusher Thunder electric surfboard**. The company markets Thunder as “more than just an electric surfboard; it’s a fusion of cutting-edge technology, sleek design and unmatched performance.”

Thunder is equipped with an electric motor with power output ranging from five kilowatts to a peak of 10 kilowatts. The board is designed to work in sea conditions, allowing surfers to accelerate to catch waves in a traditional surfing environment, or cruise on smooth lake surfaces with a top speed of up to 70 kilometers per hour. The Thunder has a load capacity of over 250 pounds.

Measuring about 66 inches in length by 23 inches wide, the board is about 6 inches thick, making it similar in size to a standard surfboard. Its high-capacity battery has a core capacity of up to 3,600 watt-hours, giving it an operating time of a full hour. Thunder’s charge time is about two to three hours.

Cyrusher says the Thunder surfboard was “explicitly developed to cater to the passions of water sports enthusiasts. Its user-friendly design aims to make water sports more accessible to a larger group of people. The Thunder’s intuitive controls and adaptability suit surfers of all skill levels.”

Joining Cyrusher’s line of other electric-powered recreational equipment, the company said the Thunder plays a crucial role in reducing carbon pollution in the ecosystem. “Traditional marine sports often contribute to noise pollution and can have detrimental effects on water resources due to power generation and exhaust emissions. However, the Thunder’s electric drive operates silently and does not produce additional noise and pollution during operation.”

Ancestry, a consumer DNA testing and family history company located in Lehi, has launched the **Know Your Pet DNA test**. The product leverages the DNA science and technology expertise from Ancestry to offer dog owners a greater understanding of their pet, the company said. The test reveals a dog’s breed from a reference panel of over 400 breeds worldwide and breaks down a mixed breed pet’s various breeds by percentage. In addition to matches to dogs in a

local area, the test also identifies up to 30 behavioral and physical traits. “One thing we hear from our customers who are dog owners is that many of them consider their pet to be a part of the family. At Ancestry, we are constantly looking for new ways to innovate and use our expertise to give our customers a better understanding of themselves and their family,” said **Brian Donnelly**, Ancestry chief commercial officer.

Salt Lake City-based **Boart Longyear**, a provider of drilling equipment and performance tooling, has announced the launch of its new **Impakt line of rock tools bits**. Company engineers, using computational modeling, identified an energy-wasting “deadpool” at the center of traditional bit designs. The solution is the new Impakt top hammer bit,



featuring a patent pending “raceway” face profile that eliminates the deadpool. “We were fortunate to work with a major third-party customer during development and testing,” said **Jeff Hogan**, global product line manager for rock tools at Boart Longyear. “Real-world trials using a range of OEM drifters demonstrated alignment with our developmental testing and validated our innovation to deliver value for our customers.” The design innovation has been shown to actively clear cuttings from the entire cutting face. With flushing speeds increased by 25 percent, the resulting penetration rate has been improved by an average of 18 percent, Hogan said.

Silhouette America Inc., a manufacturer of electronic cutting machines, accessories, digital design content and software based in Lindon, has released four new craft cutting machines, **Curio2, Cameo5, Cameo5 PLUS** and **Portrait4**. Each new machine features new tool options and expanded capabilities allowing for greater material diversity and an enhanced user experience. All of new machines include electrostatic technology, which holds materials in place by generating a static electricity field beneath the material’s surface. This electrostatic hold allows materials to be held in place with exact precision and control without the need of an adhesive mat. The machines also feature intelligent path technology, a patented system that optimizes how Silhouette machines cut. With IPT, Silhouette machines can determine the optimal cutting order for jobs to ensure a tension-free cutting experience by automatically predicting the optimal cutting conditions for each individual angle and providing a clear cut without tearing or curling corners.



silhouette

Get Fundable!, a Salt Lake City-based developer of borrower education products, has launched its **Approval Readiness Estimator**, a loan and credit approval readiness software for borrowers that creates an opportunity for borrowers to

know exactly what it takes to become ready for loan approval by their lender by moving them away from the traditional consumer focus on credit scores and having them focus instead on



what the company calls the five fundability factors that lead to a green light from lenders. The Approval Readiness Estimator will seamlessly blend with Get Fundable!’s Fundability Score software, which will be unveiled in early 2024. “**Merrill Chandler** (founder of Get Fundable!) knows more about how to use the FICO score than most FICO employees do,” said **Glenn Grossman** of FICO Small Business Originations Group. “FICO provides the analytics and creates the score, but Merrill shows borrowers how to apply the FICO score in their financial lives.”

Goal Zero, a Draper-based portable energy company, has introduced the **Skylight**, the first product in its **Yeti-Ready Gear** line. The portable area light produces 6,000 lumens that can illuminate up to 70,000 square feet of space, providing more visibility than a standard camping light, the company said. Goal Zero’s Yeti-Ready Gear line is designed with ease-of-use as a top priority. Each product will



integrate with Yeti power stations and is built to ensure the most power efficiency possible so that consumers can do more and “stay out longer.” “Our Yeti Power Stations are at the core of Goal Zero’s offerings, and this new line of Yeti-Ready Gear allows our customers to do more with these carefully designed accessories that enhance their adventures and everyday lives,” said **Bill Harmon**, general manager at Goal Zero. “As the first product in that line, the SkyLight is an incredibly engineered lighting solution for backyards, camping and more.”

Lehi-based **Weave**, an experience platform for small and medium-sized healthcare practices, has added **Practice Analytics** to its software suite. The new feature will empower dental practices to gain insights and make data-driven decisions to enhance patient care and grow their business. With Practice Analytics, dental practices with Dentrix, Open Dental and Eaglesoft practice management software can now access a comprehensive set of performance metrics that build on Weave Message Analytics and Weave Phone Analytics. The software provides real-time data on patient retention, appointment



scheduling, treatment acceptance rates and revenue generation. This information allows dental practices to identify areas of improvement and implement strategies to optimize their operations. “Easily accessible data that is action-oriented and easy to consume makes running a dental practice more profitable and less stressful,” said **Branden Neish**, chief product and technology officer of Weave. “We understand the importance of data-driven decision-making in the success of dental practices.”

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.

ARTS/ ENTERTAINMENT

• **Angel Studios**, a Provo-based studio and production distributor, has announced the Dec. 1 theatrical release of its first Angel Original film, titled **“The Shift.”** The sci-fi thriller stars Neal McDonough, Sean Astin, Kristoffer Polaha, Liz Tabish, Paras Patel and Rose Reid. It was written and directed by Brock Heasley for producer Ken Carpenter’s Nook Lane Entertainment.

• **“Open Streets”** has returned to Salt Lake City, with the fall edition running through Oct. 28, every Friday and Saturday, noon-1 a.m. Envisioned as a pedestrian playground on Main Street, “Open Streets” has been in place since 2020. Main Street will be closed to automobile traffic from 400 South to South Temple to create a promenade with entertainment and activation on each block, and social establishments are invited to extend their premises onto the sidewalks. Open Streets is made possible by funding and staff support from Salt Lake City and is activated by the Downtown Alliance. This year, the Downtown Alliance and The Blocks will expand programming with a mini-golf course down

Main Street; Disco Box (a silent disco in shipping containers); Basecamp, a pop-up park with yoga at Main Street and Gallivan; and free music. Details are at <https://downtownslc.org/openstreets>.

BANKING

• **Bank of Utah**, Ogden, has hired **Joel Bishop** as assistant vice president and trust officer at its City Creek office in Salt Lake City and **Chris Parker** as



Joel Bishop



Chris Parker

vice president of commercial lending at its St. George office. Bishop has over 30 years’ banking experience with expertise in commercial underwriting, loan approval, in-house examiner, loan documentation preparation and law. He practiced law in

Texas for 10 years, specializing in business litigation and banking. Bishop’s education includes a bachelor’s degree from Brigham Young University. Parker has over 20 years of experience in banking with his career mostly in lending and management. He earned his bachelor’s degree from Weber State University.

CONTESTS

• **RevRoad** is accepting applications until Sept. 30 for the **RevRoad Entrepreneur Competition**. Participants will be able to showcase their business to a panel of Utah judges for a chance to win the \$15,000 Central Bank grand prize. The fall 2023 competition will take place Oct. 14 at Utah Valley University. Details are at <https://ecompany.revroad.com/?ref=newsroom.siliconslopes.com>.

• The **Utah Manufacturers Association** is accepting nominations through 5 p.m. Sept. 29 for its annual awards. Awards are divided into four categories based on company size. Awards include Manufacturer of the Year, Company Culture Award, Women in Manufacturing Award, Leader of the Year Award and Environmental Stewardship Award. Details are at <https://manufacturingutah.com/uma-awards/>.

ECONOMIC INDICATORS

• **Utah** is ranked No. 20 on a list of **“Best States for Young Professionals,”** compiled by **Scholaroo**. It assessed influencing factors in young professionals’ well-being across six key categories, ranging from job market and work conditions to affordability and leisure. Utah is ranked No. 4 for workplace diversity, No. 14 for affordability, No. 17 for crime and safety, No. 25 for job market and work conditions, No. 27 for health and No. 35 for leisure. The top-ranked state is Massachusetts. The bottom-ranked state is West Virginia. Details are at <https://scholaroo.com/report/best-states-for-young-professionals/>.

• **Salt Lake City** is ranked No. 81 and **West Valley City** is No. 147 on a list of **“Best Cities to Own a Vacation Rental,”** compiled by **LawnStarter**. It compared over 180 of the biggest U.S. cities based on six categories, including legal restrictions on short-term rentals, occupancy rates, revenue potential, and operating expenses like housekeeping services and utilities. On breakout lists, West Valley City is No. 1 for lowest average daily short-term rental rate, tied for first for fewest attractions, and No. 2 for highest average housekeeping cost as a percentage of average revenue. The top-ranked city overall is Durham, North Carolina. The No. 182 city is Huntington Beach, California. Details are at <https://www.lawnstarter.com/blog/studies/best-cities-to-own-vacation-home/#rankings>.

• **Madison, Wisconsin**, in summers and **St. George**

in winters is the No. 20 **most ideal retirement combination for “snowbirds,”** according to a survey by **IRAInvesting.com**. It surveyed retirees, asking them, hypothetically, what their ultimate retirement destinations combinations are. Other ranked combinations involving Utah destinations are No. 49 **Ogden** and **Colorado Springs, Colorado**; No. 50 **Park City** and **Montauk, New York**; No. 95 **Moab** and **Branson, Missouri**; No. 111 **Provo** and **Reading, Pennsylvania**; and No. 112 **Salt Lake City** and **Rochester, Minnesota**. The top-ranked combination overall is **Fort Collins, Colorado**, and **Long Beach, California**. Details are at <https://www.irainvesting.com/the-top-snowbird-migration-routes-across-america/>.

• **Several Utah cities** are on a list of the **“Safest Cities from Natural Disasters,”** compiled by **Gutter Gnome**. It compared the 500 biggest U.S. cities across five categories: hazards risk, vulnerable populations, vulnerable infrastructure, response and recovery, and mobility. Utah cities on the list are No. 117 **Salt Lake City**, No. 155 **Ogden**, No. 220 **West Jordan**, No. 255 **Layton**, No. 277 **South Jordan**, No. 285 **St. George**, No. 288 **Lehi**, No. 289 **Sandy**, No. 339 **Provo**, No. 373 **Orem** and No. 274 **West Valley City**. On a breakout list, **St. George** was tied for first for fewest hospitals per square mile. The top-ranked city overall is **Richmond, Virginia**. The No. 500 city is **South Gate, California**. Details are at <https://myguttergnome.com/blog/studies/safest-cities-natural-disasters/#rankings>.

gence gun detection and intelligent situational awareness platform to Utah schools. **Aegix** is the exclusive **ZeroEyes** reseller for the state. The state board will present the **ZeroEyes** platform to all Utah school districts for consideration. Interested districts will acquire the software from **Aegix**, who will coordinate with **ZeroEyes** to provide full onboarding, training, installation and support.

HOSPITALITY

• **Gravity Haus**, a Colorado-based adventure-centric hotel and membership club, has added **The Radcliffe Hotel** in **Moab** to its portfolio. The hotel previously was a **Gravity Haus** partner property. **Gravity Haus Moab** is a 38-key boutique property that opened in 2021.

INVESTMENTS

• **Parallel**, a Lehi-based company focused a platform for headcount forecasting, has raised \$1.85 million in pre-seed funding led by **Penny Jar Capital**, with participation from **Convo Ventures**, **Peak Capital**, the **Frazier group** and other investors.

LOGISTICS

• **Danny Stewart** has been hired as associate vice president and **Kaitlin Felsted** has been hired as marketing communications director at the **Utah Inland Port Authority**. Stewart served as director of economic develop-



Danny Stewart



Kaitlin Felsted

ment for **Cedar City** and **Iron County** for the past nine years and was instrumental in recruiting several companies to **Cedar City**. Prior to his economic development role, Stewart worked as an entrepreneur partner in publishing, marketing, product development and distribution. He also served as bureau editor for **The Spectrum** newspaper in **Cedar City**. He is a graduate of **Southern Utah University**. **Felsted’s** communication experience includes most recently working as the communications director at the **Utah Department of Corrections**. Before that, she spent five years working in the



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EDUCATION

• The **Utah State Board of Education** has awarded a \$3 million contract to **Aegix Global**, a Salt Lake City-based provider of safety and personal protection resources, technology, equipment and training, to distribute the **ZeroEyes** artificial intelli-

see BRIEFS next page

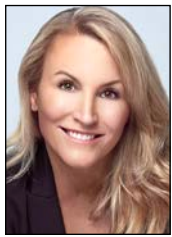
Industry Briefs

from previous page

Utah Governor's Office of Economic Development, primarily supporting science, technology, engineering and math initiatives to equip Utah's emerging workforce with the skills needed for prosperous, high-paying careers. She has a master's degree in mass communications and a background in crisis communication, marketing and organizational communication.

MANUFACTURING

• **FireFly Automatrix Inc.**, a Salt Lake City-based company that manufactures autonomous, hybrid and electric equipment for the turfgrass sector, has appointed **Liz Hocker** to its board of directors. Hocker is a former Nasdaq managing director in the Southwest



Liz Hocker

U.S. who has more than 25 years' experience in business consulting, banking, HR and capital markets.

PARTNERSHIPS

• **Strider Technologies Inc.**, Salt Lake City, and Japan-based **Sumisho Aero-Systems Corp.**, a Sumitomo Corp. company, have agreed to a partnership that will bring and expand Strider's technology solution in the Japanese market, together with Sumitomo Corp. and Sumitomo Corp. of America. Strider provides strategic intelligence for companies, governments, research institutions and universities. It said the partnership will enable it to deliver solutions to address economic security threats to talent, technologies and supply chains emanating from nation-state actors to the Japanese market.

• **Carketa**, a Lehi-based auto dealership decision intelligence system, has announced a partnership with **Acertus**, offering an automotive logistics-as-a-service platform, to make it easier for dealers of all sizes to quote, ship and receive vehicles through the Carketa platform. The integration allows Carketa's automotive dealer customers to streamline their inventory acquisition and sales process with on-demand access to Acertus' network of carriers to quote, book, ship and track their vehicles. Carketa dealers can seamlessly ship vehicles to

and from an auction site, another dealership or direct to retail buyers.

PHILANTHROPY

• **Enso Rings**, a Lehi-based company offering silicone jewelry, has sold out a special promotion in collaboration with "**Maui Strong**," with proceeds going to relief efforts for those impacted by Maui's catastrophic wildfires. The campaign raised over \$100,000 for the Maui Strong Fund supporting fire victims. Enso Rings offered six coastal-inspired rings, with all proceeds from the sales pledged to benefit the Maui Strong Fund of the Hawai'i Community Foundation.

• **Big O Tires** recently donated \$50,000 to sponsor **Shriners Children's "Walk for Love"** at Hogle Zoo. Big O has nearly 400 independently owned and operated locations in 19 states.

• **Ken Garff** employees recently did landscaping, weeding, planting plants, laying bark and beautifying **YWCA** grounds in Salt Lake City. Ken Garff also paid to have YWCA's sprinkler system repaired. It was part of Ken Garff's "We're 'Hear' for You" initiative that started as a way to give back to the community when the COVID pandemic started.

RECOGNITIONS

• The **Davis Chamber of Commerce** has announced that its **2023 Legacy Award** recipient is **Gary Petersen** and the **2023 Chamber Choice Award** recipient is **Cindee Jessop**. They and the winners of its Business Awards will be honored at an awards banquet Sept. 28, 6:30-9 p.m., at the Davis Conference Center in Layton. Petersen is a founding partner and managing partner at Adams & Petersen CPAs in the Clearfield/Layton area. He has



Gary Petersen



Cindee Jessop

been in public accounting for 34 years and has been involved in the Davis chamber since its inception in 2001, including serving on the executive board for many years and has had the role of chairman of the board twice. He also is a council member in West Point City, where he serves as the mayor pro-tem. He also serves on the North Davis Fire District Board, serves as the treasurer on the

board of Associated Builders and Contractors of Utah and teaches continuing education and licensing courses, and participates on the Pioneer Adult and Rehabilitation Center board and is the vice chairman of its national affiliate, Service Source. Jessop chairs the chamber's Business Alliance group, is a member of the Women in Business Executive Committee, and volunteers on the Golf Tournament Committee, among other things.



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TECHNOLOGY

• **MX Technologies Inc.**, a Lehi-based company focused on open finance, has named **Michael Whitacre** as chief commercial officer. He will oversee the company's sales, revenue and customer success organizations. Whitacre has more than 30 years of experience leading revenue and sales organizations focused



Michael Whitacre

on helping financial institutions, digital banks and fintechs drive business and customer outcomes. Most recently, Whitacre served as a senior vice president and head of sales for core banking in North America at FIS. Before that, he was FIS senior vice president of the Global Financial Institutions Group. Prior to joining FIS, Whitacre spent 12 years at Axiom in a variety of sales and leadership roles. He also has also held sales roles at Alltel Information Services and ABB Switzerland.

• **Instructure**, a Salt Lake City-based education technology company, has named **Melissa Loble** as chief academic officer. Loble has been an educator at both K-12 and higher education institutions. At Instructure, she

has held executive leadership positions for over nine years in roles overseeing client success, services, community, partnerships and platform. She has also taught throughout her career, starting as a high school social science teacher and now teaching higher education courses that focus on managing technology for educational change and crafting innovative learning environments. Loble also serves as chair of the board of directors of 1EdTech, a non-profit collaboration dedicated to powering learner potential by fostering an open, trusted and innovative edtech ecosystem. She also holds several advisory roles at organizations such as Internet2, Terracotta and Utah Valley University.

• **Avetta**, a Lehi-based company offering supply chain risk management software, has established an **Avetta Product Experience Board**. Supplier and contractor leaders have joined Avetta's leadership and product team to drive guidance around its solution, product roadmap and processes. The Supplier APEX Board's rec-



Melissa Loble

ommendations are presented to Avetta leadership and considered for improving the company's efforts to mitigate risk. Board members are **Stephanie Brewer**, director of telecommunications safety and compliance at USA Telecom Insurance Services/Insurance Office of America and who serves on the Avetta APEX Client Board; **James Cobb**, corporate director of health and safety at Regenesys; **Jennifer Feeler**, safety, health and environmental support program manager at Sunbelt Rentals; **Elise Gilbert**, global commercial support services senior director at Iron Mountain; **Jordan Gittens**, service business operations administrator for Daikin Applied Americas Inc.; **Kerry Kaminski**, a safety manager with Aegion Corp. (including Insituform Technologies and Corpro Cos.); **Mary Ann Roden**, operations project manager at O'Brien Equipment; **Michelle Skelly**, health and safety database manager for Arcadis U.S. Inc.; **Sally Tipton**, health and safety manager for the Smith Cameron Group; **Jeff Ward**, corporate manager of program compliance for the Health and Safety Department at Clean Harbors; and **Destiny Welch**, HSE customer interface lead at Baker Hughes.



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Calendar

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

Chamber Golf Classic, a Utah Valley Chamber of Commerce event. Location is Riverside Country Club, 2701 N. University Ave., Provo. Cost is \$1,750. 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, but registration is required. 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, 7:30-11 a.m.

Southwest Salt Lake County Economic Summit, a seventh annual event presented by the Jordan Education Foundation. Location is Jordan Academy of Technology and Careers-South Campus, 12723 S. Park Ave. (2080 W.), Riverton. Free. Registration can be completed at Eventbrite.com.

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. 3, 10 and 17, 5-8 p.m.

"Cash Flow is King" Workshop Series, a Small Business Development Center event. Oct. 3 session is "Financial Statements." Oct. 10 is "Cash Flow Management." Oct. 17 is "Cash Flow Projections."

Location is Salt Lake SBDC at Salt Lake Community College. Cost is \$70 for all three sessions, \$30 for individual sessions. Registration can be completed at Eventbrite.com.

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. 4, noon-1:30 p.m.

"In the Know: Washington Comes to South Valley," a South Valley Chamber of Commerce event featuring information about the issues and projects that U.S. Reps. Curtis and Owens are working on and what their priorities are for the rest of the year, and what they see ahead for 2024. Location is Nice InContact CXone, 75 W. Towne Ridge Parkway, Sandy. Free for chamber members, \$20 for nonmembers. Details are at southvalleychamber.com.

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. 11, 8:30 a.m.-noon

"Meet the Money," a Small Business Development Center event. Location is the Kaysville SBDC at Davis Applied Technology Center. 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>.

see **CALENDAR** page 13

Simpson Strong-Tie opens in SLC

Simpson Strong-Tie, a Pleasanton, California-based manufacturer of connectors used in the construction of wood, steel and concrete structures, has opened its new distribution hub in Salt Lake City that includes warehousing facilities, office space, training centers and a newly designed, two-story demonstration room to host contractors and lumber and building material suppliers for project and product training classes.

Simpson said the project is part of a strategic investment to increase its U.S. distribution footprint and coincides with back-to-back grand openings in the Northwest and Rocky Mountain regions. Together with the Salt Lake City hub, new facilities in Denver and Seattle will add 230,000 total square feet of inventory space. The expansion is expected to create 50-plus new jobs.

“These new locations, in combination with our manufacturing facility in Stockton, California, will provide customers greater access to our products and solutions by offering a wide variety of inventory and expertise,” said Simpson CEO Mike Olosky. “Simpson Strong-Tie is committed to ensuring next-day service to our customers throughout the Northwest, and these new locations move us much further in that direction.”

In addition to its 61,000-square-foot warehouse, Simpson’s Salt Lake City facility has over 12,000 square feet of office, training and demonstration space.

ICHRAs becoming popular alternative to group plans

PeopleKeep, a Murray-based human resource SaaS company, has released a new report that shows that individual coverage health reimbursement arrangement plans (ICHRA) are becoming more prevalent as an alternative to traditional employer-sponsored group health plans and that such plans are proving beneficial to employees.

Under the provisions of an ICHRA, an employee who maintains an individual health plan at his or her own expense can be eligible for reimbursement by the employer of health-care costs like monthly premiums and out-of-pocket costs like copayments and deductibles.

PeopleKeep’s report found

that the average monthly allowance employers offered their employees from midyear 2022 to midyear 2023 was \$908.80 — much higher than the average lowest-cost health insurance premium of \$472, as reported by the Kaiser Family Foundation.

The data showed that approximately 56 percent of employers offered a premium-plus ICHRA, enabling their employees to use their allowances for more than 200 qualifying out-of-pocket medical expenses in addition to individual health insurance premiums. Employers who chose to cover premiums plus out-of-pocket expenses were offered an average monthly allow-

ance that was 49 percent greater than employers who chose to cover premiums only.

On average, employers reimbursed employees \$573.14 for their individual insurance premiums. Outside of premiums, the most common expenses for which employees submitted reimbursement requests were doctor’s office visits and prescriptions.

“With the acceleration in the number of companies offering an ICHRA and employees opting into participation, the benefit has asserted itself as a strong alternative to traditional group health insurance plans,” PeopleKeep’s study authors said.

UIPA

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and access to the North American rail network; the 27-acre Nortonville Rail Industrial Site, built in 2019-20 and Juab County’s newest rail-served facility; and the 33,700-acre Juab Agri-Park, with rail and highway infrastructure to facilitate the production, processing and transportation of goods both within Utah and to external markets.

The project area includes several existing rail-served facilities, including Canyon Fuel Co. Coal Loadout, Central Utah Grain, Redmond Minerals, Azomite Minerals and John Kuhni Sons Inc.

Clinton Painter, Juab County commissioner, told the board that food security became an issue during the COVID pandemic, when fruits, vegetables and proteins were in limited supply or even nonexistent at stores. The Agri-Park will focus on companies involved in agriculture and agriculture-adjacent business fields, he said, with those companies having access to “a shovel-ready location.”

“In short, we want to save the family farm, which is so important in rural Utah,” Painter said. “This is what our state was built upon, and we want to be able to provide avenues where they can continue their productions right here in Utah, [where] they don’t have to send their cattle out of state for processing and then come back again to be sold, adding additional expense.”

“The issue keeps coming back to the processing,” added Jenna Draper, economic development director for the Six County Association of Governments. “They cannot get any of their products anywhere fast

enough for them to be processed and sent to market in enough time before they spoil.”

“Our partnership with the inland port is going to allow them to open up the global market, which is something that they have never even dreamed that could be a possibility for the family farms here,” she said.

“It’s a real opportunity for the future of not only the six counties” but the entire state, said Wade Eliason, acting president of the Utah Farm Bureau. He estimated that the six-county area accounted for about 30 percent of Utah’s agriculture industry. He added that the Agri-Park will provide “hope for the future” for multigenerational farms.

Hart agreed. “We are pushing forward a project and I feel like the board is supporting a project that is really going to help regionally a lot of not only constituents but will have an economic multiplier not just across the communities but across generations. That’s powerful.”

The Agri-Park joins other inland port areas in the state: 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.

Up for consideration at the board’s Oct. 4 meeting in Milford is a proposed project area in Beaver County. Other sites to be brought before the board later are those in Tooele County and west Weber County.



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CALENDAR

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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>.

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.

“Connect 4 Lunch,” presented by the American Fork, Point of the Mountain, Pleasant Grove/Lindon and Eagle Mountain chambers of commerce. Location is Texas Roadhouse, 1402 E. Main St., Lehi. Details are at the-pointchamber.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 Utah Trucking Association, 4181 W. 2100 S., 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. Cost 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. Location is Riverton Hospital, 3741 W. 12600 S., Riverton. 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

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CALENDAR

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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, 5-7 p.m.

"Connect After Hours," a South Valley Chamber of Commerce event. Location is FatCats, 13901 S. Redwood Road, Bluffdale. Cost is \$15 for members, \$20 for nonmembers. Details are at southvalleychamber.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 Business (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 program. Award recipients are Abby Cox, first lady, state of Utah; Chuck and Crystal Magelet, 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. 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.

Nov. 8, 5-7 p.m.

"Business After Hours," an Ogden-Weber Chamber of Commerce event. Location is Weber Human Services, 237 26th St., Ogden. Free for chamber members and first-time guests, \$10 for nonmember guests. Details are at ogdenweberchamber.com.

Nov. 9

Mayer Brown Utah Life Sciences Summit, a BioUtah event. Location is Salt Palace Convention Center, 100 S. West Temple, Salt Lake City. Cost through Oct. 20 is \$225 for BioUtah members, \$325 for nonmembers; group tickets (five or more) cost \$200 each. Registration can be completed at https://whova.com/portal/registration/biohi_202311/.

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

"Lunch & Learn," a Box Elder Chamber of Commerce event. Location is Bridgerland Technical College, 325 W. 1100 S., Brigham City. Cost is \$10 per person. Details are at boxelderchamber.com.

Nov. 14, 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.

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INCENTIVES

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ductor, data center and advanced manufacturing sectors, with engineers and designers creating new and revolutionary ways to manufacture parts and components needed in the support of clients' operations. Those include structural steel, miscellaneous metals, custom metal fabrications, rigging, and tool and equipment installations, including new-build, renovation and clean environments.

Ezarc's customers include Intel, Samsung, Micron, Texas Instruments and TSMC, Bowers said.

“Obviously, as these campuses are being built — and these are multibillion-dollar campuses — there is a lot of pressure to move our manufacturing capabilities closer,” he said. “We have done the studies and really like where we're at here in Pleasant Grove. It's geographically beneficial to us.”

The Go Utah board approved a tax credit incentive of up to \$626,876 over five years for the \$4.5 million project. New wages over five years are estimated at about \$14.6 million and new state tax revenues are projected to be nearly \$4.2 million during that time. The average pay of the new jobs will be about \$65,000.

“I think we've gone in very

conservatively in our growth,” Bowers said. “We wanted to make sure that we didn't overpromise and underdeliver, but we have high expectations in our growth for the future in this industry. . . .”

“We congratulate Ezarc on its decision to expand its fabrication and manufacturing capabilities in Utah,” Ryan Starks, Go Utah's executive director, said in a prepared statement. “With the strong presence of the semiconductor and advanced manufacturing industries in the western U.S., Ezarc is uniquely positioned geographically to address the market needs in Utah and beyond.”

“We're pleased to see another local company choose to reinvest in Utah,” said Scott Cuthbertson, president and CEO of the Economic Development Corporation of Utah. “Semiconductor manufacturing is a priority industry for Utah and the United States, and we look forward to growing our state's capacity for this critical supply chain.”

France-based Thales is focused on in advanced technologies within three domains: defense and security, aeronautics and space, and digital identity and security. It has 85,000 employees in 68 countries. Thales Airspace Mobility Solutions is a business line within the Thales Group and is the global market leader in air traffic management solutions and services. Its customers manage more than 40

percent of the world's airspace with its array of navigation, surveillance and automation solutions.

Among Thales' customers are the U.S. Department of Defense, the Federal Aviation Administration and the Canada Department of National Defence.

Thales has about 4,300 employees in 22 U.S. states. Thales acquired Moog's Navigation Systems business in Salt Lake City in December 2021. Its navigation aids are used by the military and airports, among others. It even has “man-portable” technology used to aid navigation in war zones or other areas of conflict.

“This facility and this business has a product portfolio and a customer set which is really about precision navigation aids largely targeted towards military customers,” Todd Donovan, Thales' vice president of airspace mobility solutions in the Americas, told the Go Utah board.

“We've seen a substantial uptick in business as a result of modernization of technology by our customers but also the conflicts in the world and some of the geopolitical things that are happening in the world.”

After the Moog business acquisition, “we concluded that it (Utah) is a good environment for us. We like the workforce; the people like the area,” he said. “And we're excited about the opportunities to reinforce a longstanding presence that this

business has had in Utah and specifically in Salt Lake City, where it was founded 70 years ago.”

“We're very grateful for the anchor that you have been here in Utah and what you continue to do for this community,” replied Jesse Turley, chairman of the Go Utah board's incentives committee and acting Go Utah board chairman during the September meeting.

Roberta Reichgelt, director of business development for Salt Lake City, spoke in support of the expansion.

“The advanced manufacturing space focused on aerospace and defense is a key industry for us in Salt Lake City, and with high-paying jobs in this company specifically that are beneficial to our residents is a great thing, and we're excited to see them grow.”

The Go Utah board approved a tax credit incentive of up to \$1.83 million over 10 years for Thales. The company expansion represents a \$21 million company investment that will include moving to a new, larger facility. The new jobs are expected to pay a total of about \$60.7 million over 10 years and generate about \$7.3 million in new state tax revenue during that time. The new jobs are expected to pay an average of more than \$130,000.

“Thales is globally renowned in its sphere of specialty navigation systems and is an asset to Utah's dynamic aerospace and defense community,” Starks

said. “The company has proved its expertise working with the U.S. Department of Defense and other agencies, broadening our state's connection worldwide. We're grateful for Thales' commitment to Utah's economy and look forward to continuing our working relationship.”

“Thales' reinvestment and expansion in Utah continues to add depth and expertise to our thriving aerospace and defense industry,” Cuthbertson said. “We welcome its commitment to growing in Salt Lake City and providing quality high-paying jobs at their new facility.”

“Because of our thriving talent pool, easy access to the beautiful outdoors, and booming commerce and culture scene, Salt Lake City continues to be the place where businesses want to land and expand,” said Salt Lake City Mayor Erin Mendenhall. “We are excited for the Thales expansion and for the good jobs it will bring. Not only is this a win for the aerospace and defense industry here in Utah, it's also a win for Salt Lake City residents who will benefit from the jobs and positive economic impact.”

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

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