

INSIDE



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Speakers testify last week at a special legislative committee hearing about the possibility of a federal mandate that would require businesses with 100 or more employees to have their employees either vaccinated against COVID-19, or produce a negative test once a week. The Business and Labor Interim Committee wanted to gauge public sentiment about such a mandate. Nearly 1,000 people attended in person and virtually.

Huge crowd leaves no doubt on shot mandate sentiments

Brice Wallace
The Enterprise

In an unprecedented turnout for a legislative committee hearing, business owners and the public last week made clear they oppose a federal government mandate requiring companies to have their employees vaccinated against COVID-19.

A crowd of about 700 packed six rooms at the Capitol and about 250 more watched online as the Business and Labor Interim Committee received testimony about Pres. Joe Biden directing the U.S. Department of

Labor to require all businesses with 100 or more employees to have their employees either vaccinated, or tested negative once a week. Such a requirement would come in the form of an “emergency temporary standard,” or ETS, which would last up to 180 days. Businesses that don’t comply could face fines of up to nearly \$14,000 per violation.

“This meeting is not about any legislation,” committee co-chair Sen. Curt Bramble, R-Provo, told the crowd. “There’s lots

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Utah cities among 'most overvalued' housing markets

Three Utah cities are in the top 10 “most overvalued” housing markets in the United States, according to research that was recently released by Florida Atlantic University and Florida International University. Those cities are Ogden, Provo and Salt Lake City.

Boise is ranked No. 1 in the nation for its overpriced houses.

The Utah and Idaho cities rose up the ranks among cities in other states like Texas, Michigan, Washington, Arizona, Nevada and California with housing markets that researchers consider “most overpriced” in the United States, the study published in August said.

The researchers used open-source data from Zillow or other providers to score the top 100 overvalued or undervalued metro areas in the nation, ranking the cities by a percent premium that homebuyers are paying in today’s market based on a history of past pricing.

The top 10 overpriced markets with the percent premium over the average-priced markets are as follows: Boise, where homes are selling at an 80.6 percent premium; Austin, Texas, at a 50.7 percent premium; Ogden, at a 49.7 percent premium; Provo, at

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Officials seek to reassure public about proposed PID

Brice Wallace
The Enterprise

Looking to assuage concerns about a possible public infrastructure district (PID) related to the Utah Inland Port, port authority officials recently conducted an informational meeting to reiterate or expound upon information presented at an earlier meeting.

The idea of a PID to pay for several projects at the port was discussed Sept. 8,

but a vote related to the PID’s creation and the authorization of the issuance of related infrastructure bonds — up to \$150 million — to finance those projects was delayed after Salt Lake City Mayor Erin Mendenhall and Salt Lake City Council Chairwoman Amy Fowler, as well as vocal port critics, raised questions about the PID.

Among the proposed projects is a transloading facility to ease the movement of imports and exports through Utah.

Speakers during the informational session said the PID is a capital financing tool

that would have no land use or jurisdictional authority. Infrastructure may be financed by issuing bonds that are repayable from property taxes or assessments on the property within the PID. It would not create new taxes.

“It’s not applying a tax rate to the area,” said Benj Becker, a vice president in the special district group at Piper Sandler. “It’s not increasing the taxes of existing

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COVID-19 AND UTAH - NEWS AFFECTING YOUR BUSINESS & YOUR EMPLOYEES

Utah health centers receive \$7.2 million to reach underserved communities

The U.S. Department of Health and Human Services, through the Health Resources and Services Administration (HRSA), has awarded \$7,247,812 in American Rescue Plan funding to 11 health centers in Utah to expand their primary healthcare infrastructure in medically underserved communities. Additionally, to bolster their efforts combatting COVID-19 locally, health center recipients in Utah may also use this funding to secure freezers to store COVID-19 vaccines, purchase mobile vans to better reach and vaccinate marginalized communities or construct, renovate or expand their facilities so they are better equipped for future pandemics or public health challenges. In total, this funding will support 16 health center projects in Utah.

"Health centers are lifelines for many of our most vulnerable families across the country, especially amidst the pandemic," said Health and Human Services Secretary Xavier Becerra. "Thanks to American Rescue Plan

funds, we're modernizing facilities across the country to better meet the most pressing public health challenges associated with COVID-19. This historic investment means we get to expand access to care for COVID-19 testing, treatment and vaccination — all with an eye towards advancing equity."

"HRSA-funded health centers play a vital role in the local community response to the COVID-19 pandemic," said HRSA Acting Administrator Diana Espinosa. "Investing in health center construction and modernization will significantly increase access to affordable, high-quality primary healthcare services in underserved communities across the nation."

The funds will be awarded to health centers that serve medically underserved and other vulnerable populations and communities, which are disproportionately affected by COVID-19 and other health conditions, according to a release from the agency. By constructing new facilities or renovating and expanding existing facilities, health centers will ensure that these communities will have more equitable access to high-quality primary health care. More than 91 percent of health center pa-

tients are individuals or families living at or below 200 percent of the Federal Poverty Guidelines and nearly 63 percent are racial/ethnic minorities.

Utah among top states using down time during pandemic for home tasks

Utah is ranked No. 5 among states for residents dramatically reallocating their time during the COVID delta variant surge to home improvement projects.

The Hearth Home Improvement Surge Study used aggregate cell phone GPS data to determine the places that local and national residents are visiting most. Utah residents ranked No. 5, at 25 percent, for the total increase in home improvement store traffic during the period from July 18-Sept. 20.

The top-ranked state is Louisiana, up 48 percent, bolstered by the impacts of Hurricane Ida, followed by Maine at 29 percent.

Swiss firm acquires Utah's Utelite Corp.

LafargeHolcim in the United States has acquired Utelite Corp. of Coalville, a producer of expanded shale lightweight aggregates.

"For many years, Utah has been a dynamic and growing market, and the Utelite Corp. has been part of this growth," said Jay Moreau, CEO of U.S. Aggregates & Construction Materials, a division of LafargeHolcim. "We're pleased to welcome the Utelite employees to our family and look forward to their experience and bench strength reinforcing our aggregates operations in the area."

Founded in 1962, Utelite serves customers across the western United States and western Canada. Utelite aggregates are produced at a facility 36 miles east of Salt Lake City, where shale is mined and heated to over 2,000 degrees Fahrenheit, at which point it "puffs up" to produce a soil enhancer along with many other uses. Utelite says it has more than 60 years of proven and probable reserves of the raw material used to make its product.

Utelite's Coalville operation and employees will become part of LafargeHolcim's Aggregate Industries Mountain Region.

LafargeHolcim, with world headquarters in Switzerland, is one of the world's largest building products companies, with over 67,000 employees. It distributes brands such as ACC, Aggregate Industries, Ambuja Cement, Disensa, Firestone Building Products, Geocycle, Holcim and Lafarge in four building segments: cement, ready-mix concrete, aggregates and other products. In the United States, LafargeHolcim owns close to 350 sites in 43 states and employs 7,000 people.

Google buys Eagle Mtn. land

Internet giant Google has acquired land in Eagle Mountain in anticipation of potentially building a data center, the city announced at an event last week.

"Google choosing Eagle Mountain is a testament to the strength of our workforce and economy," said Mayor Tom Westmoreland. "We hope they decide to build here and look forward to partnering with them in the future."

Eagle Mountain City partnered with Utah County, Alpine School District, Unified Fire Service Area, the Central Utah Water Conservancy District and the Economic Development Corporation of Utah in its efforts to attract Google to the city, the release said.



SOUTH VALLEY CHAMBER Retirement Solutions

Offer Competitive 401(k) Benefits for Your Business

No matter how big or small, your Utah business now has more support when offering your employees a retirement package—thanks to the South Valley Chamber Retirement Solution.

The program, administered by TAG Resources, is designed to provide an easy-to-administer option for 401(k) plans.

You'll be able to work with well-known and prominent 401(k) plan providers, and as an extra layer of security, TAG Resources has taken on the highest level of fiduciary liability.

Perhaps the most important benefit of the program is that it follows an aggregate model, allowing your business to provide 401(k) options at a discount, which then allows you to reinvest saved money into better options for your employees. Fees are also less expensive, saving you even more money in administrative costs.



SouthValleyChamber.com

Ascend Staffing acquires Iowa-based agency

North Salt Lake-based Ascend Staffing has acquired Riverside Staffing Solutions, based in Davenport, Iowa, and serving the Quad Cities area of eastern Iowa and western Illinois. The acquisition includes two other Iowa locations and gives Ascend more than 40 offices in 14 states, including Alabama, Arizona, California, Colorado, Florida, Idaho, Illinois, Louisiana, New Mex-

ico, Oklahoma, Texas, Utah and Washington.

Founded in 1969, Ascend specializes in staffing the light industrial, non-clinical hospital, warehousing, and clerical industries, the same industries that Riverside serves.

Ascend said the deal closed in August and Riverside Staffing Solutions will take on the Ascend Staffing brand. Terms of the transaction were not announced.

N.Y firm buys Sandy's Open Communications

Sandy-based IT consulting firm Open Communications LLC has been purchased by Upstack, a platform that transforms the architecture and sourcing experience for businesses seeking cloud and Internet infrastructure solutions. Upstack is headquartered in New York City.

Founded in 2012, Open Communications specializes in network, contact center as a service (CCaaS) and unified communications as a service (UCaaS) for businesses of all sizes. The terms

of the transaction were not disclosed.

Upstack said its acquisition of Open Communications is part of its strategy to accelerate the growth of its platform, which combines leading Internet infrastructure advisors with proprietary software and dedicated support resources. The growth strategy is supported by a \$50 million equity investment from Berkshire Partners, which will enable Upstack to continue to scale its platform through technology ex-

pansion and partner acquisitions.

As part of the deal, Open Communications founder Amanda Heinritz will join Upstack as a partner and an equity stakeholder. She will serve as an advisor to business customers that are sourcing data center, colocation, cloud, network connectivity and other technology solutions through the Upstack platform.

"Open Communications is an exciting addition to Upstack," said Christopher Trapp, CEO of the company. "Amanda and her team have grown Open Communications steadily through their hard-earned relationships and vast referral network. Upstack gives them the platform and processes to grow even faster. We look forward to working together."

"Upstack not only had a clear understanding of what my business is and how much it's worth, but provided a game-changing technology platform that literally cuts out five steps of our sales process, saving my team tons of time," said Heinritz.

Galloway buys JRCA Architects

Galloway & Company Inc., a national architecture and engineering firm based in Denver, has purchased JRCA Architects of Salt Lake City.

JRCA specializes in the design of healthcare, public works and public safety facilities, as well as government and justice centers. Galloway said JRCA's expertise in these markets will complement its portfolio in the commercial, multifamily, industrial and federal markets.

"Our goal has always been to provide both the expertise and capacity to meet the unique needs of our clients," said JRCA founder Jim Child. "Joining Galloway expands our capabilities while also enabling our staff to grow as professionals within the company. This acquisition provides exciting opportunities for our clients as well as our team members."

"JRCA brings an excellent reputation and resume to Galloway," said Galloway President Dave Guetig. "This has been a long, but fulfilling, process for the JRCA shareholders as well as the Galloway transition team. We believe that the alignment of culture and values between JRCA and Galloway will help make this a smooth transition."

In addition to its Denver headquarters, Galloway has six regional offices. The firm's staff of nearly 250 professionals supports projects nationwide. Its active portfolio includes projects in 26 states.

"This acquisition evolved from our desire to create opportunity for Galloway's staff and clients," said Kristoffer Kenton, Galloway director of architecture.

The effective date of the acquisition was Sept. 1. JRCA will retain its Salt Lake City office and staff and will continue operations under the Galloway name.

Two previously announced Utah bank acquisitions close

The previously announced acquisitions of two Utah banks have been recently completed.

Regions Bank of Birmingham, Alabama, has closed on its deal to acquire Salt Lake City-based EnerBank USA, a point-of-sale lender serving homeowners and contractors through a series of loan programs and digital solutions that support a wide range of home improvement needs.

"The addition of EnerBank's exceptional team and leading-edge technology will help Regions deliver even greater value to customers who are seeking convenient, competitive solutions for efficiently financing home improvement needs," said Scott Peters, senior executive vice president and head of the Consumer Banking Group for Regions Bank.

Through its nationwide reach, EnerBank USA has served more than 1 million homeowners since its inception and currently works with over 10,000 contractors by offering mobile, online and phone-based point-of-sale lending options. Lending services are delivered directly to homeowners at the point of sale by contractors who are part of EnerBank's national network.

Over time, the EnerBank USA name will consolidate into the Regions Bank brand. The EnerBank team will remain based primarily in Salt Lake City.

Glacier Bancorp Inc. of Ka-

ispell, Montana, has completed its acquisition of American Fork-based Altabancorp, the bank holding company for Altabank, the largest community bank in Utah.

Altabank provides banking services to individuals and businesses throughout Utah and southern Idaho with 25 branch locations from Preston, Idaho, to St. George and will operate as the newest banking division of Glacier Bank under the name "Altabank, Division of Glacier Bank."

"We are excited to welcome Altabank and their shareholders to the Glacier family and are very pleased with how smoothly the transaction process went and that the acquisition closed ahead of schedule," said Randy Chesler, Glacier's president and CEO.

Glacier Bancorp is the parent company for Glacier Bank and its bank divisions located across its eight-state western U.S. footprint.

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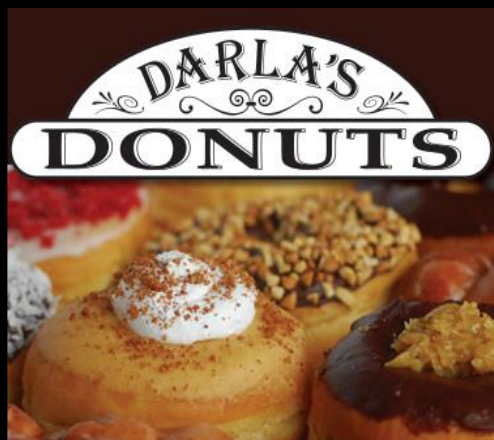
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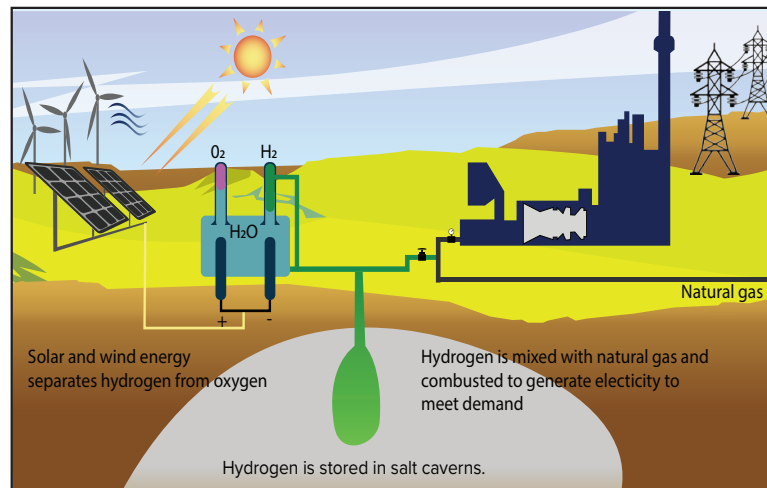
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IPP Renewed will use solar and wind power to produce hydrogen, store it in salt caverns and use it along with natural gas to generate electricity

IPP conversion will bring boom to Millard County's economy

The 50-year-old Intermountain Power Agency is on track to convert its plant near Delta from coal to natural gas and green hydrogen to produce electricity. Chevron announced in September that it will acquire an equity interest in the ACES Delta, a joint venture between Mitsubishi Power Americas and Magnum Development that owns the Advanced Clean Energy Storage project.

Dubbed IPP Renewed, the project would produce, store and transport green hydrogen in salt dome caverns at utility scale for power generation, transportation and industrial applications in the western United States. The Los Angeles Department of Water and Power (LADWP) is leading the power plant conversion. The plant would use a gas turbine designed and built to operate on 100 percent green hydrogen.

Recently, the Utah Foundation released "Plugging into the Future of Electricity: The Economic Impacts of the IPP Renewed Project," a report on the IPP Renewed endeavor and its economic impact to the state and local communities. The Utah Foundation undertook this project on a consulting basis at the request of IPA.

Among the findings of the new report:

- The construction period, most of which will take place from 2022 through 2026, will represent a \$2 billion investment, increasing the state's gross domestic product up to 0.18 percent annually from 2022 through 2026. It will directly support an average of 500 jobs annually during this period, which will in turn support up to an additional 600 jobs across the state.

- Most of the construction jobs will be located in Millard County, where the economic benefits represent a much larger share of the local economy. There, the 450 construction jobs annually to build the new plant will represent 10 percent of the county's average employment. This estimate does not include the extra jobs created

through supply chain purchases or employees' additional earnings.

- After completion of the project, 120 permanent IPP jobs will support up to 540 additional jobs from suppliers and the jobs demanded by increased regional earnings.

- The construction of the new converter stations will maintain a high level of reliability on the direct current transmission line and extend its life for decades to come. This could attract renewable projects to locate in the area, while providing carbon-free electricity to Southern California and potential Utah purchasers.

- After completion of the project, extra capacity will be available on the transmission lines. This means that other generation projects could develop in the area to help meet the demand for electricity in Southern California. If the transmission line were fully utilized, it could mean a direct effect of 1,300 temporary jobs and an additional 91 ongoing jobs in the community, which could support an additional 1,148 jobs during the construction phase and 410 permanently.

- There are expected additional economic benefits from the construction of renewable energy and green hydrogen infrastructure, opportunities for natural gas and other commodities storage, and the emerging production, storage and export of hydrogen gas.

Utah Foundation President Peter Reichard said projects like IPP Renewed are helping the state stay ahead of the curve economically. He pointed to larger trends in place, noting that by 2020 coal production in the U.S. had dropped to its lowest point since 1965.

"Our economy is turning away from coal-fired power," Reichard said. "That means we will have to find new means of stimulating local economies touched by the change. The IPP Renewed project is emblematic of that transition, with significant impacts both in the near future and over the longer term."

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Succeeding in Your Business

The three keys to success in a service business

A lot of downsized executives from corporate America are looking to start consulting practices these days, and a majority of them want to go back to corporate America and pitch themselves as “independent contractors” doing the same old job they used to do as corporate employees.

A lot of them are disappointed, though, when they find out their old companies won't hire independent contractors to do these jobs because these jobs either are no longer necessary (due to advances in information technolo-

gy) or are so sensitive that they can be handled properly by full-time employees.

Still, it isn't impossible to work for corporate America as an independent contractor or 1099. You just have to be a little more flexible in the type of work you accept.

A frequent complaint I hear from consultants-who-were-

once-corporate-executives is “Gee, I am getting work from corporate clients, but the projects are really dogs, the lowest of the low, involving long hours and really mind-numbing detail work.”



CLIFF ENNICO

Well, here's a news flash for you: Corporations (such as all customers) don't want to delegate the fun stuff. The work that's enjoyable, fun, sexy, state of the art, groundbreaking, career enhancing, etc., etc., is precisely the work that will be kept in-house. Tell me, if you really enjoy working on cars as a hobby, do you let someone else work on your car?

This seems so elementary, but you'd be surprised how many people forget it.

Take me, for example. It says “business attorney” on my business card, so what do you think people pay me for? Lofty advice and research on

complex legal questions? Sophisticated business advice that I offer while attending my clients' board meetings?

As the comedian Steve Martin used to say, “Naaaaaaaaah ...”

What people pay me for is document production — the ability to churn out legal documents on relatively short notice to engrave in stone the business deal they've spent weeks putting together and negotiating with other people. Clients never ask, “Cliff, how should I structure this deal?” What they ask instead is, “Cliff, we've struck a deal with XYZ Co. We're emailing the term sheet over to you now. How long do you think it will take to get the legal documents done?”

Basically, I'm in the “documents on demand” business, as far as most of my clients are concerned (there are exceptions, of course).

Why are clients willing to delegate this work to me and pay significant amounts of money for me to do it for them? Well, let me answer this question with another: Wouldn't you? I mean, do you really enjoy staying up late every night wordsmithing complex business agreements in technical legalese, knowing that if you get one word or phrase wrong, the whole thing could come tumbling down on someone's head and you could be sued? Of course not! Nobody does (not even moi). But the job has to be done, and it has to be done well, and therein lies an opportunity for someone like me.

This brings us to the moral of this week's column. If you truly want to be successful running your own business, especially a service business such as mine, the path to success lies in three easy steps:

Step One: “Find a dirty job...”

Step Two: “... that has to be done but that no one wants to do.”

Step Three: “Charge lots of money for doing it.”

You may laugh, but it's really that simple. People (and corporations) don't delegate the work that's enjoyable. What they will delegate is work that's tricky, detailed, painful, boring, mind-numbing, risky and

generally unpleasant. You will never make money asking people to pay you for stuff they enjoy doing. You can make TONS of money doing the stuff they won't dirty their hands with.

This brings us to one last point. Every once in a while when you are pitching consulting jobs to corporations, you will get the sense that the project you've been asked to work on is impossible to complete on time and within budget, to the point you start to think you have been deliberately set up to fail.

In my experience, every company or client has at least one project that is politically sensitive within the company and has a high probability of failure no matter who does it. Such a project, if not done 100 percent perfectly, will cost someone within the organization their job. It makes sense to hire an independent contractor to work on such a project because if they fail, they simply don't get paid and will never work in the company (or perhaps the industry) again, and no one within the organization loses their job.

If you sense that a client is offering you such a project, I would suggest not taking it if you value your reputation. If you are desperate for income or are willing to take the risk of failing on such a project because your failure isn't likely to make Page One of the industry newsletters and “no one will ever know,” I have one piece of advice for you: Charge several times what you normally would charge for other projects. If the client is indeed setting you up to fail, and the people you're dealing with are desperate to unload — I mean, delegate — the project to an outside consultant, they shouldn't get a bargain on top of it.

Make them pay, make them bleed money, make it worth the misery and don't apologize — you are performing a truly great service for that company, and if they're the right kind of people, they will appreciate it.

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

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Children's fashion brand **Lulu & Roo**, based in American Fork, has partnered with Warner Bros. Consumer Products to mark the 20th anniversary of the "Harry Potter and the Sorcerer's Stone" movie release with the launch of a new **Harry Potter-themed clothing collection**. The Harry Potter Lulu & Roo assortment will include rompers, sleepers, hoodies, dresses and more ranging from sizes for infants through adults.

"It's a tremendous honor to be able to create this new Harry Potter-inspired clothing line and we are thrilled to

Lulu + Roo

share the magic of the franchise with our loyal Lulu & Roo family across the country," said

Syndni Sorensen, co-founder and CEO of Lulu & Roo. "Our new collection will be a unique way for parents to pass down the legacy of the 'Wizarding World' to their children with the same high-quality fabrics and stylish design our brand is known for."

The new clothing line includes curated pieces that can be mixed and matched across styles, Sorensen said. The pieces feature everything from Hogwarts house-pride stripes, embroidered details, unique Hogwarts house patches and vibrant house colors. The detailed prints include iconic Wizarding World elements and characters throughout. Each piece features a signature embroidery of Harry's trademark glasses. All items are crafted with custom-milled fabrics that are designed to be soft and durable, she added.

The Harry Potter Lulu & Roo collection will be available on Oct. 19th at luluandrooclothing.com.

PeopleKeep, a Salt Lake City provider of individual health insurance reimbursement solutions for small businesses, has launched its **PeopleKeep Partner Marketplace**. The marketplace is a one-stop-shop for brokers, current PeopleKeep customers and employers to help in administering health reimbursement arrangements with PeopleKeep and PeopleKeep's partners. In the marketplace, employers will be able to explore how each of PeopleKeep's

eight partners can enrich or expand the benefits offered to their organizations and employees. "Our goal with everything we do at PeopleKeep is to serve small and medium-size businesses so they can care for their employees by offering a quality benefits package. And that's exactly what the group of trusted partners in our PeopleKeep Partner

Marketplace are here to help do," said **Victoria Hodgkins**, CEO of PeopleKeep.

North Salt Lake-based **Orbit**, a designer and manufacturer of irrigation products, has added an app feature **update to its B-hyve technology**. The update addresses drought conditions in a geographic area by monitoring need and weather patterns.



The feature ties into a customer's local drought data and weather forecasts, automatically adjusting to use

less water while keeping plants healthy. "Aridification in the West is at crisis levels and it never fails to surprise people how much water it takes to run their sprinklers," said **Stuart Eyring**, CEO of Orbit. "Our new app feature gives homeowners the ability to save water, keep their yard plants healthy and contribute to drought management that is localized for their conditions. Smart technology is a pathway to keeping lawns healthy and conserving water."

Salt Lake City-based **Wireless Advanced Vehicle Electrification (WAVE)**, a subsidiary of Ideanomics and a developer of charging solutions for medium- and heavy-duty vehicles, has announced its participation in a U.S. Department of Energy (DOE) **electrified powertrain project** to develop a 1-megawatt

WAVE

by Ideanomics

wireless charging system for electric trucks. The primary recipient of the cooperative agreement is Kenworth, who will collaborate with WAVE and Utah State University on system design. "At the megawatt power levels required by Class 8 EVs, there are significant advantages to eliminating mechanical movement and human contact associated with current charging technologies," said WAVE Chief Technology Officer **Michael Masquelier**. "The work we are doing with Kenworth and USU will help enable operators to extend the range of heavy-duty EVs, making the industry's zero-emission goals more attainable"

MX Technologies, a Lehi-based business analytics and data visualization solutions company, has introduced a new version of its mobile banking app. **MXmobile v6**, previously called Helios, is focused on growing and engaging users to expand the bot-

MX

tom line of the financial institution or fintech. "As mobile banking adoption continues to accelerate, financial services providers are looking to offer users a more personalized and all-around better mobile banking experience," said **Brett Allred**, chief product officer at MX. "MXmobile helps organizations deliver on that promise by offering simpler user onboarding, greater personalization and enhanced mobile banking features to drive engagement and increase the bottom line." The major features of the new app

version are simpler user onboarding, greater user personalization and enhanced mobile banking on any device, Allred said.

Nouri, a new Salt Lake City technology company, has launched the **Nouri Mobile App**. "The app was built for anyone who wants to nourish their personal and professional relationships," said **Sean Bair**, Nouri's CEO and founder. "Whether it's solo-

nouri

preneurs who need to enhance connections with customers and potential clients, grandparents who need help keeping track of their grandkids' birthdays and other important dates or highly connected people who

want to organize their many connections, Nouri is the app you need." The app is about nourishing the relationships that mean the most to you, Bair said. It compiles a users contacts from other contacts apps, social media, email lists, etc., and organizes them into "circles." App users then create a contact schedule and Nouri consolidates the schedules.

Good Steps, a new pet product company in Park City, has introduced what it says are the world's first **adjustable dog steps**. The product is custom made to create a set of steps that can be used by dogs

GOOD STEPS
ADJUSTABLE DOG STEPS

with physical disabilities such as arthritis, balance issues,

bad hips or knees and those recovering from surgeries or needing rehab to access beds and couches. "It's extremely gratifying to know that with the invention of Good Steps adjustable dog steps, we have given potentially millions of dogs the opportunity to have more freedom and mobility," said **Chris "Big Dog" Bachman**, owner and inventor of Good Steps. "When we realized how much the steps could help the dogs with health issues, well, that was pure icing on the cake."

Pleasant Grove-based **Fortem Technologies**, a provider of airspace security products and defense for detecting and defeating threats from drones, has announced today that its **DroneHunter** product successfully defeated threat drones during a recent U.S. Army test at the Yuma Proving Ground in Arizona. DroneHunter is an AI-enabled, radar-guided drone

FORTEM
TECHNOLOGIES

that locks onto its target, fires a net, captures the threatening

drone and tows it to a safe deposit location. "This test is further proof that the Fortem DroneHunter is capable of defeating [drone] threats in a rigorous operational environment," said James Housinger, vice president of program management at Fortem Technologies. "With full integration into Forward Area Air Defense Command and Control, operators can employ DroneHunter as a defensive weapon against a wide range of small threats."



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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.

AGRICULTURE

• **Gröv Technologies LLC**, a Vineyard-based producer of nutrient feed, has signed a definitive agreement with **Crossen Dairy**, based in Texas, to build a controlled-environment feed center to grow high-density nutrient feed. It will produce over 288,000 pounds per day on less than 5 percent of the water used in convention farming, Gröv said. Crossen milks 11,000 cows and farms over 7,500 acres of cropland.

BANKING

• **Regions Bank** has completed its acquisition of Salt Lake City-based home improvement lender **EnerBank USA**, which has joined Regions' Consumer Banking Group. EnerBank will maintain its headquarters presence in Salt Lake City, with many team members scheduled to occupy portions of 650 Main in downtown Salt Lake City. The division will continue to be led by **Charlie Knadler**,



Charles Knadler

who will join Regions as part of the Consumer Banking Group. EnerBank will continue to operate under the EnerBank brand during the coming months.

• **Mountain America Credit Union**, Sandy, has launched its **MyInvest** platform, an automated micro-investment manager. MyInvest is designed to make it easy for Mountain America members to start investing with as little as \$5. The platform is easy to access, has minimal fees, and can be customized to users' personal preferences and risk tolerance. Users can set up automatic deposits to their investment account or choose to make a one-time transfer. MyInvest was developed in partnership with **Access Softek Advisory Services LLC** and **DriveWealth LLC**.

COMMUNICATIONS

• **Zayo Group Holdings Inc.**, a Colorado-based provider of fiber-based communications, has completed three new underground, high-capacity, long-haul dark fiber routes, including a 532-mile route connecting Denver to Salt Lake City. The route also completes the final section of the shortest path and lowest latency route between New York City and San Francisco.

CONTESTS

• Applications are being accepted for the **2021-22 High School Utah Entrepreneur Challenge**, the high school coun-

terpart of the Utah Entrepreneur Challenge, a college business-plan competition. The deadline for filing an application is Feb. 21. Utah high school students ages 14-18 will compete for \$30,000 in cash and scholarships. The program is managed by the **Lassonde Entrepreneur Institute** at the University of Utah. Details are at <https://lassonde.utah.edu/hsuec>.

ECONOMIC DEVELOPMENT

• **The Economic Development Corporation of Utah** has awarded this year's **Community Match Grants**, representing a total of more than \$30,000 in matching funds. The awards include seven Special Project Match Grants and six Professional Development Match Grants. Special Projects awardees are **Herriman, Ogden, Payson, Saratoga Springs, South Ogden, Taylorsville** and **Tremonton**. Professional Development awardees include three staff each in **Tooele** and **West Jordan**.

ECONOMIC INDICATORS

• **Salt Lake City** is ranked No. 4 among major U.S. markets for new data center construction and No. 5 for data center absorption, with local absorption more than doubling between 2020 and 2021, according to a study by **JLL**. Its H1 2021 Data Center Outlook said Salt Lake City has become an attractive market because of low power rates, numerous renewable energy options and a supportive tech sector. "Utah recently passed legislation that allows sales tax-free equipment purchases for data center clients, which became effective July 1, 2020," the report said. "Utah has made leaps and bounds in becoming one of the most competitively priced data center markets in the country, which has been proven with the constant expansion of new space coming to the market."

• **Salt Lake City** is ranked No. 6 on a list of "**2021's Best Cities for Beer Lovers**," compiled by **Lawn Love**. It ranked 180 of the largest U.S. cities based on the number of breweries, award-winning beers, cheap pints, beer-centered festivals, and a big beer-loving community. The top-ranked city is Spokane, Washington. The bottom-ranked city is San Bernardino, California. Details are at <https://lawnlove.com/blog/best-beer-cities-in-the-us/>.

• **Utah** is ranked No. 12 on a list of "**Best States to Visit This Fall**," compiled by **LawnStarter**.

It ranked the states based on 15 fall factors, including the number of national and state parks, corn mazes and wineries, plus the projected number of weeks each state will produce fall foliage. In sub-categories, Utah was ranked No. 1 for projected number of weeks with fall foliage, No. 2 for most scenic drives, seventh for hiking trails per 100,000 residents, and No. 26 for number of corn mazes per 100,000 residents. The top-ranked state is Vermont. The bottom-ranked state is Louisiana. Details are at <https://www.lawnstarter.com/blog/studies/best-worst-states-to-visit-in-fall/>.



Clint Stoker

ing business that helped him pay for college, to his comic book publishing company and success with crowd-funding.

ENVIRONMENT

• **The Synergy Co.**, a Moab-based company focused on certified organic supplement manufacturing, has earned **Certified B Corporation** status by meeting the highest standards of verified social and environmental performance, public transparency, and legal accountability that balances profit and purpose. The certification encompasses employee treatment, good and transparent governance, community support and partnerships, as well as environmental performance. Synergy is the eighth company in Utah to become a Certified B Corporation.

GOVERNMENT

• **Weber State University** and **Southern Utah University** are among 50 recipients nationwide to receive funds from the **U.S. Department of Commerce** as part of its "**Build to Scale**" Program. Grantee projects are expected to fuel innovation and tech-based economic development. Weber State will receive \$749,175 for its plan to create the Northern Utah Accelerator along with Grow Utah and the Utah Advanced Materials Manufacturing Initiative. The accelerator will address critical deficiencies and foster home-grown scalable companies while addressing economic distress in the region. SUU will receive \$749,334 in federal funding for a project designed to stimulate entrepreneurial innovation, scalable startups and job creation by enhancing the overall innovation capacity and long-term resilience of the region. Fifty organizations from 26 states were granted a total of \$36.5 million. The 2021 awardees will leverage an additional \$40 million in matching funds from a variety of private- and public-sector sources.

HEALTHCARE

• **Ward MD**, Salt Lake City, is offering the first accredited facial plastic surgery fellowship program in the Intermountain West. The Educational and Research Foundation for the American Academy of Facial



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EDUCATION/TRAINING

• **Weber State University** is one of 42 institutions nationwide to make the "**2021 Great Colleges to Work For**" Honor Roll, based on a survey commissioned by **The Chronicle of Higher Education**. The results are based on an employee survey conducted in March at 196 colleges and universities nationwide. Only 70 of the 196 institutions achieved "Great Colleges to Work For" recognition for specific best practices and policies. The 42 universities of any size, including Weber State, that received the additional Honor Roll distinction had high employee marks in multiple categories. This is Weber State's fourth time participating and second time making the Honor Roll. For the first time, it was recognized in all 10 categories. Only 14 of the 196 institutions surveyed received high marks in all 10 categories.

• **The Mill Entrepreneurship Center** at Salt Lake Community College has hired **Clint Stoker** as marketing manager. He most recently worked for nine years at Salt Lake Community College's staff development department. Stoker also has been involved in his own entrepreneurial endeavors. from a small window-clean-



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see BRIEFS next page

Industry Briefs

from previous page

Plastic & Reconstructive Surgery is the sponsoring institution for the Ward MD fellowship program directed by Dr. P. Daniel Ward. The program is accredited by the **Accreditation Council for Post-Residency Specialty Education (ACPSE)** and offers training in facial plastic surgery to surgeons who have completed their residency and are seeking further subspecialty training in rhinoplasty, aging face surgery, hair transplantation and injectables. The first fellow in the program is **Dr. Sarah Khayat**, who completed her residency at the University of Illinois at Chicago. Selected as chief resident, Khayat will be working with Ward in the operating room and clinic as well as seeing her own facial plastic surgery and FORM Derm Spa patients. FORM Derm Spa has three locations in Northern Utah. The Ward MD program will train one fellow per year and already has been matched with a 2022-2023 fellow.

LAW

• **Parsons Behle & Latimer** has added **Simeon J. Brown**



Simeon Brown



Hannah Ector

and **Hannah J. Ector** at the company's Salt Lake City office. Brown joins Parsons' corporate legal team, while Ector joins its litigation team. Both are graduates of the University of Utah's S.J. Quinney College of Law and have experience working alongside Parsons' attorneys as summer associates.

MEDIA/MARKETING

• **Osmond Marketing**, Provo, has changed its corporate name to **Stage Marketing** "to better reflect the company's mission, values and core competencies" as it guides clients' marketing strategy and services through different stages of company growth. Osmond Marketing began in 2009 when the founders, Dr. Amy Osmond Cook and her husband, Jeff Cook, started the company to support their family in the wake of the Great

Recession. Stage Marketing will continue to collaborate with clients of all sizes, especially in the healthcare, technology and real estate verticals.

PHILANTHROPY

• **DoTerra**, a Pleasant Grove-based aromatherapy and essential oils company, has partnered with the state of Utah to distribute 1 million On Guard hand-sanitizing wipes to local students and teachers. The company is working with the Governor's Office, the Utah Department of Health and the Utah State Board of Education to manage the distribution of the wipes in response to the growing threat of COVID-19 delta variant. Davis, Canyons, Granite and Jordan school districts will receive an allocation of 800,000 wipes. The overall donation represents a retail value of over \$700,000.

• Employees from four **Ken Garff** dealerships recently weeded, sanded, stained porches and created kid-friendly spaces at four **House of Hope** locations in Salt Lake City. The work was part of Ken Garff's "We're 'Hear' for You" initiative during the ongoing COVID pandemic. People at House of Hope are feeling especially isolated during the pandemic as they continue to fight for their recovery and their families, the company said.

• **AmareGlobal**, a California-based company offering a holistic mental wellness platform of products, programs and people, has launched its "**Round Up for Love**" charity campaign to benefit **The Children's Center Utah**, a Utah-based nonprofit offering mental health services to infants, toddlers, preschoolers and their families. For every first order from new customers and partners, Amare will automatically round up the total of each order to the nearest dollar as a donation from Amare to The Children's Center Utah and offer its existing customers and partners the capability to round up their orders as an additional donation.

• The **HealthTree Foundation**, a Salt Lake City-based nonprofit organization, will host a trick-or-treat fundraising event for Utah families Oct. 30, 10 a.m.-9 p.m. at the Mountain America Expo Center, 9575 S. State St., Sandy. All proceeds will benefit the foundation as it tries to find a cure for blood cancers. Details are at <https://boopalooza.com/>.

REAL ESTATE

• **Stockdale Capital Partners**, a Los Angeles-based real estate investment firm, has acquired the **DoubleTree Suites** at the corner of West Temple and 600 S., Salt Lake City. Financial terms were not disclosed. The hotel has 241 rooms and its property includes 5,752 square feet of meeting space.

• **Mountain West Commercial Real Estate** has expanded its service offerings to include manufactured housing and RV investments. It has welcomed agent **Matt Draeger**, previously with Marcus & Millichap and who has over a decade of construction industry experience and three years of manufactured homes and RV investment experience.



Matt Draeger

• **Pacaso**, a real estate platform designed to help people buy and co-own a luxury second home, has expanded to Park City. The company has begun hiring a regional team and is working with a variety of local businesses to support its operations. Pacaso employs a minimum of eight local businesses to help care for and maintain each property it manages. Local real estate agent **David Lawson**



David Lawson

partners with Pacaso in Park City. Lawson has been a licensed Realtor in Utah since 2000 and has over 30 years of experience in real estate. He is currently director of the Lawson Real Estate Team, part of the Engel & Völkers team in North America.

• **HydroJug** has expanded its space at 175 N. 1140 W., in Business Depot Ogden and moved into a second, new Class A industrial building, giving the company 160,429 total square feet. The lease for 119,786 square feet was announced by **Newmark Knight Frank**. Newmark director Braxton Willie and executive managing director Chris Falk represented the tenant in the transaction. The landlord, **The Boyer Co.**, was self-represented. HydroJug was founded by two brothers who created a reusable half-gallon water jug that has since transformed into a more sophisticated design to include straws and insulated sleeves/carriers in a variety of colors and styles.

RECOGNITIONS

• The **National Association of Corporate Directors (NACD)** has named **Peggie Pelosi** to the **2021 NACD Directorship 100**, which recognizes the top 100 corporate directors, corporate governance experts, policymakers and influencers who make a significant impact on boardroom practices and performance.



Peggie Pelosi

It is presented by the National Association of Corporate Directors. Pelosi is a member of the board of USANA, based in Salt Lake City. She and other honorees will be recognized Nov. 9 during the 2021 NACD Directorship Awards virtual gala. Pelosi joined USANA in 1999 as the executive director of sales for Canada at USANA Health Sciences, and in 2000, she advanced to vice president of network development. Working at USANA until 2004, she formed the program that would evolve into the USANA Foundation. She joined USANA's board of directors in September 2018 as its first female board member.

• **Vestar**, owner of The Gateway in Salt Lake City, has been named an **Arts+Business Partnership Award** honoree for 2021 by **Americans for the Arts**. The award will be presented Oct. 15 at a virtual gala. The award is a national recognition given annually to businesses that have mutually beneficial, innovative and sustained partnerships with the arts. Since Vestar purchased The Gateway, it has been transformed into a destination for arts and culture. Vacant spaces are revitalized with art shop windows throughout the year, while vibrant murals, crosswalks and interactive art exhibits are regularly displayed. The Gateway also hosts art-themed events such as the annual Chalk Art Festival and the Urban Arts Festival, which provide a free opportunity for attendees to experience and celebrate both local and national artists.

• **GuideCX**, a Draper-based company producing client onboarding software, has been awarded **14 new badges** for the fall quarter from **G2**, a B2B software and services review website. Four badges are a first for

the SaaS platform, and Guide CX received the badge for Best Relationship Fall 2021.

• **MX**, a Lehi-based financial data platform and modern connectivity company, has recognized **U.S. Bank**, **The Points Guy**, **MetLife** and **CIBC** as the **2021 MX Innovator Award** winners for using financial data to deliver exceptional new money experiences for their customers. The honors were announced at the second annual Money Experience Summit at Snowbird.

TECHNOLOGY

• **Lucidpress**, a Salt Lake City-based design and brand templating software provider for businesses, has hired **Brandon Moss** as head of product and **Wes Novack** as vice president of engineering.



Brandon Moss



Wes Novack

Moss will continue to drive broader adoption of the company's platform by making it more streamlined and simplified for Lucidpress customers. He brings product management experience, having worked at Podium, Domo and DealerSocket. Novack will build out the engineering organization while ensuring that proper security processes and controls are in place to safeguard customer data. He most recently worked at Pluralsight as a leader on engineering teams in software, cloud, DevOps, architecture, platform and product security. Before Pluralsight, he held engineering roles at Verizon and MCI.

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Legal Matters

How to fast-track your patent application

Patent prosecution moves far too slowly for the needs of some Utah companies. Applicants for patents wait, on average, 16.9 months to receive a first office action from the U.S. Patent and Trademark Office (USPTO) and

28.1 months before either receiving a patent or receiving a final decision. Waiting upwards of two years before receiving

a patent is simply not feasible for many innovative businesses. Fast-moving technologies do not wait for a USPTO resolution. Thankfully, there are ways of expediting patent prosecution.

Track One

Prioritized Examination

Track One is a program where applicants pay the USPTO for a faster disposition of their patent applications. Anyone can get Track One status for their patent application by paying \$4,200

(reduced for smaller companies and individuals) at the time of filing the patent application. Track One sets a goal for the patent office to give a final disposition within one year. In fiscal year 2021, the average time until final disposition

was 5.6 months. Applications in Track One take priority over other applications and receive prompt replies. Patent

examiners tend to be more engaged and more willing to work with patent applicants in Track One. However, applicants must reciprocate in promptly replying to the patent office. If an applicant extends any deadline in the examination process, Track One status is lost.

Patent Prosecution Highway

Patent Prosecution Highway (PPH) is a program that helps applicants applying for patents in multiple countries. If applicants

have allowed claims in a participating patent office (Office of Earlier Examination or OEE), they can point to those claims when obtaining a patent on the same invention in another participating patent office. For example, an applicant with allowed claims in Europe would provide a table showing correspondence between the European claims and the U.S. claims, an information disclosure statement disclosing cited references and a translation into English, if needed, of the office action allowing the European claims. The USPTO then examines the patent, assisted by the work done by the European examiner. PPH requires no fee, results in slightly faster prosecution, and has an 84 percent allowance rate as compared to 74 percent for all patent applications.

One disadvantage of PPH is that the application is bound by the allowed claims in another patent office. The claims allowed in the first patent office may thus restrict the scope of the claims allowed in the second patent office. However, the previously allowed

claim scope is no guarantee of allowance in the U.S. The USPTO may still find prior art and make new rejections. In addition, the USPTO does not have a one-year final disposition goal as it does for Track One applications. For this reason, PPH applications do not proceed through examination as quickly as Track One applications.

A potentially effective international strategy may involve filing a Track One application in the U.S. to obtain rapid allowance and then filing PPH applications abroad in participating countries with the allowed claim in the US.

Petition to Make Special

A petition to make special expedites examination based on an inventor's age or a health condition. Such petitions do not require a fee but require evidence of the inventor's age or health condition. For inventor age, an attorney's certification of the inventor being older than 65 is sufficient to qualify. For inventor health, a doctor's certificate or other medical certificate may be required. However, any person-

al medical information submitted to the USPTO will be made public on the record. Petitions to make special typically result in examination timelines very similar to those achieved under the PPH program. Applications are taken out of turn and extra effort is expended in quickly reaching a final disposition. Again, the USPTO does not have a one-year final disposition goal as it does for Track One applications.

Accelerated Examination

Accelerated Examination (AE) involves obtaining a faster disposition by aiding the patent office by providing a pre-examination search. In essence, applicants speed up the process by performing the first part of the USPTO's examination. To participate in the program, an applicant must file a petition with a \$130 fee and an examination support document (ESD) and conduct a pre-examination search. This low fee may make AE appear to be a cost-effective

see PATENTS page 14

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Celebrating our 10th Anniversary, Maschoff Brennan provides legal counsel and representation to some of the world's most innovative companies. With over 45 attorneys and offices in the technology-focused regions of Utah and California, our attorneys are known for having the breadth of experience and the forward-thinking insight needed to handle complex technological and business issues across all industries and geographic boundaries. We look forward to many more years of meeting new litigation and intellectual property-related challenges and continuing to represent our clients with the dedication and creativity they have come to expect.



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Calendar

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

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

“Organize Your Business Data with Excel,” a Women’s Business Center of Utah event. Presenter is Debbie Drake, Women’s Business Center of Utah. Event takes place online. Free. Details are at wbcutah.org.

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

Mayoral and City Council Candidate Forum, presented by the Park City Chamber/Bureau, in partnership with the Park City Community Foundation, *The Park Record* and KPCW. Mayoral forum will be noon-1:30 p.m. City council candidate forum will be 5-6:30 p.m. Location is Jim Sandy Auditorium, 1255 Park Ave., Park City. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

Oct. 12, 8-9:30 a.m.

ACG Utah Speaker Series, an Association for Corporate Growth Utah event. Speaker is Jeremy Andrus, president and CEO, Traeger Grills. Location is Marriott City Center, 220 S. State St., Salt Lake City. Free for members, \$20 for nonmembers for the first two breakfast meeting attendances, \$45 for nonmembers thereafter. Details are at <https://www.acg.org/utah/events/>.

Oct. 12, 8:30-10 a.m.

Restaurant Industry Forum, a Park City Chamber/Bureau event. Location is DoubleTree by Hilton Park City, 1800 Park Ave., Park City. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

Oct. 12, 9-11 a.m.

“Pay the IRS Less Without Going to Jail,” a Small Business Development Center (SBDC) event that takes place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

Oct. 12, 10 a.m.

“Employee Engagement,” part of the 2021 Employers Council and Paylocity Online Training Series. Free. Details are at <http://info.employerscouncil.org/2021-paylocity-webinar-series>.

Oct. 12, 11:55 a.m.-12:55 p.m.

Monthly Women in Business Luncheon, a Cache Valley Chamber of Commerce event. Check website for location. Cost

is \$14 for WIB members, \$16 for nonmembers. Details are at cachechamber.com.

Oct. 12, 1-2 p.m.

“Talk About It Tuesday,” a Women’s Business Center of Utah event that is a weekly open discussion. Moderator is Sarah Barstow, WBCUtah southern office business advisor. Event takes place online via Zoom. Free. Details are at wbcutah.org.

Oct. 13-14

Silicon Slopes Summit, a Silicon Slopes event featuring keynote presentations, in-depth breakout sessions, entertainment and networking. Event will feature a conversation between Tim Cook, CEO of Apple, and U.S. Sen. Mike Lee; plus a keynote by Steve Ballmer, former CEO of Microsoft. Location is Salt Palace Convention Center, 100 S. West Temple, Salt Lake City. Cost is \$295. Details are at slopesummit.com.

Oct. 13, 9 a.m.-noon

“SBDC’s Cash Flow Is King: Understanding Your Numbers Like a Pro,” a Small Business Development Center (SBDC) event. Location is Salt Lake Community College, MCPC 101, Sandy. Cost is \$29. Details are at <https://clients.utahsbdc.org/events.aspx>.

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

“Let’s Do Lunch,” a South Valley Chamber event with a small-business panel that includes Jennifer Silvester, CEO and senior partner, Silvester & Co.; Dave Khwaja, president, First Touch Consulting; Michele Sauk, senior vice president of commercial banking, Northwest Bank, and Beans & Brew franchise owner; and moderator David Edmunds, founder, The Salt Mine. Location is the Salt Mine, 7984 S. 1300 E., Sandy. Cost is \$15 for chamber members, \$25 for nonmembers. Details are at southvalleychamber.com

Oct. 13, 5-7 p.m.

“Business After Hours,” an Ogden-Weber Chamber of Commerce event. Location is Cache Valley Bank. Free for employees of chamber members and first-time guests, \$10 for nonmembers. Details to be announced.

Oct. 13, 5-6 p.m.

“Manage Risk, Protect Your Business,” a Small Business Development Center (SBDC) event. Location is the Orem-Provo SBDC at Utah Valley University. Details are at <https://clients.utahsbdc.org/events.aspx>.

Oct. 13, 6-8:30 p.m.

21st Annual Women in Business Fall Social, a Women’s Business Center of Utah event. Theme is “A Wicked Affair.” Event will acknowledge outstanding women in the community, feature a number of WBCUtah client businesses and highlight the Women’s Business Center of Utah’s Woman Entrepreneur of the Year award recipient. Location is Pierpont Place, 163 W. Pierpont Ave., Salt Lake City. Cost is \$80. All proceeds will go toward WBCUtah trainings, free consultations, events and services. Details are at wbcutah.org.

Oct. 13, 6-7 p.m.

“All You Need to Know About Employee Benefits,” a Small Business Development Center (SBDC) event. Location is the Orem/Provo SBDC at Utah Valley University. Details are at <https://clients.utahsbdc.org/events.aspx>.

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

“Monthly Lunch \$ Learn Workshop,” a Murray Area Chamber of Commerce event. Location is The Point After, 5445 S. 900 E., Murray. Cost is \$25. Details are at murrayareachamber.com.

Oct. 14, 5-7 p.m.

Business After Hours, a Park City Chamber/Bureau event. Location is Kimball Arts Center, 1251 Kearns Blvd., Park City. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

Oct. 14, 6-8 p.m.

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

Oct. 15, 8-10 a.m.

“Friday Connections Speed Networking,” a multi-chamber event. Location is Megaplex Theatres Valley Fair, 3620 S. 2400 W., West Valley City. Cost is \$5 for chamber members, \$10 for nonmembers. Details are at chamberwest.com.

Oct. 15, 9 a.m.-noon

“Where’s the Money? Funding Your Business Growth,” presented by the Women’s Business Center of Utah, the Utah Women’s Networking Group, the Utah Microloan Fund and Mountain West Small Business Finance. Event is a gathering of funding resources (bankers, lenders, grants, loans, investors and more). Location is the Women’s Business Center of Utah, 201 S. Main St.,

No. 2300, Salt Lake City. Free. Details are at wbcutah.org.

Oct. 16, 11:25 a.m.-1 p.m.

Leadership Luncheon, a Cache Valley Chamber of Commerce event. Location is The Riverwoods Conference Center, 615 Riverwoods Parkway, Logan. Cost is \$16 for members and \$17 for nonmembers pre-registered, \$20 for members and \$22 for nonmembers. Details are at cachechamber.com.

Oct. 18-21

“Innovation Elevated,” AURP’s 2021 international conference that is a gathering of global leaders in the innovation community. AURP is the Association of University Research Parks, a not-for-profit international organization. Event is designed to advance new ideas at interactive sessions with C-suite executives. Location is Hilton Salt Lake City Center, 255 S. West Temple, Salt Lake City. Details are at <https://international.aurp.net/>. Oct. 21 is AURP Space Day, featuring regional, state and national leaders with a focus on developing innovation clusters on the ground to fuel the global entrepreneurial space economy. Details are at <https://international.aurp.net/aurp-space-day>.

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

“Business Women’s Forum 2021: Bias Busting: Recognizing Unconscious Bias at Work,” Speaker is Heather Doggett, chief operating officer at the Loveland Living Planet Aquarium, 12033 Lone Peak Parkway, Draper. Cost is \$30 for members, \$40 for nonmembers. Details are at slchamber.com.

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

Business Alliance Luncheon. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. No RSVP required. Details are at davischamberofcommerce.com.

Oct. 20, 8 a.m.-4 p.m.

“Emotional Intelligence,” part of the Salt Lake Community College Frontline Leader Workshop Series focusing on identifying the components of emotional intelligence and exploring strategies to your awareness of emotions, develop an ability to manage emotions, and improve social skills. Location is SLCC’s Westpointe Campus, 1060 N. Flyer Way, Salt Lake City. Cost is \$250. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

Oct. 20, 8 a.m.-4 p.m.

Eighth Annual Cache Bus-

ness Women’s Conference, a Cache Valley Chamber of Commerce event. Location is The Riverwoods Conference Center, 615 Riverwood Parkway, Logan. Virtual attendance also is available. Details are at cachechamber.com.

Oct. 20, 9 a.m.-noon

“SBDC’s Cash Flow Is King: Understanding Your Numbers Like a Pro,” a Small Business Development Center (SBDC) event. Location is Salt Lake Community College, MCPC 101, Sandy. Cost is \$29. Details are at <https://clients.utahsbdc.org/events.aspx>.

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

“Lunch & Learn,” a Park City Chamber/Bureau event featuring a discussion about the Women’s Business Center of Utah. The chamber/bureau and WBCUtah will have a similar event every other month for women business owners in Summit County. Location is Intermountain Park City Hospital, Blair Education Center, 900 Round Valley Drive, Park City. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

Oct. 20, 11:30 a.m.

“In the Know” Series: UDOT Canyon Update, a South Valley Chamber event. Speaker is Josh Van Jura, Utah Department of Transportation project director, discussing the “gondola or road widening” options for Little Cottonwood Canyon. Location is Mountain America Credit Union, eighth floor, 9800 Monroe St., Sandy. Cost is \$20 for chamber members, \$25 for nonmembers. Details are at southvalleychamber.com.

Oct. 20, 9:55-11 a.m.

“Showcase Your Business and Products to Shoppers Online,” presented by Grow with Google, in partnership with the Women’s Business Center of Utah. Event takes place online via Zoom. Free. Details are at wbcutah.org.

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

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

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

Procurement Technical Assistance Center (PTAC) Symposium, presented by PTAC Center in the Governor’s Office of Economic Opportunity and

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focused on opportunities for federal, state and local government contracting. Theme is "Connecting You to the Opportunities." Keynote speaker is U.S. Rep. Blake Moore. Another

speaker is government contracting lawyer Matthew Schoonover of Schoonover & Moriarty. Event also features breakout sessions and networking opportunities. Location is the Davis Conference Center, 1651 N. 700 W., Layton. Cost is \$60. Details are at https://purchase.growtix.com/e/PTAC_Symposium_2021/.

Oct. 21, 8 a.m.-3:30 p.m.
Rising Tide Business Owners Summit, presented by Blue Sky Business Resources. Event is designed for business owners in the lower middle market who realize that at some point they will exit their businesses. Keynote speaker is Dr. David Gruder, M&A success psycholo-

gist. Location is Little America Hotel, 500 S. Main St., Salt Lake City. Free. Registration can be completed at [Eventbrite.com](https://www.eventbrite.com).

Oct. 21, 8:30-11 a.m.

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

Oct. 21, 9 a.m.-1 p.m.

Lab Leadership Symposium, presented by ARUP Laboratories. Theme is "Creating Connections: Advancing Your Lab's Value in the Healthcare System." Keynote speaker Michael J. Dowling, Northwell Health president and CEO, will discuss "Leading Through a Pandemic." Event takes place online via Zoom. Free. Details are at <https://www.aruplab.com/2021symposium>.

Oct. 21, noon-1 p.m.

"Formatting Blog Posts for Maximum Engagement," a Kiln event featuring Cat Johnson. Location is 1090 Center Drive, Park City. Details are at <https://kiln.co/events/cat-johnson-workshop-1021>.

Oct. 21, 5-7 p.m.

"Business After Hours," a Salt Lake Chamber event. Location is Nordstrom City Creek, 55 S. West Temple, Salt Lake City. Complimentary for Circle Level members, \$10 for other members, \$15 for nonmembers. Details are at slchamber.com

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

WIB Luncheon, a South Valley Chamber event. Speaker is Erin Trenbeath-Murray, vice president of the Success in Education Foundation. Location is WCF Insurance, 110 W. Town Ridge Parkway, Sandy. Cost is \$20 for chamber members, \$25 for nonmembers. Details are at southvalleychamber.com.

Oct. 26, 11:45 a.m.-1 p.m.

Women in Business Luncheon, an Ogden-Weber Chamber of Commerce event featuring a legislative process panel. Location is The Monarch, 455 25th St., Ogden. Cost is \$20 for WIB members and first-time guests, \$30 for nonmembers. Details are at ogdenweberchamber.com.

Oct. 27-28

Utah Outdoor Recreation Summit, with the theme "Outdoors Elevated." Event features five educational tracks, plus

a keynote presentation by Dr. Steve Neeleman, owner of the Zion Ponderosa Ranch Resort with his brother David, a member of the Go Utah board of directors, and founder and vice chairman of HealthEquity. Location is Kanab Center in Kanab. Cost is \$175 for each summit, \$255 for both. Details are at utahoutdoor-summit.com.

Oct. 27, 7:30-9 a.m.

"Mental Health in the Workplace," an Ogden-Weber Chamber of Commerce event featuring a panel discussion. Location is Weber County Commission Chambers, Weber Center, 2380 Washington Blvd., Ogden. Details are at ogdenweberchamber.com.

Oct. 27, 8 a.m.-5 p.m.

Trends Conference, a ULI (Urban Land Institute) Utah event that is a gathering of leaders from business, government and the community to learn from local, regional and national experts in real estate, business and economics. Theme is "Reaching New Heights." Keynote speaker is Jack Uldrich, globalist, futurist and author. Other speakers include Peter Linneman, founding principal at Linneman Associates LLC, CEO of American Opportunity Zones Fund and CEO of KL Realty; and Marc Stanworth, managing director and chief operating officer at Dakota Pacific. Location is Grand America Hotel, 555 S. Main St., Salt Lake City. Cost is \$255 for private-sector members, \$260 for public/academic/nonprofit; \$290 for private-sector nonmembers. Details are at <https://utah.uli.org/events-2/>.

Oct. 27, 9 a.m.-noon

"SBDC's Cash Flow Is King: Understanding Your Numbers Like a Pro," a Small Business Development Center (SBDC) event. Location is Salt Lake Community College, MCPC 101, Sandy. Cost is \$29. Details are at <https://clients.utahsbdc.org/events.aspx>.

Oct. 27, 9-11 a.m.

Digital Marketing Academy, a South Valley Chamber event. Speaker is Toby Eborn, senior vice president of business development at Firetoss. Location is Salt Lake Community College's Miller Campus, Free Enterprise Building No. 3, Room 203, 9750 S. 300 W., Sandy. Free. Details are at southvalleychamber.com

Oct. 27, noon-1 p.m.

"Solve the Business Puzzle," a Women's Business Center of Utah event that takes

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Masks are highly encouraged for this in-person event.

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CALENDAR*from previous page*

place online via Zoom. Free. Details to be announced at wbcutah.org.

Oct. 27, 5:30-6:30 p.m.

“Teamwork Trifecta: Building a Powerhouse Team,” a Small Business Development Center (SBDC) event. Location is the Orem/Provo SBDC at Utah Valley University. Details are at <https://clients.utahsbdc.org/events.aspx>.

Oct. 27, 6-7:15 p.m.

Women in Business After Hours, an Ogden-Weber Chamber of Commerce event that takes place online via Zoom. Details are at ogdenweberchamber.com.

Oct. 28

“Growth & Prosperity Summit,” a Utah Valley Chamber of Commerce event. Details to be announced at thechamber.org.

Oct. 28, noon-1 p.m.

Women in Business, a Box Elder Chamber of Commerce event. Contact the chamber for location details. Cost is \$10. Details are at boxelderchamber.com.

Oct. 28, 5-6 p.m.

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

Oct. 29, 8:30-11:30 a.m.

Utah Trails Forum Conference Workshops, with master trail stewards field workshops from 11:45 a.m.-4 p.m. Event is a statewide gathering of trail planners, builders, advo-

cates, users, tourism and local government leaders who want to advance the building and care of natural surface trails. Location is Kanab Center, Kanab. Cost for forum (without summit ticket) is \$80, \$65 if added to summit registration. Details are at utahoutdoorsummit.com/utah-trails-forum/.

Oct. 29, noon-1:15 p.m.

Fall Women’s Leadership Forum, a Utah Women & Leadership Project event. Speaker Sally Helgesen, author, speaker and leadership coach, will discuss “How Women Rise: Break the 12 Habits Holding You Back from Your Next Raise, Promotion or Job.” Event takes place online. Details are at <https://www.usu.edu/uwlp/events/upcoming-events>.

Nov. 1-2, 2-4 p.m.

“Let’s Get Together,” a Women’s Business Center of Utah event. Location Nov. 1 is Crossroads Center, 50 E. 200 S., Roosevelt. Location Nov. 2 is Vernal Innovation Hub, 43 E. Main St., Vernal. Free. Details are at wbcutah.org.

Nov. 2, 10 a.m.

“Benefits,” part of the 2021 Employers Council and Paylocity Online Training Series. Free. Details are at <http://info.employerscouncil.org/2021-paylocity-webinar-series>.

Nov. 2, 11:30 a.m.-1 p.m.

Business Alliance Luncheon. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. No RSVP required. Details are at davischamberofcommerce.com.

Nov. 3, 8 a.m.-4 p.m.

“Introduction to Customer Service,” a Salt Lake Community College Employee Development Workshop. Whether face to face, across the country or across the

hall, understanding and meeting a customer’s needs is the key to success. Participants will learn to provide an exceptional experience for internal and external customers. Location is SLCC’s Westpointe Campus, 1060 N. Flyer Way, Salt Lake City. Cost is \$300. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

Nov. 3

Titan Awards, a South Valley Chamber event. Honorees are Fred Lampropoulos, CEO and chairman, Merit Medical; Peggy Larson, former senior vice president, WCF; and Mike Leavitt, former governor and founder, Leavitt Partners. Location is Little America Hotel, 500 S. Main St., Salt Lake City. Details to be announced.

Nov. 4, 7:45 a.m.-2 p.m.

South Jordan Business Summit and Expo, a South Jordan Chamber of Commerce event. Location is Awaken Church, 322 W. 11000 S., South Jordan. Cost is \$30, \$40 the day of the event. Details are at <https://www.southjordanchamber.org/events>.

Nov. 4, 8 a.m.-3 p.m.

Utah’s Business Diversity Summit, part of the One Utah Summit Series and designed to engage business and community leaders in efforts to create more diverse and inclusive workplaces. Event will feature several keynote speakers, breakout sessions, networking opportunities and resources. Presentations are targeted toward businesses with well-developed diversity and inclusion programs, as well as those businesses without current efforts but who want to engage. Location is Salt Palace Convention Center, 100 S. West Temple, Salt Lake City. Cost is \$120. Details are at slchamber.com.

Nov. 4, 6-8 p.m.

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

Nov. 5 and 12

Government Affairs Bootcamp 2021, a Salt Lake Chamber event designed for new and experienced government affairs professionals, company executives and public policy advocates to learn how to improve their effectiveness and understanding of advocating in the state of Utah. Location Nov. 5 is Salt Lake Chamber, 201 S. Main St., Suite 2300, Salt Lake City. Location Nov. 12 is Utah State Capitol Board Room, 350 State St., Salt Lake City. Cost is \$500 for members, \$750 for nonmembers. Details are at slchamber.com.

Nov. 9, 11:55 a.m.-12:55 p.m.

Monthly Women in Business Luncheon, a Cache Valley Chamber of Commerce event. Check website for location. Cost is \$14 for WIB members, \$16 for nonmembers. Details are at cachechamber.com.

Nov. 9, 1-5 p.m.

Crosstalk 2021, presented by the Utah Advanced Manufacturing and Materials Initiative (UAMMI) and Composites World and featuring world experts sharing the latest industry trends and research with composite professionals. Keynote speakers include ranking members of Utah’s Governor’s Office of Economic Opportunity, experts in additive manufacturing, and analysts from the world’s leading research firms. Location is Little America Hotel, 500 S. Main St., Salt Lake City. Free. Registration can be completed at Eventbrite.com. Event is in conjunction with the Composite World’s Carbon

Fiber 2021 Conference, but participants need not attend Carbon Fiber 2021 to attend Crosstalk 2021. Registration can be completed at Eventbrite.com.

Nov. 11, 6-8 p.m.

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

Nov. 12, 7:30 a.m.-noon

Fall 2021 Nubiz Symposium. Location to be determined. Details to be announced at ogdenweberchamber.com.

Nov. 12, 8-9 a.m.

Women in Business Networking, an Ogden-Weber Chamber of Commerce event. Location is The Monarch, 455 12th St., Ogden. Free for WIB members. Details are at ogdenweberchamber.com.

Nov. 12, noon-1:15 p.m.

“Strengthening Your Emotional Health as Women,” a Utah Women & Leadership Project Fall Women’s Leadership Forum. Speakers include Julie Hanks, founder and director, Wasatch Family Therapy; Tiffany Roe, clinical mental health counselor and owner, Mindful Counseling; Melanie D. Davis, owner and clinical director, Planted Healing Mental Health Practice; and moderator Susan R. Madsen, founder of the Utah Women & Leadership Project. Event takes place online. Details are at <https://www.usu.edu/uwlp/events/upcoming-events>.

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

Business Alliance Luncheon. Location is Boondocks

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Fun Center, 525 Deseret Drive, Kaysville. No RSVP required. Details are at davischamberof-commerce.com.

Nov. 16, 11:30 a.m.

Women in Business Luncheon, an Ogden-Weber Chamber of Commerce event. Location is The Monarch 455 25th St., Ogden. Cost is \$20 for WIB members and first-time guests, \$30 for nonmembers. Details are at ogdenweberchamber.com.

Nov. 16, 6:30-8 p.m.

"How to Make Your Website Sell, So You Don't Have To," a Small Business Development Center (SBDC) event. Location is the Orem-Provo SBDC at Utah Valley University. Details are at <https://clients.utahsbdc.org/events.aspx>.

Nov. 16, 7-9 p.m.

Pillar of the Valley Awards Gala, a Utah Valley Chamber event honoring award recipients Alan and Suzanne Osmond. Location is Utah Valley Convention Center, 220 W. Center St., Provo. Details are at thechamber.org/pillar-of-the-valley/.

Nov. 17, 8 a.m.-4 p.m.

"Leading People, Projects and Processes," part of the Salt Lake Community College Frontline Leader Workshop Series. Participants will review key project management principles while learning processes for effective team leadership and how to communicate and set guidelines to track progress. Location is SLCC's Westpointe Campus, 1060 N. Flyer Way, Salt Lake City. Cost is \$250. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

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

2021 Tourism Fall Forum, a Park City Chamber/Bureau event. Location is Sheraton Park City, 1895 Sidewinder Drive, Park City. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

Nov. 17, 5:30-6:30 p.m.

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

Nov. 17, 6:30-7:30 p.m.

QuickBooks Workshop, a Small Business Development Center (SBDC) event. Location is the Provo/Orem SBDC at Utah Valley University. Details are at <https://clients.utahsbdc.org/events.aspx>.

Nov. 18, 8 a.m.-1:30 p.m.

Annual Women in Business Summit, a Davis Chamber of Commerce event. Location is Davis Conference Center, 1651 N. 700 W., Layton. Cost is \$65 for chamber members, \$85 for guests (registration is required). Details are at davischamberof-commerce.com.

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

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

Nov. 18, 6-7 p.m.

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

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residents who live within the public infrastructure district. It has no impact whatsoever on those outside of the Inland Port Authority residing in Salt Lake City in terms of taxes.

"There's no proposal for a mill levy or increase to any of the properties that already exist within the Inland Port Authority, and, again, this does not change any taxes whatsoever to other residents of Salt Lake City or of surrounding municipalities at all."

Any property tax increases in the PID area would need consent of all of the property owners. "People have this say in what happens with their taxes in this area," Becker said.

Becker said other states use similar tools to finance infrastructure projects upfront.

The transloading crossdock facility would be on 43 acres adjacent to the Union Pacific intermodal hub and transfer goods from inbound rail containers to larger containers for domestic movement by rail or truck. Currently 90 percent of cargo entering the market comes by truck, so the facility's use of rail would reduce the truck traffic into the market.

Jill Flygare, the port authority's chief operating officer, said the facility "will reduce the num-

utahsbdc.org/events.aspx.

Nov. 19, 8 a.m.-3 p.m.

45th Annual Women & Business Conference and Athena Awards Luncheon, a Salt Lake Chamber Women's Business Center of Utah event featuring the presentation of the Athena International Award and Pathfinder Awards. Location is Grand America, 555 S. Main St., Salt Lake City. Cost is \$85 for members, \$100 for nonmembers; lunch-only cost is \$65 for members, \$75 for nonmembers. Details are at slchamber.com.

Nov. 19, 8-10 a.m.

"Friday Connections Speed Networking," a multi-chamber event. Location is Megaplex Theatres Valley Fair, 3620 S. 2400 W., West Valley City. Cost is \$5 for chamber members, \$10 for nonmembers. Details are at chamberwest.com.

Nov. 19, noon-1 p.m.

"Twenty-Five Costly HR Mistakes Companies Make and How to Avoid Them," presented by BBSI Utah branches. Location is Athena Beans, 111 W. 9000 S., Sandy. Free. Registration can be completed at Eventbrite.com.

ber of truck trips and overall costs within the system by consolidating cargo and optimizing freight flows." It will reduce the impacts of air emissions from trucks as well, create more shipping options to international markets and "reduce the stress on an already overburdened system," she said.

Other projects being contemplated are a renewable refueling station, a public-private partnership with Stadler Rail to provide a site for day care and dining options during off-hours, turning an existing building into a U.S. Customs bonded warehouse, a North Temple rail line and the buildout of 7200 West.

Flygare said the projects would provide several benefits.

"They help in moving this area forward. They assist in moving cargo more efficiently. They help in getting trucks out of adjacent neighbors. They help in reducing the air emissions that we all breathe, whether we're in the jurisdiction, in the adjacent neighborhoods, or, heck, if we're in West Jordan or in Ogden. It's all the same airshed, so it helps all of us as we're moving forward."

Speakers also stressed that that port authority would retain the ability to appoint members to the PID board, and the board's meetings would be open to the public.

A meeting to vote on the PID has not been scheduled.

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HOUSING*from page 1*

a 46.2 percent premium; Detroit, at a 45.6 percent premium; Spokane, Washington, at a 45.2 percent premium; Salt Lake City, at a 42.4 percent premium; Phoenix, at a 42.3 percent premium; Las Vegas, at a 41.9 percent premium; and Stockton, California, at a 38.5 percent premium.

The typical value of homes in Boise was over \$523,300 as of the end of August, up more than 46 percent over the past year, according to Zillow. For Ogden, the typical home value is \$341,300, for Provo it's over \$448,300 and for Salt Lake City it's over

\$565,000.

Buyers in the most overvalued markets are paying near-peak prices and risk getting stuck in their investment for some time before they can realize returns, said Ken Johnson, a real estate economist and associate dean at Florida Atlantic University's College of Business and one of the researchers who conducted the study.

"In the top 10 markets, potential buyers might want to consider renting and reinvesting money that they otherwise would have put into homeownership," Johnson said. "Renting and reinvesting has been shown to often outperform ownership in terms of wealth creation."

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option; however, the pre-examination search has stringent requirements so AE may end up costing as much as Track One, with additional hoops to jump through.

For the pre-examination search, the applicant must perform a detailed search and must cite all the references relevant to the claims in an information disclosure statement, identify all limitations in the claims that are disclosed by those references, and specify where the limitations are disclosed in the references. Additionally, the applicant must include a detailed explanation that describes with particularity how the claims are patentable over the references cited with particularity. The concern with AE is it requires the expense of a search, as well as significant attorney time to evaluate the prior art with respect to the claims. Most importantly, AE requires the applicant to characterize its claims as well as the prior art, which may result in prosecution history es-

toppel by disclaiming what is in the prior art, or may give rise to potential inequitable conduct issues for failure to disclose relevant art. For these reasons, Track One is almost always preferable over AE.

Conclusion

The USPTO has several options for expediting prosecution for applicants in fast-moving technology areas that cannot wait several years to obtain a patent. If an applicant is willing to pay to expedite prosecution, the best option is Track One. It results in quickest examination and is generally limited only by a willingness to pay the relatively high fees. PPH and Petitions to Make Special are also helpful options and do not require fees; however, applicants must qualify for their narrow eligibility criteria.

Mikhael Mikhalev is a partner in the Park City office of Maschoff Brennan. He assists clients in defending their research and development investments by ensuring their intellectual property is protected. Stefan Lehnardt focuses his practice on patent prosecution and intellectual property litigation in support of a variety of technologies.

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HEARING

from page 1

of other issues that are swirling relative to COVID — masks in schools and a whole host of policies. This meeting is specific: We need to have input from citizens relative to the federal government issuing a mandate to every citizen in the United States relative to COVID vaccines or to mandatory testing from the federal government.”

He later said the meeting was “not about businesses mandating the vaccine. This is about the federal government, at the point of a spear or the tip of a gun, imposing a mandate on the citizens, including financial sanctions of tens of thousands of dollars.”

“We’re a bit premature,” Bramble added at one point, “because we don’t have the order, but then it’s important to get the citizen input based on what has been announced.”

Any such mandate is expected to impact 80 million U.S. workers. While less than 3 percent of Utah businesses have 100 employees or more, that group employs 65 percent of the state’s workers.

A few speakers supported the idea of a mandate, saying vaccination mandates have been around for decades, that vaccinations are effective and are “good public health policy” that would protect companies’ employees and customers. But many more spoke against it, for a variety of reasons. Many said they support having people vaccinated but not having the federal government imposing it.

In conversations with Utah business representatives, Ben Hart, deputy director of the Governor’s Office of Economic Opportunity (Go Utah), said confusion is the “preeminent feedback” from those businesses. While none have expressed support for a general mandate, some would like to require all of their employees get the shots, he said.

“So, we have heard some support from

some businesses who have said that they would be comfortable if they could require that all of their employees would be vaccinated, and these are companies that I think are important here in the state of Utah. They certainly have an international presence as well,” Hart said.

“Generally, I think most people are comfortable with the idea (of vaccinations). Again, the line comes with a mandate.”

“The Cox/Henderson administration has been very clear they support vaccinations and they support businesses doing this if they choose to do so,” said Jaceson Maughan, commissioner of the Utah Labor Commission. “It’s just questionable whether it’s the role of government to enforce that.”

Melissa Holyoak, Utah’s solicitor general, said the mandate rule would not comply with the emergency temporary standard statute and the rule is not necessary to protect workers. “As described, this is a one-size-fits-all rule for all employers with over 100 workers, but that does not account for a lot of workers that work from home or work outdoors,” Holyoak said. “Lastly, the rule is also unconstitutional.”

Rich Thorn, president and CEO of the Associated General Contractors of Utah, said his organization of nearly 600 members supports voluntary vaccinations.

“We do,” he told the committee. “We believe and we think they work. What we oppose in the strongest possible terms is the mandate — end of story. Pretty simple for us.”

Melva Sine, CEO and president of the Utah Restaurant Association, which has 1,800 members, said restaurant workers have expressed concerns to their employers and say they do not want a vaccination mandate.

“Now, we, as citizens and as individual business owners, need to have the rights to be able to make the decisions that work best for our restaurants and our employees,” Sine said, adding that it should be left to workers whether they choose to be vaccinated, have COVID tests or wear masks.

Sine asked legislators to “please allow people to use their own good sense about business and their employees, and allow them to make those decisions relative to the vaccines or other.”

Ginger Chinn, vice president of public policy at the Salt Lake Chamber, representing 10,000 businesses, said the chamber advocates for businesses to have the right to make their own decisions in the best interests of their employees and customers without government overreach, “and we feel that this is a mandate that reflects government overreach.”

“What may be prudent for one business may not be prudent for all businesses,” Chinn said, “and government overreach creates operating and legal uncertainties for many of our businesses, and there’s a trickle-down and it could especially impact our small businesses.”

Hart said that many businesses have “really, really strong concerns” about the impacts that a mandate would have on their ability to find workers, he said. “There are real issues finding labor right now,” he said, “and this is one more impediment that could really do damage to a company’s ability to literally open their doors on a day-to-day basis.”

Rob Moore, CEO of Big-D Construction, with over 1,500 employees, said the company favors vaccinations but not a federal government mandate for them. Of the company’s 600 Wasatch Front employees, 68.5 percent have been vaccinated, but 19.5 percent say they will not get the shots and would leave the company if they were required, he said.

Already, the state is about 20 percent short of the number of craftspeople it needs. A mandate would cause larger companies to lose employees to other industries or to smaller businesses that fall outside the mandate threshold, he added.

“This will be very difficult,” he said, “to impose on the Utah workforce. ... This mandate is not the right thing to do for America, and it’s darn-sure not the right thing for

Utah.”

Craig Madsen, president and CEO of J&M Steel Solutions Inc., said his company’s work is “way more life-threatening than this COVID is.”

“I’m not diminishing that, but I have more important things to worry about as an employer of a steel erector than vaccinating and seeing if they can get their weekly tests done, and I feel like this is a real big overreach and I don’t agree with it,” he said.

Spencer Young II, president of Young Automotive Group, which has over 1,400 employees, said his company believes vaccination is a personal choice and personal freedom. Most of the company’s workers have been vaccinated, he said, but employees are “scared” and “terrified” by a mandate possibility.

If vaccines are mandated, the company could lose 30 percent of its critical workforce, he said. “This would be detrimental to our business and to our future,” Young said.

In addition to concerns about the mandate representing government overreach, unconstitutionality and restrictions on personal freedom, speakers also said a mandate would be un-American, tyrannical, result in employees being treated “like slaves,” reinforce a distrust of the drug companies producing the vaccines, and hurt people fearful of losing their jobs because of their refusal to comply with a mandate. Some are worried that a temporary rule could eventually become a permanent standard and others predicted that any mandate would expand to smaller businesses and eventually to all businesses.

Dozens of people testified during the committee meeting, which lasted more than 3 1/2 hours. The crowd of nearly 1,000 was “absolutely unprecedented in our experience here at the Legislature,” Bramble said. “I don’t believe we’ve ever had, in my tenure of 21 years here, I don’t believe we’ve seen anything quite like this.”

“It’s clear,” he added, “that this has touched a nerve, it has struck a chord, with the public.”



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UFCU offers up to \$500 towards appraisal costs on new purchases or refinance loans when the purchase or refinance is completed with University Federal Credit Union. Appraisal costs up to \$500 will be deducted from loan closing costs after the loan has funded; any amount exceeding that \$500 credit is the responsibility of the lender. This promotion cannot be combined with other offers. Limit one appraisal credit per household. Promotion valid 5/5/2021 through 10/31/2021. Loans subject to credit approval. See current rates and terms. Federally insured by NCUA.