

## OF NOTE



### Less stress that way

One in three Utahns believe they have achieved the “perfect work/life balance” during the COVID-19 pandemic, according to a poll by PRPioneer.com, a resource for public relations news. That’s lower than the national average of 44 percent. Alaska had the highest percentage, 70 percent, while Rhode Island, Louisiana and New Hampshire had the lowest, at 20 percent.

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Tim Cook (left), CEO of Apple, talks tech with U.S. Sen. Mike Lee, R-Utah, during the Silicon Slopes Summit at the Salt Palace Convention Center in Salt Lake City. The two-day event featured keynote presentations, breakout discussions and networking opportunities.

## Tech notables: Utah has what it takes for success in tech world

**Brice Wallace**

*The Enterprise*

A pair of heavy hitters in the tech industry praised Utah and its tech community during the recent Silicon Slopes Summit.

Tim Cook, CEO of Apple, and Steve Ballmer, former CEO of Microsoft, took the stage during the two-day event and complimented the state, with Cook saying Utah has “all of the ingredients to be successful.”

In a chat with U.S. Sen. Mike Lee, R-Utah, Cook said Utah “deserves the name ‘Silicon Slopes.’”

“What I look for when I go to places is, are there people who want to change the

world? Are there people that get up in the morning and think about their passion and work all day to try to get the job done?” said Cook, Apple’s CEO since 2011.

Earlier in the morning, he had met with developers at four Utah-based tech companies. “And I see that, I sense that,” he said.

One company is ResusciTech, whose app allows people to use their smartphones to ensure the depth and frequency of CPR is correct. “So they’re really trying to do something that really changes things, that helps people,” Cook said.

Another is Ancestry, focused on family history. “They’ve taken what was this

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## Report: Half of of Utah families can't afford a mid-priced home

The “State of the State’s Housing Market” report, released recently by the Kem C. Gardner Policy Institute, shows that more than half of Utah’s households are now unable to afford the median-priced home. For renters, the path to ownership narrowed further. In 2019, approximately 63.1 percent of renter households were priced out of the median home price. In 2020, the share of renters priced out increased to 72.8 percent.

“Our research confirms that Utah is in the midst of a housing shortage, which occurs when the growth in households exceeds the growth in housing units, historically an uncommon condition in Utah,” said Dejan Eskic, senior research fellow at the Gardner Institute. “In addition, housing prices and affordability will likely be persistent themes for some time to come, but other issues are sure to arise, some unexpectedly like a global health crisis.”

Other key findings from the report include:

**Despite record increases in prices, a housing bubble looks unlikely.** In Utah, both brief and prolonged price declines have always been associated with job losses

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## Ski lift maker to increase Utah presence, add jobs

**Brice Wallace**

*The Enterprise*

A company that whisks skiers to mountaintops will get a financial lift from the state as it expands its operations.

Leitner-Poma of America Inc. (LPOA) and its affiliates will add 118 jobs over the next decade as it increases its manufacturing capabilities. Part of the High Technology Industries (HTI) Group, the company specializes in cable transport systems, in-

cluding surface lifts, chairlifts, gondolas, MiniMetro urban transport, trams, inclined elevators and industrial trams. Its current factory is in Grand Junction, Colorado, where its North American operations are based.

“We look at Salt Lake City and this area as just having a much more stable and progressive workforce. We’re excited to move here,” Daren Cole, LPOA president, told the Governor’s Office of Economic Opportunity (Go Utah) board after the board approved an incentive for HTI.

Cole said LPOA was looking for 10-12 acres and 100,000 square feet under roof in order to double its production capabilities in North America. At the time the incentive was awarded, the company was considering several locations in Salt Lake, Davis and Weber counties for the \$30 million project.

“We look forward to getting set up as quickly as we can,” he said. “We cannot

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

### FEMA keeps sending Utah C-19 funds – this time \$10M for Dept. of Health

The U.S. Federal Emergency Management Agency has approved more than \$10 million in additional public assistance funding for the COVID-19 response in Utah. The assistance was made available under a major disaster declaration issued April 4, 2020. FEMA has provided more than \$123.4 million for the Utah COVID-19 response to date.

The new funding is going to the Utah Department of Health to support the state's COVID testing activities, including collection of samples from statewide community-based testing locations and the purchase of 10,000 saliva collection test kits distributed to the Utah Public Health Laboratory and the mobile response team.

For the COVID-19 response, FEMA has simplified the public assistance application and funding process to address the magnitude of this event and to allow local officials to receive eligible funding more quickly.

### Salt Lake City to receive \$85 million in American Rescue Plan funding

Salt Lake City has been designated to receive nearly \$85 million from the American Rescue Plan, the \$1.9 trillion economic stimulus package sponsored by the Biden administration and passed into law in March. The money will arrive in two installments over the next year, Mayor Erin Mendenhall announced last week.

Mendenhall said that while most of the money will go to keeping city staffers employed, she has some ideas for some of the money which she said will help students and families, calling the windfall a "once-in-a-generation opportunity."

The mayor proposed that approximately \$55 million of the grant be used to replace revenue lost during the pandemic and to pay city employees. Another \$10 million should go to childcare and early education at the state's workforce training center, she said, while \$4 million would go to a community grant pool for community-based organizations and local businesses.

Mendenhall's wish list also includes money for a West-side Community Land Initiative, a public parks ranger program, homelessness programs and homeless shelter operations.

City officials have studied the provisions of the American Rescue Act to understand how the money may be spent. Salt Lake City Council will now begin the process of approving the expenditures.

### Downward trend for ACT tests worsened by COVID; Utah does OK

Eleven percent fewer Utah students took the ACT college entrance exam between the graduating class of 2020 and that of 2021, a trend that began before — but was exacerbated by — the COVID-19 pandemic, according to ACT CEO Janet Godwin.

The good news is that Utah students' average composite scores rose from 20.2 to 20.6 for the same period, bucking a national trend that saw average composite scores drop from 20.6 to 20.3, the lowest average score in more than a decade. The number of students taking the test nationally dropped by 22 percent.

Among the 2021 graduating class nationwide, 25 percent of students met all four ACT benchmarks of college readiness — English composition, college algebra, social sciences and biology. However, 38 percent of students met

none of these benchmarks, which are the minimum ACT scores required for students to have a high probability of success in credit-bearing first-year college courses.

While the rise in Utah's scores bucked the national experience, the results revealed that a disproportionate number of nonwhite students — with the exception of Asian students — were more likely to be part of the 11 percent in Utah who did not take the test.

Among Utah students, average scores rose in English, math, reading and science while subject matter scores fell nationally, according to the results. Utah scores for all racial and ethnic groups rose, except for students who identify as Pacific Islanders, whose composite scores dropped from 17.0 in 2020 to 16.7 in 2021.

The 2021 results reflect difficulties posed by school closures resulting from the COVID-19 pandemic and challenges some students experienced when they were unable to arrange to take the test during national testing dates established by ACT.

All Utah public schools take the ACT, but only students who took the 11th grade ACT test in the first testing window of 2020 were able to take the test at school due to the statewide soft closure of school buildings.

"Utah students who were set to take the 11th grade ACT test during either of the other two in-school testing windows were given vouchers and had to arrange to take the test on one of the ACT national testing dates available through 2020," according to a Utah State Board of Education press release.

State Superintendent of Public Instruction Sydnee Dickson, in a statement, noted that the past two school years have been challenging for everyone.

"The great news of our ACT results is a reflection on the students, teachers, and parents who made this happen through their commitment to education. This year we need to continue focusing on ensuring that all students who are age eligible take the ACT, which will help them expand their choices and opportunities for the future," Dickson said.

### Canada & Mexico borders opening in Nov. for nonessential travelers

The United States land borders with Canada and Mexico have been largely closed to any nonessential crossings since the early days of the COVID-19 pandemic. The 19-month freeze on travel is now due to end in November for fully vaccinated foreign nationals, according to a release from Homeland Security Secretary Alejandro Mayorkas that said the U.S. "will begin allowing travelers from Mexico and Canada who are fully vaccinated for COVID-19 to enter the United States for nonessential purposes, including to visit friends and family or for tourism, via land and ferry border crossings."

The new rules are similar but not identical to planned requirements announced in September for international air travelers. The White House announced on Sept. 20 that the United States, in early November, would lift travel restrictions on air travelers from 33 countries, including China, India, Brazil and most of Europe, who are fully vaccinated against COVID-19. It also said it would extend the vaccine requirements to foreign air travelers from all other countries.

Unvaccinated visitors will still be barred from entering the United States from Canada or Mexico at land borders, the announcement said. The precise date in early November when the restrictions will be lifted on both land and air travel will be announced soon, Mayorkas said.

In early January, the United States will begin to require essential visitors, like truck drivers or healthcare workers, to be vaccinated to cross land borders, Homeland Security officials said.

Canada began allowing fully vaccinated U.S. visitors to cross its border on Aug. 9. Mexico has not put in place any COVID-19 entry procedures for travelers.

The U.S. land border restrictions have not barred U.S. citizens from returning home.

### J&J and Moderna vaccine boosters in FDA pipeline and pending approval

With early COVID-19 vaccine recipients now receiving a third Pfizer booster shot and a one-half dose of the Moderna vaccine awaiting FDA approval as a booster, the U.S. Food & Drug Administration (FDA) vaccine advisory group has approved a booster dose of Johnson & Johnson (J&J) vaccine for all Americans 18 years old and older who received a single dose.

The group's decision is nonbinding, and FDA officials will make the final decision, paving the way for Center for Disease Control and Prevention vaccine advisors to hold their recommendation discussions, slated for late October. In February the FDA granted the J&J vaccine emergency use authorization (EUA) as a single-dose product.

Unlike the booster recommendation for the two mRNA vaccines (Moderna and Pfizer-BioNTech), which targets those at highest risk, the J&J booster recommendation includes anyone who got the J&J vaccine. The booster should be given at least two months after the primary, or initial dose. About 14 million doses of the vaccine have been given in the United States.

During the group's discussions, members said the vaccine should be considered a two-dose product, which got pushback from the Johnson & Johnson. Many experts consider the one-dose primary series as one of the vaccine's strengths, which makes it easier to deliver, especially in hard-to-reach populations.

### Once considered by Utah, vaccine incentive lotteries didn't work well

Lotteries with large cash prizes as an incentive to get the COVID-19 vaccine have not seemed to work in states where they were tried, according to a study published in *JAMA Health Forum*.

The lottery drawings were once considered in Utah but were eventually nixed by state leaders.

The study, a joint project among scientists from the University of Colorado Denver, San Diego State University, Bentley University and the University of Oregon, found no statistically significant association between the lotteries and the vaccination rates. There was "zero difference" in vaccination rates in states that held lotteries compared to those that didn't.

In fact, after looking at the states collectively, rather than looking at how each state that offered a lottery did, the number of people initiating their vaccination process per 1,000 population declined. The number of people getting their second dose stayed the same.

States that initiated the lotteries had high hopes. One state, Ohio, got splashy press coverage in May when it announced it planned to give away \$1 million to five lucky people who got vaccinated. Local news reports suggested there was a spike in vaccinations right after the announcement of the lottery, but then interest tapered off quickly, the study said.

# Smith tells Silicon Slopes Summit audience about changes he plans for the Jazz brand

**Brice Wallace**  
The Enterprise

By the time you read this, the Utah Jazz season is underway and the team may have worn a new uniform design.

But whether new uniforms happened already or not, expect it to occur at some point. And it will be among many other changes for the NBA franchise, according to its new owner.

Ryan Smith, who also is the executive chairman of Provo-based Qualtrics, revealed his thinking about the Jazz brand and operations during the recent



Ryan Smith

Silicon Slopes Summit at the Salt Palace in Salt Lake City. Speculation about a rebrand — with new black-and-white uniforms

— had been fueled in recent days by the “Jazz note” sculpture outside the Vivint Smart Home Arena being painted in a black-and-white scheme, matching color changes at the team’s practice facility and on its website banner.

Smith purchased the Jazz less than a year ago from the Miller family, so are any pending changes a way to put his mark on a legacy franchise and business operation beloved by the people of Utah? The way he sees it, he’s carrying on a tradition started by Larry H. Miller.

“I think the evolution of the brand of the Jazz has been something that’s pretty consistent,” he said, noting that Miller “pushed” by bringing the team to Utah from New Orleans, by having games played in Las Vegas, by shooting lay-ups with the players before the games, and by building what once was known as the Delta Center.

“The Millers have left us this beautiful asset in a great spot, and we’re going to push. We’re here to push,” Smith said. “We’re not going to just keep everything the status quo. We will push.”

That will come in the form of a new look for the Jazz dancers, two new clubs in the arena, various construction projects and reworking the look at the practice facility, he said.

It also takes shape by the Jazz having the league’s sixth-highest payroll. “That’s a push, right?” Smith asked.

“So, I think that’s the one thing you can expect from us is we’re going to push, because nothing great happens” without it, he said.

“I would be really concerned if I was a fan for a team where ownership was not pushing, and I want to challenge our team at the Jazz [to] push. Push, push, push. And if you mess up, great. I want it safe for them to mess up. If the font works or doesn’t work, no problem, because that’s the same thing we’ve done at Qualtrics.”

The Jazz community is “incredible,” but he also acknowledged that “different segments of people like different things.” The team’s uniform designs have changed over the years, from the Mardi Gras look left over from the New Orleans Jazz days, to the more-recent Red Rock, Dark Mode and City Edition versions cooked up by NBA uniform supplier Nike. Along the way, the uniforms have been dark blue, light blue, yellow, purple and green. The City Edition featured a gradient from yellow to red and Dark Mode a gradient from yellow to a black base.

Smith said he likes “all the genres of the Jazz” but the team has been thinking about what it will be like over the next 20 years, keeping in mind “a difficult but awesome” Nike contract that has been creating designs and brands “in a pace that’s hard to keep up,” Smith said.

“Everything that we roll out becomes like doctrine for our fan base, which we love. ... What we’re trying to do is hone it all in. We’re not just going to have two colors. It’s not just going to be black and white. But we’re go-

ing to have a good base and then we’ll continue with Nike to have City Edition-type stuff. But we’re super-excited on the direction.

“We also know that, look, we have a super-passionate fan base, which I love. I love. I mean, people are talking about the font we’re using in pre-season, for hell’s sake. That’s incredible.”

Another change Smith wants to see is how people perceive Utah and the Jazz. Utah has always had a mentality that it is a small market, but he countered by saying “there are very little things that we’re a small market at.”

In the real estate market, people in Utah “are paying California prices.” Utah’s hospitality and tourism market is not small. The state will host the Winter Olympics again. It has world-class skiing. The state’s job growth, upward mobility and tech-sector growth have been strong. The Salt Lake City International Airport allows for outstanding travel.

“If you look at the tech renaissance that’s coming, like, there’s nowhere else like Utah right now and every venture capitalist knows that because they’re all hanging out here. ... So, we’ve got to get this small-market mentality out of our heads,” he said.

As for the Jazz itself, Smith made it clear that experimentation would be a focus going forward.

“We didn’t come into something that was broken,” he said. “We came into something that we can just continue to push on, just like Larry did.”

# SimpleNexus buys LBA Ware

Lehi-based SimpleNexus, a developer of a homeownership platform for loan officers, borrowers, real estate agents and settlement agents, has announced its acquisition of Macon, Georgia-based software firm LBA Ware. The acquisition is SimpleNexus’ first.

“Bringing LBA Ware into the SimpleNexus homeownership platform gives mortgage lenders an unprecedented array of competitive advantages across borrower engagement, loan origination and closing as well as operations and business intelligence,” said SimpleNexus CEO Cathleen Schreiner Gates. “This is an exciting moment for SimpleNexus. We welcome our new colleagues, who share our passion for helping lenders excel in their markets.”

“As a company that values our partnerships with SimpleNexus and LBA Ware, we recognize this as an exciting moment for both firms and an opportunity for two market-leading teams to come together to push the boundaries of innovation on behalf of mortgage bankers,” said Randy Allen, chief investment officer of nationwide lender Fairway Independent Mortgage Corp.

LBA Ware CEO Lori Brewer will join SimpleNexus as executive vice president and general manager. Brewer founded LBA Ware in 2008 and shepherded the bootstrapped company through 13 years of product innovation and organic revenue growth. Ini-

tially a developer of custom software solutions for banks and mortgage lenders, LBA Ware became known as the creator of CompenSafe, an incentive compensation management (ICM) platform for the mortgage industry. In 2019, LBA Ware diversified its product offerings with the introduction of LimeGear, a turnkey mortgage business intelligence (BI) platform.

“Together, LBA Ware and SimpleNexus will be able to offer mortgage lenders even more than the sum of our parts and redefine not only the digital mortgage experience, but also the mortgage BI category,” Brewer said. “As consistent forces for innovation in the mortgage space, our firms have remarkably compatible cultures and complementary products. We look forward to a bright future as a unified team.”

The deal closed earlier this month.

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### Enterprise

UTAH'S BUSINESS JOURNAL

USPS # 891-300

Published weekly by:

**Enterprise Newspaper Group**

825 North 300 West Ste. NE220  
Salt Lake City, Utah 84103  
801-533-0556 FAX 801-533-0684

[www.sjenterprise.com](http://www.sjenterprise.com)

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**Subscription Rates:**

Online only, \$65 per year

Print only, \$75 per year

Online and Print, \$85 per year

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Periodical postage paid at Salt Lake City, Utah

POSTMASTER: Send address corrections to:

P.O. Box 11778, Downtown Station

Salt Lake City, Utah 84147

## Executive confidence dips despite job growth

The Salt Lake Chamber's second quarter CEO Outlook, released recently, shows forward progress in job growth but a slight dip in confidence levels from the first quarter. While executive confidence remains high in Utah, the taper-off signals some caution for the short-term recovery, the survey's authors said.

The most prominent concerns expressed by Utah's business executives center around supply chain disruptions leading to increased cost of materials and overall inflation.

"Utah's workforce participation remains high with the unemployment rate at 2.6 percent, ranking second nationally and half the broader 5.4 percent nationwide," said Derek Miller, president and CEO of the Salt Lake Chamber. "This good news comes with the challenges of growth, meaning tight labor markets and increased cost of services across industries. Consistent immigration to Utah

is catalyzing a housing and construction industry boom, and the endurance and response of our construction industry have made it currently Utah's fastest-growing major industry. Over the past couple of years, Utah's construction companies have filled 13,300 new jobs."

The CEO Outlook is a statewide economic survey of Utah business executives conducted by the Salt Lake Chamber in partnership with the Kem C. Gardner Policy Institute at the University of Utah.

The survey shows CEOs are expecting tougher economic conditions in the next six months with individual industries facing a drop in expectations from the previous quarter. The major headwinds constraining expectations and potential growth center around labor availability and inflation coupled with commodity pricing pressure. "Utah's economic expansion remains on track, even as COVID continues to hamper recovery ef-

forts across the nation," said Natalie Gochnour, director of Kem C. Gardner Policy Institute and chief economist at the Salt Lake Chamber. "It's reasonable to project that Utah will remain a top-performing state for growth, but risks to the outlook remain. We will be watching three indicators carefully: consumer confidence, COVID health outcomes for children and price volatility. Despite these headwinds, Utah's strengths coupled with business, consumer and employee adaptations have kept us in a nation-leading position."

While some signs point to a positive outlook, the growing backlog of container ships unable to port, in part because of labor shortages, casts a shadow over the recovery. The supply chain crunch is hurting consumers as business faces increased cost and uncertainty in delivery times for products.

The full report is available at [slchamber.com/resources/ceoutlook](http://slchamber.com/resources/ceoutlook).

## Barrette acquires Nephi's NVP

Barrette Outdoor Living Inc. a Cleveland, Ohio, outdoor living products company, has acquired National Vinyl Products (NVP), a family-owned and operated vinyl fence and railing manufacturer based in Nephi.

"As part of its mission to offer diverse, flexible outdoor solutions that are ingeniously designed and meticulously engineered, Barrette Outdoor Living partners with companies that share similar visions and values," Barrette said in a release. "Because of that, partnering with National Vinyl Products is a natural evolution for both companies."

"NVP's product portfolio, U.S manufacturing capabilities and cultural values are what we look for in a partner," said Jean desAutels, CEO of Barrette Outdoor Living. "We are excited to continue our strong growth path together."

"We are incredibly proud of our team who has worked with us to build this great business and excited to watch it flourish as part of the Barrette Outdoor Living family over the years to come," said NVP President John David Hadfield, whose family owned the company.

The facilities and teams at both NVP and Barrette Outdoor Living will continue to function independently while combining the manufacturing strengths and strategic plant locations of both partners.

"Joining the Barrette Outdoor Living family gives us the ability to elevate our product offerings to our customers and continue to support their growth," said Zack Clark, NVP general manager.

## SunPower buys Blue Raven Solar

Blue Raven Solar, a residential solar energy company based in Orem, has been purchased by SunPower Corp. of San Jose, California. SunPower, one of the nation's largest solar suppliers, will pay up to \$165 million in cash, depending on certain metrics found at closing.

Blue Raven CEO Ben Peterson will join SunPower's executive team and SunPower expects to maintain Blue Raven's current employee and contractor relationships.

"SunPower and Blue Raven share a vision of powering the world with affordable, resilient, sustainable energy," said Peter Faricy, CEO of SunPower. "This acquisition will enable us to bring the most powerful and efficient so-

lar technology available to a new set of homeowners and accelerate our growth strategy."

"We've always been focused on making it easy for customers to get access to high-quality renewable energy. SunPower offers the most advanced solar solutions and shares our passion for delivering an incredible customer experience," said Peterson. "Together we will provide even more compelling reasons for homeowners to make the switch to clean, renewable energy. This is a clear win for our organizations and for homeowners everywhere we operate."

Blue Raven's 14-state footprint will account for about \$100 million in new annual revenue for SunPower, Peterson said.

## Neovest appoints Shah as CEO

Neovest Inc., an Orem-based technology company that provides broker-neutral financial services, has announced the appointment of Jimmi Shah as the CEO. Shah previously served as the company's chief commercial officer. The appointment was announced by the company's board recently.

"Jimmi has played a critical role transforming Neovest into a competitive technology platform in the industry over the past two years, making him a natural fit as the CEO," said Eddie Wen, global head of digital markets at J.P. Morgan. "I fully expect Neovest to continue to innovate and have sustainable global growth under Jimmi's leadership."

Shah joined Neovest two years ago to create and execute on

its commercial, client and product strategy, the company said. Prior to joining the company, Shah held multiple leadership roles across strategy, product, fintech and technology in the financial services industry over the past 17 years.

"Over the past two years, Neovest has remained focused on executing on our three pillars: keeping resiliency, stability and performance in the platform; creating an exceptional client experience from onboarding to proactive issue resolution; and building new product capabilities to advance and differentiate from other tech platforms," said Shah. "I look forward to the new role as CEO of Neovest to accelerate achievements across all three dimensions to take the team and business to the next level."

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## Armada to build manufacturing facility in Utah

Spring Hill, Tennessee-based Armada Nutrition, a contract manufacturer in the nutraceutical industry specializing in powder and capsule applications, has announced plans to open a nutraceutical manufacturing facility in Utah. The new 438,000-square-foot facility will be located at a yet-to-be-announced location along the Wasatch Front.

Armada said the new plant more than doubles its manufacturing capacity and allows it to serve customers on both coasts.

Armada is a portfolio company of the publicly traded Nagase Group that also owns Armada's sister company Prinova, a distributor of amino acids, proteins, sweeteners and other functional ingredients used by Armada in its manufacturing processes.

"We're extremely excited about the Utah fa-

cility expansion, and the plans to bring more high-end contract manufacturing capacity to the industry and to our customers," said Prinova president and CEO Don Thorp. "Now more than ever, our customers are interested in reliability, safety, and quality in their supply chain and this new facility will allow us to continue to deliver on that expectation."

Armada President Brent Laffey said he looks forward to carrying out the company's vision on this larger scale. "Our approach with Armada has been to offer the speed, service and innovation that the industry demands, while delivering the quality and safety standard you would expect from a publicly traded company," he said.

Armada said he plant will be fully operational in the second quarter of 2022.

## Utah's recovery indicates relative strength, 'though headwinds remain'

The Salt Lake Chamber has updated its Roadmap to Prosperity Dashboard for October. The tool, published in partnership with the Kem C. Gardner Policy Institute at the University of Utah, distributes current economic news, this month highlighting Utah's job growth, a dip in consumer confidence and a jobless claim rate that is below 2019 numbers.

"Utah's economic recovery continues on pace to be one of the best in the nation with two bright spots in construction and professional and business services," said Derek Miller, president and CEO of the Salt Lake Chamber and Downtown Alliance. "While consumer confidence took a small dip, this was expected with the uptick in delta variant coronavirus cases. The lingering challenge tempers our progress, but broad labor participation coupled with job growth leading the nation forecasts continued strength on our road back to inclusive prosperity. Utah continues to be the gold standard when it comes to collaboration, resilience, and broad industry sector strength."

Three insights from the October dashboard in Roadmap to Prosperity Dashboard include:

**1. Utah's two-year job growth is highest in the nation.** Utah's August two-year job growth of 3.5 percent is the highest in the nation and one of only three states showing positive job change.

**2. Consumer confidence falls.** Consumer confidence climbed steadily from October 2020 to April 2021. For the past few months, consumer confidence has fallen, with August declining to the lowest level since the measure began in October 2020.

**3. Unemployment claims drop below 2019 average.** Utah's August weekly continued unem-

ployment claims ranged between 7,800 and 8,700, all below the 2019 average of 8,856.

The dashboard is updated consistently, providing essential insights, tracking 10 timely and leading measures and sharing pertinent indicators since the start of the pandemic. This provides leaders with critical and timely information to make informed decisions, the chamber said.

"While we continue to see mostly positive trends for Utah's economy, this report shows we must still monitor the coronavirus variants as major risk factors to our growth and the stabilization of our economic trajectory," said Natalie Gochnour, director of the Kem C. Gardner Policy Institute. "The decline in consumer confidence, as well as tight labor markets, continue to be areas of concern. Despite the uptick in delta variant cases, however, the aggregation of strength continues to build with some sectors' growth outstripping others, but the effects of positive spillover remain."

The Roadmap to Prosperity Coalition is a business-led coalition, supported by the Salt Lake Chamber, focused on implementing and promoting economic recovery. The coalition is co-chaired by Mikelle Moore, senior vice president and chief community health officer at Intermountain Healthcare; and Scott Parson, CEO of Staker Parson Materials & Construction. Investors of the coalition include Mountain America Credit Union, WCF Insurance, Clark and Christine Ivory Foundation, Deseret Management Corp., Intermountain Healthcare, Staker Parson and Rio Tinto Kennecott.

The Roadmap to Prosperity Dashboard can be found at <https://slchamber.com/resources/roadmap-dashboard/>.

## MWCN tabs Dynamic Blending 'fastest-growing'

MountainWest Capital Network (MWCN) has released its ranking of the 2021 Utah 100, a listing of the state's fastest-growing companies. The unranked list was announced in August. Dynamic Blending, a Vineyard-based contract manufacturing firm that develops products such as cosmetics, dietary supplements and nutraceuticals, landed in the top spot.

"Dynamic Blending is an exciting company with an incredible growth story, going from one of our Emerging Elite last year to the fastest-growing company in the state this year," said Dave Chase, chairman of the MWCN Utah 100 committee. "As with all of the businesses we are honoring this year, Dynamic Blending is a great example of adapting and thriving in unforeseen circumstances and we look forward to great things to come."

MWCN ranks the Utah 100 by revenue growth from both a percentage increase and a dollar increase over a five-year period through 2020. At the awards ceremony, MWCN also recognized

15 companies with the highest total dollar revenue growth over the same five-year period and named 15 startups to its Emerging Elite, which identifies younger organizations with less than five years that show the most promise of future growth.

"Utah has led the nation in economic growth for several years, and Salt Lake City has historically been the epicenter with occasional standout companies located elsewhere," said Chase. "But we are now finding growth from many areas across the state, including Dynamic Blending and nine of our top 10 companies, which are from Utah County or south Salt Lake County. This trend is promising for sustaining our state's economic powerhouse."

The top 20 from the Utah 100 list are: 1. Dynamic Blending, 2. Thread Wallets, 3. Awardco, 4. Clean Simple Eats LLC, 5. JO-JO's Chocolate, 6. Gathre, 7. Motivosity, 8. Lion Energy LLC, 9. PCF Insurance Services, 10. Artemis Health, 11. Podium, 12. Aptive Environmental, 13. XPS

Ship, 14. Pluralsight Inc., 15. Ezarc Welding Inc., 16. Made-By-Mary LLC, 17. The Page Company LLC, 18. SimpleNexus, 19. Ivanti and 20. Weave.

The full Utah 100 list can be found at MWCN's website, [www.mwcn.org](http://www.mwcn.org).

Companies honored by MWCN on its Total Revenue listing are (by rank): 1. Layton Construction, 2. Overstock.com, 3. Sportsman's Warehouse, 4. Purple Innovation Inc., 5. HealthEquity, 6. Malouf Cos., 7. Vivint Smart Home, 8. Zions Bancorporation, 9. Pattern, 10. Nu Skin, 11. Extra Space Storage Inc., 12. Merit Medical, 13. G&A Partners, 14. Walker Edison and 15. Young Automotive Group.

The unranked Emerging Elite list includes Baltic Born, Bold, Divvy, Eddy, Gigi Pip, HydroJug, Inpivota Corp., Kenect, Lumio Inc., NoBid Inc., Pillow Cube Inc., Thirst Drinks, Turner Imaging Systems Inc., Whistic and Zyia Active.

This marks the 27th year that MWCN has named the Utah 100.

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# Succeeding in Your Business

## Negotiating the 'letter of intent' when buying a business

"I am looking to buy a local business. The owner and I have agreed on a purchase price subject to my reviewing his books and records. I was expecting the owner to send me a sales contract for the business, but he sent me something called a 'letter of intent' instead.

"I read over the letter, and there are several things in there that I don't like. At the bottom of the letter, though, it says it is 'not legally binding' and subject to legal contracts that I assume will be prepared later.

"I don't want to antagonize the owner, but I don't want to sign up for anything I can't change later. Should I negotiate this now or wait until we do the legal contracts?"

A letter of intent is a "term sheet" describing the purchase price and other terms and conditions under which you will buy the business. There is usually no "legal language" in the LOI, and it is technically "nonbinding" — you and the owner both have the right to walk from the deal if you do not agree on a "definitive" (binding) sales contract later on.

But.

While the LOI is only a "blueprint" for the binding sales contract, if something is spelled out in an LOI, it is generally considered a "good faith" agreement on that specific point and will be difficult to change later. You should show this LOI to your attorney right away and change anything you don't like before you sign it.

Here are some of the things you should watch out for:

**"Nonrefundable" Deposits.** It is customary for the buyer of a business to put up a "good faith" deposit — sometimes as much as 5 percent to 10 percent of the total purchase price — when the contract of sale is signed (never earlier). The seller is taking the business off the market while he's negotiating with you in good faith and wants to be sure you are committed to doing the deal.

If the deposit is "nonrefundable," that's a problem. A nonrefundable deposit means you never, ever get it back under any circumstances whatsoever. There could be good reasons why you may change your mind later about buying this business. For example, the seller may have "cooked the books" by inflating his revenues and profits. Or perhaps the owner's landlord won't let you take over the lease of the business' storefront location. Or perhaps you suffer a stroke and can no longer run the business.

In such situations, which are beyond your control, you should not only be able to walk from the deal but get your deposit back. If the deposit is nonrefundable, you're out of luck. The fact that the LOI is nonbinding will not help you; the owner will keep the money and force you to sue him to get it back.

The LOI should make it clear that any upfront deposit will be refunded to you if you are forced to walk from the deal due to "circumstances beyond your reasonable control" that will be spelled out in the contract of sale.



CLIFF ENNICO

Two more things about upfront deposits:

- The deposit should be paid when the contract of sale is signed, never earlier than that. If the owner wants a nonrefundable deposit when you sign the LOI, that's not acceptable.

- Never pay the deposit directly to the seller. The deposit should be paid to the seller's attorney and held in his escrow or trust account, which all attorneys are legally required to maintain and are subject to lots of rules about what he can and cannot do with your money.

**The Closing Timetable.** The date on which the closing must take place should be

spelled out in the LOI. Be sure to give yourself enough time to review the seller's books and records, obtain any necessary financing you need from a bank or other lender and negotiate the transfer of the owner's lease. You will need at least 30 days after the LOI date to prepare and sign a contract of sale and another 30 to 60 days after that to close the deal.

**Noncompete Terms.** The owner should agree in the LOI not to compete with you for a period of X years from the closing date within a Y mile radius of the business location. Noncompete clauses are frequently "deal breakers" in business sales, but many LOIs omit them. If the owner is a corporation or limited liability company, the owner's principals should also sign noncom-

petes.

**Two Clauses That Should Be Binding.** While an LOI is nonbinding, there are two clauses that should be binding on the parties, and the LOI should clearly say so:

- A clause requiring both parties to keep their negotiations, and all information exchanged before closing, strictly confidential; and

- A clause prohibiting the owner from "shopping" the business to other buyers as long as you are negotiating in good faith.

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

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# UTAH COUNTY UPDATE SPONSORED BY CENTRAL BANK

## Lindon: Continuing to plan for great things

With all of the setbacks from COVID-19, it's interesting to look back over the past 12-18 months and see where Lindon City thought it would be and where we actually are. Similar to most communities, entitlements and construction projects for both commercial and residential only slowed down slightly for a time and many retail businesses saw increases in sales.

While the pandemic has been extremely impactful, many commercial businesses in Lindon seemed to have weathered the time well. Lindon is an innovative community that works hard to respect the city's past traditions while also having a plan in place for growth

and development.

While the city has a population of 12,000 residents, the city also has a strong industrial and commercial sector with over 800 commercial businesses that generate over 15,000 daily jobs.

Over the past five years, developers have constructed approximately 2 million square feet of office/warehouse space, and nearly 1 million square feet of office and commercial space. Developers have also constructed 443 single family and townhome residential units as well as 44 accessory apartments.

As Utah County continues to increase in population, the city is

committed to working with our regional and civic partners to incorporate best practices to ensure our economy continues to grow.

### A New Corridor Master Plan

In May, the Lindon City Council adopted the 700 N. Small Area Plan. This is a plan was funded by a generous grant from the Utah Department of Transportation through their Technical Planning Assistance Program. The city hired IBI Group to work with the city and develop a land use corridor plan that will direct development for the 128-acre area in order to create a unique mixed-use community.

As part of the outreach for this plan the city sought out many of the most influential representatives from the development and real es-

tate communities for feedback in order to create a realistic plan. In addition, Zions Bank also conducted an economic development analysis to study the plan's feasibility.

The 700 North corridor is envisioned as a gateway to Lindon and fosters unique experiences for the community to gather. The site will be developed with community spaces, retail, restaurants, employment center, services and other experiential attractions to create an environment for a live-work-play community. Through the support of Bus Rapid Transit and future mobility options, the site will be a destination center and a center for the city to grow and develop by creating a thriving, walkable community that enhances the lifestyle of all Lindon residents in the pres-

ent and future. The 700 N. plan can be accessed at [www.lindoncity.org](http://www.lindoncity.org).

The 700 North area is set apart due to opportunities for future public transit. The corridor is strategically located between the Pleasant Grove interchange and State Street. With the success of the Provo/Orem Bus Rapid Transit system, Utah Department of Transportation, Utah Transit Authority and northern Utah County municipalities have recently completed the Central Corridor Study to expand high-capacity transit service north from Orem to Lehi. In anticipation of transit opportunities and as part of the corridor plan, the city has identified areas for future transit-oriented development. UDOT and UTA will soon begin the environmental impact study as the next step in moving this plan forward. In addition, Mountainland Association of Governments, in its Transplan 50, identifies, long-term, that Trax light rail will be extended through the area.

### State Street Reinvestment

This past year, Lindon City has seen a renewed interest in developing along the State Street corridor. During 2021, the city has entitled over 37,000 square feet of retail and office space with another 10,000-15,000 square feet on the horizon. The city has also entitled 123 residential townhome units adjacent to State Street as part of two mixed-use developments. These townhome developments will help to diversify the housing stock in those areas and support the adjoining commercial uses.

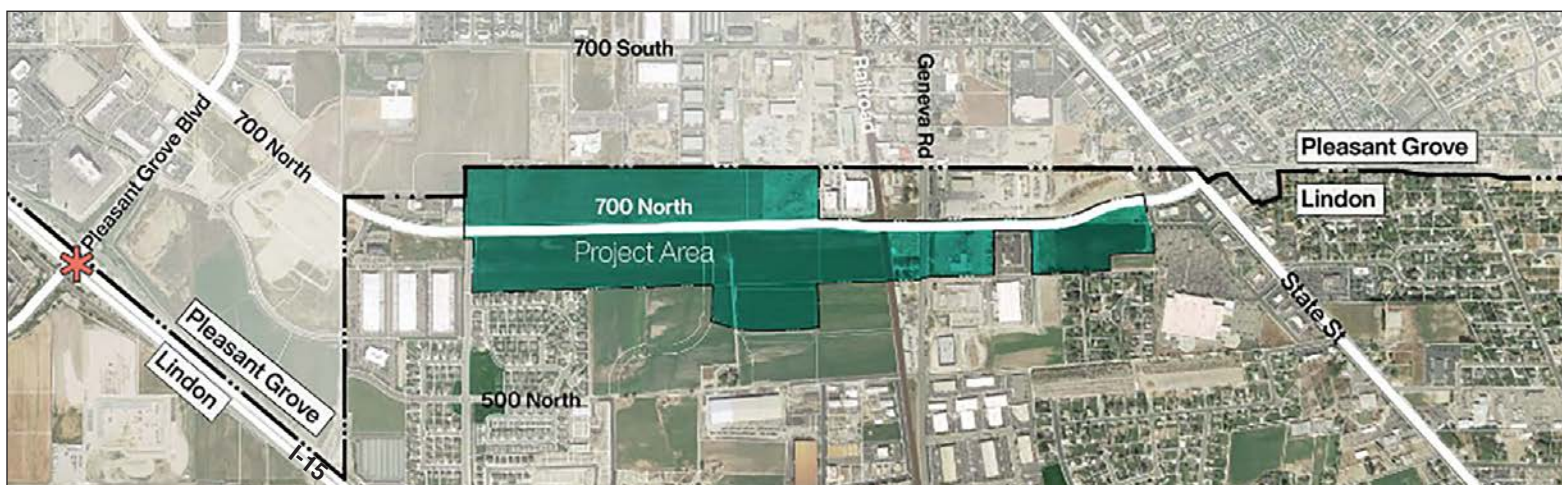
### Lindon City Looking Forward

Lindon City is a great community and we are excited for our future. Lindon is a community that excels in providing services to all who come to the city. The city is proud of its great trail system, parks, aquatic center and other recreational amenities. There are a lot of great things happening and we look forward seeing our plans and goals achieved. The City has great leadership which we are confident will make the right decisions in continuing the legacy of Lindon City being a great place to live, work and do business.

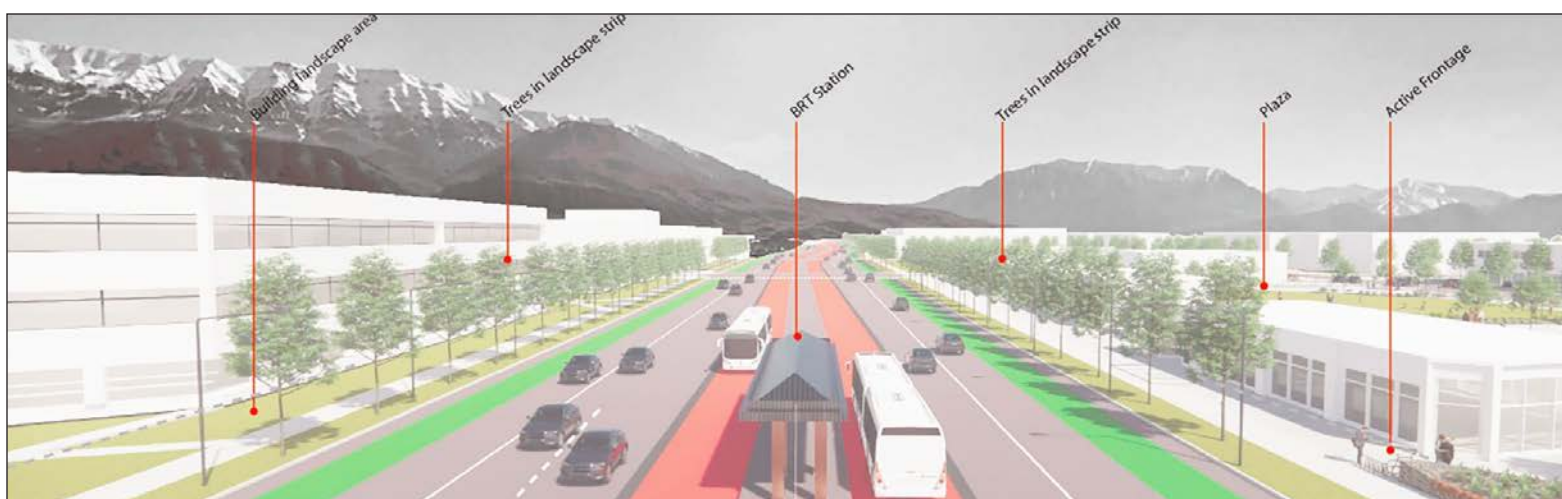
Michael Florence works as the planning and economic development director for Lindon City. He received his master's degree in public administration from the University of Utah in 2008 where he graduated with Pi Alpha Alpha honors. he can be reached at 801-785-7687 or [mflorence@lindoncity.org](mailto:mflorence@lindoncity.org).



**MICHAEL FLORENCE**



Site map of where the 700 North Corridor area is located in the surrounding region.



Conceptual plaza and town center view of the 700 North Corridor.



Conceptual street-level view of the buildings of the 700 North Corridor.

# Industry Briefs

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

## ARTS/ENTERTAINMENT

• **Utah Symphony/Utah Opera** has appointed **Robert Neu** as vice president of artistic planning. Neu was consultant/senior vice president of artistic planning with the Colorado Symphony from 2014 to 2016, vice president and general manager of the Minnesota



Robert Neu

Orchestra from 1995 to 2014, and orchestra manager of the Cincinnati Symphony Orchestra from 1990 to 1995. In 2016, Neu became a full-time stage director and has earned credits on more than 100 productions, largely in the opera world. Neu will become part of the search process to find the symphony's new music director, in addition to responsibilities including developing and implementing the symphony's artistic vision through programming, commissioning of new works, and recording projects; stewarding relationships with guest artists across the U.S. and abroad; and taking a role in artistic development in USUO's strategic planning.

## ASSOCIATIONS

• **Leslie Titus Bryant** has joined the **Salt Lake Chamber's Business Women's Forum Steering Committee**. She is director of marketing and brand at Spectrum Solutions LLC, a Salt Lake City-based medical device manufacturing company. The forum is dedicated to and supporting



Leslie Titus Bryant

both professional and personal growth for all Utah businesswomen. Bryant has industry experience in molecular diagnostics, medical devices, bio-sample collection, direct-to-patient at-home testing, DTC bioinformatic products, genetic testing and forensic DNA.

## BANKING

• **Zions Bank**, Salt Lake City, has received **Bank On** certification for its newly launched no-overdraft-fee account from the **Cities for Financial Empowerment Fund**. The **OnBudgetBanking** product is designed to help bring financial stability to underserved

consumers. It helps keep customers aligned with their financial goals with a predictable monthly service fee of \$5, mobile banking and no overdraft fees. The checkless account offers a Visa debit card for making payments and accessing funds. The national Bank On certification recognizes that the account meets standards around affordability and functionality created by consumer advocates, nonprofit organizations and civic leaders.

• **America First Credit Union** and the **Utah Jazz** have announced a multi-year partnership that features naming America First as the official credit union of the Jazz. America First has been affiliated with the Jazz since 1985 and will have an expanded relationship with the franchise, including digital and traditional branding at Vivint Arena, activations during Jazz games, affiliations with the NBA G League Salt Lake City Stars and other sporting events. The two organizations will also work together on various community outreach initiatives throughout Utah. America First will continue as a presenting sponsor of Junior Jazz, which has more than 60,000 participants, as well as supporting the Jazz Youth Camps & Clinics program. America First will also team up with the Jazz to expand its Small Business Showcase with financial and marketing support.

## ECONOMIC INDICATORS

• **Salt Lake City** is ranked No. 35 among the top 50 "smart" cities in the world with a population between 600,000 and 3 million people, according to rankings compiled by global parking tech company Easyparkgroup.com. The 2021 Global Smart City Index (Cities of the Future Study) studied cities that are best adopting new technological solutions to improve their sustainability and liveability. Copenhagen, Denmark, ranks as the most intelligent and future-proof city with a population of between 600,000 and 3 million people. London led cities with populations over 3 million. Details are at <https://easyparkgroup.com/studies/cities-of-the-future/en/>.

• Seventy-nine percent of **Utahns** want all their **social media posts automatically erased** when they die, according to a survey by **Redact.dev**, a software that allows people to scan social media history and automatically remove any contentious posts. The highest number is in Iowa, at 85 percent. The lowest is in Wyoming, at 27 percent. Details are at <https://redact.dev/blog/digital-death-cancel-culture>.

## EDUCATION/TRAINING

• **Western Governors University**, a Salt Lake City-based online, nonprofit university, has named **Ismar Vallecillos** as its first-ever director of Utah operations. He will help guide the strategic direction of WGU within the state and execute the shared mission of expanding access to high-quality, in-demand degree programs for more Utahns. Vallecillos will focus specific efforts supporting low-income, rural, and some-college-but-no-degree students across the state. Vallecillos most recently spent over eight years leading international operations in 25 countries at BYU-Pathway Worldwide.



Ismar Vallecillos

• The **South Valley Chamber of Commerce** will offer its **South Valley Business Accelerator**, a 10-week program providing business owners with the knowledge need to create and manage a customized, three-year strategic growth plan, running Jan. 4-May 10. Seventy percent of business that have completed the program have increased annual revenue by 47 percent, the chamber said. The program costs \$500 and participants must be chamber members.

## HEALTHCARE

• A group including physicians, scientists and technologists have unveiled **Metrodora**, a national center of excellence for the treatment and research of complex neuroimmune disorders. Metrodora said it will focus on advancing women's health by introducing a new way to treat women impacted by these conditions through a holistic view of the full patient and advancing research on these conditions. Metrodora's research initiatives and partnerships are already well underway, and the Metrodora clinic will open its doors to patients in a 50,000-square-foot facility in Salt Lake City in the summer of 2022. **Dr. Laura A. Pace** will serve as CEO. She is a neurogastroenterologist and rare disease specialist. Among other positions, Pace has served as co-lead for the adult program for University of



Laura Pace



James Hemp

Utah's NIH Undiagnosed Diseases Network (NIH UDN) clinical site. Interdisciplinary scientist **Dr. James Hemp** will serve as chief scientific officer. Hemp has over 20 years of research experience spanning biology, chemistry, physics, genetics and medicine.

Instacart CEO **Fidji Simo** will serve as president of the Metrodora Foundation. Pace, Hemp and Simo are co-founders.



Fidji Simo

**Anthony Philippakis**, chief data officer at the Broad Institute, and **Carol Suh**, partner at Arch Ventures, will also be joining the Metrodora Foundation board.

• **Xenter Inc.**, a Salt Lake City-based medical device-data-drug technologies company, has appointed **Tony Collins** as chief financial officer. Collins served as group chief financial officer at Zimmer Biomet since 2019. He also has held numerous other financial leadership positions at Zimmer Biomet, including vice president, finance, corporate controller and chief accounting officer and vice president



Tony Collins

finance for global operations and supply chain. Prior to Zimmer Biomet, Collins held executive leadership positions at Guidant/Boston Scientific, including CFO of Guidant Japan.

• **National Partners in Healthcare (NPH)**, a healthcare organization delivering anesthesiology services, has announced that **Alpine Anesthesia**, Salt Lake City, has joined NPH. The organization said the partnership will allow Alpine to "retain control over clinical operations and continue providing quality perioperative services while gaining the infrastructure, efficiencies and expertise that NPH offers." Rebecca Brophy, Holly Buckley and Thomas Zahn of **McGuireWoods LLP** provided legal counsel to NPH. Alpine Anesthesia and its partners were represented in the transaction by Blake Voorhees of **Ray, Quinney & Nebeker**, Salt Lake City.

## INVESTMENTS

• **Impartner**, a Salt Lake City-based pure-play leader in SaaS-based channel management and partner relationship management, has raised \$50 million in funding, led by **Brighton Park Capital** and with participation from existing investors **Savant Growth**, **Emergence** and

see BRIEFS next page

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# Industry Briefs

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**Golub Capital.** The investment brings Impartner's total funding to date to over \$113 million. The funding will bolster sales and marketing resources, and expand customer success initiatives to support the company's global customer base.

- **Atomic**, a Salt Lake City-based company providing payroll connectivity, has secured \$22 million in Series A financing to expand its payroll integration platform and grow its team. The round was led by **Core Innovation Capital**, with participation from existing investors **Portag3 Ventures** and **Greylock Capital Management**. Atomic has raised more than \$38.6 million since its founding in 2019.

- **SponsorCX**, an American Fork-based sponsorship management technology company, has completed its angel round of financing through **Peak**, an angel tech investment firm in Utah. The amount was not disclosed. With the investment, SponsorCX will expand its current property platform and launch new sponsorship management products. This investment comes nearly a year after the company launched its property platform in December 2020. SponsorCX was founded in 2017.



Briggs Matheson

eral prosecutor in the Northern District of California. He also served as a deputy city attorney for the city and county of San Francisco as a member of the City Attorney's Office Trial Team. Matheson previously worked as an associate at Kecker, Van Nest & Peters LLP in San Francisco.

## NONPROFITS

- **My529**, a nonprofit educational savings plan, for the fifth year in a row, has reduced its administrative asset fee. The fee cut affects 23 of 24 investment options and benefits 99 percent of my529 accounts, it said. The new fees went into effect Oct. 1. My529 also recently qualified for a lower-cost share class in the Vanguard Total Bond Market Index Fund Institutional Select Shares. The Underlying Fund Expense has dropped from 0.03 percent to 0.01 percent (or 10 cents per \$1,000 invested annually). The fund is used in 17 my529 investment options, including the Customized options. This change will collectively save my529 account owners approximately \$600,000 annually. My529 serves more than 450,000 accounts and manages \$20 billion in assets.

## PHILANTHROPY

- **Woodside Homes'** Utah Division has partnered for the first time with **The Family Support Center**, a nonprofit agency that provides support and recovery treatment to families seeking a way out of domestic crises. Woodside's entire Utah Division team, including its corporate partners, devoted two weeks to renovating three housing units at LifeStart. The units provide income-restricted housing for struggling families looking to pave the way to a better future and become self-sufficient. During the two weeks of renovations, the Woodside team repaired drywall, re-painted the walls, removed and installed fixtures, replaced the plumbing, and did other work.

- **Encircle**, a Utah-founded nonprofit that builds homes that provide life-saving mental health services and community programs for LGBTQ+ youth and their families, has received a \$1 million donation from **Domo** and **Josh James**, Domo founder and CEO, and his wife, **Marina James**. The organization has reached its goal of raising \$8 million to build eight new Encircle homes. In addition, **The Kahlert Foundation** is con-

tributing \$1 million for a ninth home in Utah. To help raise funds to sustain these new homes, Encircle also has launched a Sustainability Fund, which will ensure continued support for LGBTQ+ youth at all Encircle locations. To kick off the fund, Encircle is opening its first Encircle Cafe at 331 S. 600 E., Salt Lake City, which will not only employ Encircle youth, but also provide funds to support the home. Earlier this year, Encircle kicked off its "\$8 Million, 8 Houses" capital campaign to begin the nationwide expansion of Encircle. With the campaign goal reached, Encircle will be able to continue its expansion with new locations in Arizona, Idaho, Nevada and Utah. The nonprofit has already started construction on locations in Heber, Logan and Ogden, as well as in Las Vegas.

- **Ally Financial Inc.** has provided a \$500,000 grant to help **Weber State University** in its commitment to become an **Emerging Hispanic Serving Institution (EHSI)**. In its 2021 strategic plan, Weber State Amplified, a five-year plan for growth, the university committed to increasing the percentage of students who identify as Hispanic or Latinx descent to 15 percent by 2025. Reaching EHSI status is a step to becoming designated as a Hispanic Serving Institution (HSI), as defined by the U.S. Department of Education, which requires a 25 percent Hispanic/Latinx enrollment. Latinx students would be eligible to apply for scholarships, paid internships and leadership development opportunities. The designation also would allow WSU to apply for additional grants and funding from the federal government. Through Ally's sponsorship, WSU will accelerate its efforts to improve access, retention and completion and achieve the EHSI enrollment target. The university will use the grant money to establish an HSI Initiatives Office to evaluate existing university efforts, identify gaps and coordinate resources for underserved students.

- The **George S. and Dolores Doré Eccles Foundation** has awarded **Needs Beyond Medicine** \$5,000 for its Relief Program, providing financial assistance grants helping cancer patients meet necessary (but nonmedical) expenses while in treatment. The program, now in its 15th year, aids adults, children, and their families facing extreme financial hardship during their cancer battles. Patient applicants can continue to apply for grants of up to \$500 through the program, which is funded through private and public grants, along

with business and community contributions. Applicants must be Utah residents, diagnosed with cancer within the past year, who are in active cancer treatment.

- **ZAGG**, a Salt Lake City-based innovator for screen protection, protective cases, tablet keyboards and power management solutions, and **Eyesafe**, a leader in blue light standards and technology for the consumer electronics industry, announced a joint initiative aimed at raising public awareness around the potential health risks posed by exposure to high-energy blue light. Blue light is given off by all digital devices. The advocacy campaign ran from Oct. 10 (in honor of California's Blue Light Awareness Day) through Oct. 15 (World Sight Day) and will culminate at the end of October. ZAGG and Eyesafe have created educational materials to share with the public through their respective social media channels, PR, email and websites.

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## RECOGNITIONS

- Four Utah credit unions are ranked on a list of "**best credit unions to work for**," compiled by **American Banker**, a trade journal and website focused on the U.S. financial services industry. They are No. 3 **Mountain America Credit Union**, Sandy; No. 25 **Cyprus Federal Credit Union**, West Jordan; No. 28 **Deseret First Credit Union**, West Valley City; and No. 30 **America First Credit Union**, Riverdale. **American Banker** ranked 55 credit unions for their executives placing "employees' needs first," including remote workers and those who have returned to, or never left, the office. Details are at <https://www.americanbanker.com/creditunions/list/the-best-credit-unions-to-work-for>.

- **Flagg Flanagan**, chairman and CEO of Salt Lake City-based DiscGenics Inc., has been named one of the **100 Most Intriguing Entrepreneurs of**

**2021** by **Goldman Sachs** at its Builders+Innovators Summit in California. DiscGenics is a clinical-stage biopharmaceutical com-



Flagg Flanagan

pany focused on developing regenerative cell-based therapies that alleviate pain and restore function in patients with degenerative diseases of the spine. Flanagan has over 30 years of experience in the medical device field as an entrepreneur, executive and advisor. He has led DiscGenics since its founding in 2007. Prior to DiscGenics, Flanagan founded Flanagan Instruments, which he built over 24 years into a leading neurosurgical device distribution business before selling it to Itochu International in 2005. Flanagan is currently on the boards of TrueDigital Systems, Peleton Medical, Triad Life Sciences, Steribite and the Neurosurgery Research & Education Foundation. He has also served on the boards of the Alliance for Regenerative Medicine, as well as TrueVision Systems and Image Stream Medical, which were acquired by Alcon and Olympus, respectively.

- **MHTN Architects**, a Salt Lake City-based firm specializing in student life and educational design, has received the grand prize from **Learning by Design** for designing West Bountiful Elementary School. The 65,000-square-foot, two-story school features several learning studios with sliding doors and portable furniture to provide more flexibility and opportunities for social distancing. The building also includes a media center and an "Imaginarium," a combination of an art studio and a makerspace for students to explore and express their creativity. The **Learning By Design Award** is a national competition that judges submissions on six categories: innovation, 21st-century learning, community needs, functional design, interior design, and sustainability.

- **Avetta**, an Orem-based provider of supply chain risk management software, has made the "**50 Providers to Know**" list, compiled by procurement and supply chain advisory company **Spend Matters**. It is the fourth straight year for Avetta to make the list, which recognizes the best-in-class companies in the procurement and supply chain market.

- The **SelectHealth Advantage** plan earned a five-star overall rating for 2022 and is

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## LAW

- **Parr Brown Gee & Loveless**, Salt Lake City, has hired **Briggs Matheson** as a shareholder in the commercial litigation section. Matheson's experience includes representing companies, individuals and government entities in civil and criminal proceedings involving fraud, breach-of-contract, intellectual property, securities and sensitive corporate investigations. Matheson previously was a fed-

# Industry Briefs

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ranked among the highest-rated Medicare Advantage plans in the U.S., according to the **Centers for Medicare and Medicaid Services (CMS)**. For 2021, only 5.25 percent of all contracts reached that level of achievement. Each year, CMS rates Medicare-certified health plans (both parts C and D) on a scale of one to five stars, with five stars representing the highest quality, using the Medicare Star Quality Ratings system. The overall scores are based on 37 care and service quality measures across several categories. SelectHealth is a not-for-profit health plan serving more than 950,000 members.

## RETAIL

• **H&E Equipment Services Inc.**, has opened a rental branch

at 1723 W. 1350 S., Ogden. It is the company's third Utah facility. The 8,350-square-foot facility sits on three acres with a yard area, offices, parts warehouse, and a separate repair shop with six service bays. It is capable of handling construction and general industrial equipment for customers in northern Utah, southeast Idaho and western Wyoming.

## TECHNOLOGY

• **BambooHR**, a Lindon-based company offering cloud-hosted software focused on human resources, has appointed **Justin Judd** as chief financial officer. He succeeds **Kent Goates**, who will retire after seven years at the company. Judd joins **BambooHR** from **Adobe**, where he served as the CFO of



Justin Judd

its Digital Experience Business unit. In previous roles, Judd led the corporate legal group at **Adobe**, and held positions at **PwC** and several law firms. His education includes a bachelor's degree in accounting from the **Brigham Young University Marriott School of Business**.

• **MX**, a Lehi-based company offering a financial data platform and connectivity, has named **Shawn Lindquist** as chief legal officer and hired **Ryan Jackson** as executive vice president and head of revenue, **Christopher Trepel** as senior vice president of data science, **Crystal Anderson** as vice president of product for money experience, **Bose Chan** as head of strategic



Shawn Lindquist

partnerships and vice president of product, and **Janet Pruden** as vice president of sales operations. Lindquist is an advisor and executive who has been working with emerging growth companies for nearly 25 years, and he has extensive experience working closely with management teams and boards of directors. Lindquist served as chief legal officer and a member of the C-suite of four public companies: **Vivint Smart Home Inc.**, **Vivint Solar Inc.**, **Fusion-io Inc.** and **Omniture Inc.** Before that, he was a corporate and securities attorney at **Wilson Sonsini Goodrich & Rosati**; in-house corporate counsel, business development and M&A for **Novell**; and general counsel of a venture-backed software company. He has also served as an adjunct professor of law at the law school at **Brigham Young University**. Jackson previously spent 12 years at **Qualtrics** in roles including area vice president, enterprise sales; head of public sector; and sales team lead. Trepel most recently led the advanced analytics function at **Lowell**. Before that, he built and led the predictive analytics and corporate affairs functions at **Encore Capital** and held analytic and strategic roles at **Wells Fargo Bank** and **McKinsey & Co.** Anderson previously was vice president of financial services at **H&R Block**. She has spent nearly 20 years in product management in financial services technology and consumer goods industries. Chan previously managed the **Open Banking** function at **Citi**, as part of its **FinTech** and **Consumer Digital** business. Before **Open Banking**, he was in **Citi's Global Strategy Group**, covering consumer retail, credit cards, commercial and fintech. Pruden most recently spent seven years at **Salesforce** leading sales strategy and operations organizations. Prior to **Salesforce**, she spent six years at **BTS** as a director. She has more than 15 years' experience as a strategy and operations leader helping build sales organizations within high-growth organizations.

• **Podium**, a Lehi-based company offering a communica-

tion and payments platform for local businesses, has hired **Loren Padelford** for a newly created role of chief operating officer. He will oversee all aspects of the go-to-market strategy and operations across **Podium's** business, including building out and scaling the marketing, sales, business development, customer success and international efforts for the company. Padelford most recently was vice president and general manager of revenue at **Shopify**. Prior to that, he helped create and lead **Shopify Plus** and held senior leadership positions across sales and marketing at software firms in **Canada**, the **U.S.** and the **U.K.**



Loren Padelford

• **Sarcos Technology and Robotics Corp.**, a Salt Lake City-based company offering robotic systems to augment humans to enhance productivity and safety, has appointed **James "Hondo" Geurts** as its executive vice chairman. Geurts in August retired from his role as the undersecretary of the Navy for the **Biden** administration after serving more than 34 years in



James "Hondo" Geurts

various military and government positions. His roles have included assistant secretary of the Navy for research, development and acquisition under the **Trump** administration and acquisition executive and director of **SOF** acquisition, technology and logistics at the **U.S. Special Operations Command (USSOCOM)**. He was commissioned as a **U.S. Air Force** officer in 1987.

• **GPS Capital Markets Inc.**, a Salt Lake City-based financial technology company offering foreign exchange services, has opened offices in **Perth** and **Sydney, Australia**. **Luke Coleman** will lead the **Perth** office, and **Sam Choucair** will lead the **Sydney** office.

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# Calendar

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

## Oct. 25, 1-3 p.m.

**“Get Your Local Business on Google Search and Maps,”** a Small Business Development Center (SBDC) event that takes place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

## Oct. 26-27, 9 a.m.-noon

**Small Business Resource Roadshow**, presented by the U.S. Small Business Administration, the Governor’s Office of Economic Opportunity and the Small Business Development Center and bringing together local, federal, and state representatives dedicated to helping small businesses start and grow in Grand and Carbon counties. Events include networking and panels discussing access to resources and access to capital. Location Oct. 26 is the Moab Arts and Recreation Center, Stage Room, 111 E. 100 N., Moab. Keynote speaker is Mariah Robertson, owner of Real Green Clean in Moab. Location Oct. 27 is Utah State University Eastern Campus, Alumni Room in JLSC, 451 E. 400 N., Price. Roadshow also will be presented virtually Nov. 9 for the entire state. Free. Registration can be completed at [Eventbrite.com](https://eventbrite.com).

## Oct. 26, 10-11 a.m.

**“Supercharge Your Global Sales with STEP Grants,”** a World Trade Center Utah event featuring how local companies have accelerated their global sales using the State Trade Expansion Program (STEP) and experts discussing how grants can support a global strategy. Location is the World Trade Center Utah, Lobby Training Room, 60 E. South Temple, Suite 300, Salt Lake City. Virtual option is available. Details are at <https://wtcutah.formstack.com/forms/STEP>.

## 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](https://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](https://ogdenweberchamber.com).

## Oct. 26, 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](https://wbcutah.org).

## 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. Details are at [utahoutdoorsummit.com](https://utahoutdoorsummit.com).

## Oct. 27-29, 8 a.m.-noon

**33rd Annual Employment Law Seminar**, presented by Parsons Behle & Latimer and designed for corporate counsel, business owners and human resource professionals. Topics are “ADA Issues Arising from the COVID-19 Pandemic,” “Hot Employment Topics” (two sessions), “Political Speech in the Workplace,” “Conducting an Effective Internal Investigation,” “Utah’s Non-Compete Statute: The Five-Year Anniversary,” “Professional Work Visa Options,” and “FLSA and Regular Rate of Pay Calculations.” Event takes place online. Cost is \$75 (includes both days). Details are at <https://parsonsbehle.com/insights/Parsons-Behle-Latimer-33rd-Annual-Employment-Law-Seminar>.

## 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](https://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 econom-

ics. 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](https://southvalleychamber.com).

## Oct. 27, noon-1 p.m.

**“Solve the Business Puzzle: Utilize Social Media to Elevate Your Business,”** a Women’s Business Center of Utah event that takes place online via Zoom. Free. Details to be announced at [wbcutah.org](https://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](https://ogdenweberchamber.com).

## Oct. 28, 8 a.m.-3:30 p.m.

**Utah Valley Growth & Prosperity Summit**, a Utah Valley Chamber of Commerce event. Location is Utah Valley University’s Noorda Center for the Performing Arts, 800 W. University Parkway, Orem. Cost is \$25, \$10 for students with ID. Details are at [uvsummit.com](https://uvsummit.com).

## 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](https://boxelderchamber.com).

## Oct. 28, 3:30-5 p.m.

**“Building Out Your Sustainability Program,”** presented by P3 Utah and Impact Hub Salt Lake. Speaker is Deven Patten, director of sustainability, Young Living Essential Oils. Event takes place online. Free. Registration can be completed at [Eventbrite.com](https://eventbrite.com).

## Oct. 28, 5-6 p.m.

**“Legal Clinic,”** a Small Business Development Center (SBDC) event in English and Spanish. 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, advocates, 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 [utahoutdoor-summit.com/utah-trails-forum/](https://utahoutdoor-summit.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](https://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](https://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](https://davischamberofcommerce.com).

## Nov. 2, 11:45 a.m.-1 p.m.

**Bowling & Networking Lunch**, a North Utah County Chamber Alliance event. Location is Fat Cats, 212 W. Pioneer Crossing, Saratoga Springs. Details are at [thepointchamber.com](https://thepointchamber.com).

## Nov. 2, 6:30-8 p.m.

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

## 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,

# Ten ways to encourage and display compassion for employee mental health

The topic of mental health is more important than ever. Thankfully, in the last decade, it has received more and more attention. People are more open about it. The stigma around it is subsiding. With all the great progress we've made, there is still more work to be done. This is particularly true in the workplace.

With World Mental Health Day just past, this is the perfect time to discuss mental health with your staff and even put some new policies in place. Make sure everyone in your organization is aware of the importance of mental health and let those who might

be struggling know that they can feel safe, trusted and accepted.

More specifically, here are 10 ways to encourage and display compassion for your employees' mental health:

**1. Have a "Time-Out" Space.** Everyone has experienced a situation where they feel under pressure and in a state of distress. This feeling can be magnified for those dealing with mental health issues. Having a secluded space at work where a person can quietly take a little time to themselves can provide relief in a private, dignified way. It can be a special room, cubicle, pod or anywhere specifically designated to help your staff gather their composure.

**2. More Mental Health Days.** Many companies, both big and small, are allotting a certain number of mental health days as part of an employee's benefits package.

This is important because it doesn't disrupt or take away from an employee's sick time. Whether it's something as serious as anxiety or depression or something less urgent like just feeling a bit overwhelmed or stressed-out, it's important for employees to know they have this time to deal with their mental health.



ANGELA CIVITELLA

### 3. Solicit Lists of Special Needs.

When onboarding new employees, an employer should consider asking for a list of any special needs the employee has and making reasonable accommodations. If there are any special signs of problems that can be

proactively dealt with, as well as any contact information for family or health professionals, the employer should be made aware upfront. This will help prepare the employee's workstation and environment to best suit their needs. Of course, this must be done in compliance with HIPAA and ADA guidelines.

**4. Mum's the Word.** An employer should keep sensitive information confidential at all times. This helps to build trust for employees. An employee should be able to disclose relevant personal information to an employer without fear of gossip or discrimination from coworkers. Remember the Golden Rule of treating others how you want to be treated. You wouldn't disclose personal information about someone, and neither should your employer.

**5. Provide Resources.** Your company

should be aware of what resources may be available to employees with mental health issues. Many companies are affiliated with, or even have mental health professionals on staff to support employees. A list of other resources from the county, state and federal level may also be useful. In addition, there are some companies that are forming peer support groups where employees can confidentially support one another.

**6. Open-Door Policy.** Many people are reluctant to seek help or confide personal information to employers out of fear. New employees may not disclose mental health issues when hired, but trust can be built up over time. Having an open-door policy that allows employees to be able to speak to their employers at all times can help foster this trust and allow both sides to create an environment conducive to improved communication and accommodation.

**7. Inclusion.** It is important to include all employees, especially those with mental health issues, in activities related to work and even work-related social events. Nobody likes to feel left out and those struggling with mental health issues often already feel like they are "different" from everyone else. Be sure to not only offer but encourage their participation.

**8. Everyday People. Everyday Expectations.** An employer may feel like they need to treat someone who has mental health issues with kid gloves and set lower standards for them. While this concern is understandable, sometimes the best thing for a person with mental health issues is

being treated like everyone else and shouldering their share of the responsibility. Not only will they feel like a true part of the team, but it may also help to show them that they are capable of more than they thought.

**9. Push, but Don't Try to Change.** Helping someone work to get past their hurdles is admirable, but an employer should not try to take it upon themselves to try and change who the employee is or think they truly know what they are going through. An employer is likely not a therapist and should not try to take on that role. If an employee is capable of performing their tasks, an employer can always encourage them to strive for greater things. Never tell the employee that they are "cured" or they can "get over" their issues.

**10. Lift Up and Slow Down.** Ninety percent of communication is non-verbal and a person's demeanor can set the tone for the entire workplace. As an employer, you may not always have the right words to say to help an employee with mental health issues, but your attitude can make a big difference. Slow down when possible while talking to help set a relaxing tone. This helps to reduce stress and keep things moving smoothly. Also project a positive aura and let a cool, confident smile be a beacon to employees and show them that the seas are calmer than they may think.

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

## CALENDAR

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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](http://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 non-members. Details are at [slchamber.com](http://slchamber.com).

### Nov. 9, 7:15 a.m.-3 p.m.

**2021 Fall Business Conference**, a ChamberWest event with the theme "Strength of the West: Ensuring Business Success" and featuring two keynote presenters, six breakout sessions, exhibitor tables, breakfast and lunch. Opening keynote, titled "Geopolitics and the Impact on Business," will be delivered by U.S. Rep. Chris Stewart. Location is Utah Cultural Celebration Center, 1355 W. 3100 S., West Valley City. Details are at [chamberwest.com](http://chamberwest.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](http://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](http://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](http://Eventbrite.com).

### Nov. 10, 8:30 a.m.-2 p.m.

**Utah County Business Summit 2021**. Location is Overland Barn, 1713 Erickson Knoll Lane, Eagle Mountain. Details are at [thepointchamber.com](http://thepointchamber.com).

### Nov. 10, 11 a.m.-1 p.m.

**Canopy Innovation Summit 2021**, presented by Canopy,

a cloud-based practice management platform for accounting professionals. Event will highlight recent innovations in the accounting industry and insights into achieving long-term accounting success. Event takes place online. Keynote panel discussing "Innovating for the Future" includes Ron Baker, CPA and founder of VeraSage Institute; Jina Etienne, CPA, CGMA, Etienne Consulting; and Donny Shimamoto, founder and managing director of IntrapriseTechKnowlogies. Free. Details are at <https://www.getcanopy.com/canopy-innovation-summit-2021>.

### Nov. 10, 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>.

### Nov. 10, 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>.

### Nov. 11, 4-6 p.m.

**"She. He. We. Two Voices, Two Perspectives, One Great Team,"** a ULI Utah event focusing on successful female/male business partnerships and how they are stronger working together. Panelists are Mike Richmond and Dana Baird, Cushman & Wakefield; Ruth Hill and Owen Fisher, J.F. Capital; Ashley Atkinson Williamson and Kevin Ludlow, Sequoia Development; and moderator Crystal Maggelet, CEO of FJ Management. Location is World Trade Center Utah, 60 E. South Temple, No. 300, Salt Lake City. Cost is \$25 for public/YLG/student members; \$30 for private-sector members; \$35 for public/YLG/student nonmembers; \$40 for private-sector nonmembers. Details to be announced at <https://utah.uli.org/events-2>.

### Nov. 11, 6-8 p.m.

**"Business Essentials,"** a Small Business Development

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Center (SBDC) event. Location is the Orem/Provo SBDC at Utah Valley University. Details are at <https://clients.utahsbdc.org/events.aspx>.

### Nov. 12

**2021 BioHive Summit** (previously the Utah Life Sciences Summit), in partnership with BioUtah and featuring speakers and panelists from inside and outside of Utah's life sciences industry discussing trends, challenges and the future of healthcare and Utah innovation. Event includes a fireside chat with Dr. Dean Li, president of Merck Research Laboratories, with Recursion CEO and BioHive co-founder Chris Gibson about Utah's innovation landscape, the future of healthcare research and Merck's efforts in battling COVID-19. Before joining Merck in 2017, Li served as the H.A. & Edna Benning professor of medicine and cardiology, chief scientific officer, associate vice president and vice dean at the University

of Utah Health System. Event includes an opening plenary session and three afternoon tracks, plus presentation of the annual BioUtah Awards recognizing leadership and achievement within the industry. Event takes place online. Cost is \$200 (\$250 day of the event). Details are at [biohivesummit.com](http://biohivesummit.com).

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

**Fall 2021 Nubiz Symposium.** Location to be determined. Details to be announced at [ogdenweberchamber.com](http://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](http://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

booming, not only nationwide but here in Utah. The growth alone is just phenomenal."

Growth also is likely in what the company calls the "urban marketplace." About a dozen proposed systems in the U.S. would feature people-movers in urban areas. An example is a concept to serve the Little Cottonwood Canyon with a gondola system, an option competing with an expansion of the roadway up the canyon.

HTI has installed aerial and surface systems throughout the world. Its network includes more than 10,000 transportation systems in 61 countries, moving 8 million passengers each hour. It also manufactures tracked vehicles and snow making systems used primarily in the ski industry.

"We're excited Leitner-Poma has decided to come grow with us in Utah," Dan Hemmert, Go Utah's executive director, said in a prepared statement. "Utah's 15 world-class ski resorts make it an ideal location for Leitner-Poma's corporate expansion."

"We're excited that a global company like Leitner-Poma is bringing the manufacturing and distribution of chairlifts and other transportation systems to the home of 'The Greatest Snow on Earth,'" said Theresa A. Foxley, president and CEO of the Economic Development Corporation of Utah. "Like other companies in our outdoor products industry, they will find our state to have committed and talented workers."

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, 11:25 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](http://cachechamber.com).

### Nov. 16, 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](http://davischamberofcommerce.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](http://ogdenweberchamber.com).

### Nov. 16, 1-2 p.m.

**Networking Class,** a West

Jordan Chamber of Commerce event. Location is the chamber office, 8060 S. 1300 W., West Jordan. Free for chamber members, \$10 for nonmembers. Details are at [westjordanchamber.com](http://westjordanchamber.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/](http://thechamber.org/pillar-of-the-valley/).

### Nov. 17-19

**2021 Annual Convention,** a Utah Farm Bureau event with the theme "Rising Up & Moving Forward." Location is the Utah Valley Convention Center, 220 W. Center St., Provo. Registration deadline is Nov. 8. Details are at <https://www.utahfarmbureau.org/Article/2021-Annual-Convention>.

### 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>.

see CALENDAR page 16

## LPOA

from page 1

build our factory fast enough to deal with the growing market."

The expansion will feature a campus that will house several of its brands to provide clients with manufacturing, service, parts and sales/administration functions. The company's Skytrac aerial ropeway manufacturing site is leased near the Salt Lake City International Airport.

"We really need more space," Cole said. "Our market within North America is just exploding right now, and we're just seeing substantial growth."

The Go Utah board approved a tax credit of up to \$2 million for the project. New total wages are projected to be \$79.4 million over 10 years and new state tax revenue is estimated at nearly \$13.6 million over that time. The new jobs are expected to pay an average of \$110,805.

As an example of growth in the industry, Cole noted that Vail Resorts has announced \$2.2 billion in on-mountain infrastructure improvements over the next 10 years. In Utah, Snowbasin, Wasatch Peaks Ranch, Mayflower and Alta have added lifts in recent years or plan to do so, he said.

"The growth is exponential out there right now and we need this facility to keep up with that," Cole said. "The market is just

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Pop-Up Toaster: Charles Strite, 1921

## CALENDAR

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### 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](http://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](http://www.connectshare.com) or by contacting Randy Hunt of the ConnectShare Advisory Board at [randy@clearpath-strat.com](mailto:randy@clearpath-strat.com).

### Nov. 18, noon-2 p.m.

**"Strictly Networking,"** a West Jordan Chamber of Com-

merce event. Location to be announced. Free (pay if ordering from the menu). Details are at [westjordanchamber.com](http://westjordanchamber.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>.

### 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](http://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](http://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](http://Eventbrite.com).

### Nov. 23, 10 a.m.

**"Year End Reports,"** part of the 2021 Employers Council and Paylocity Online Training Series. Free. Details are at <http://info.employerscouncil.org/2021-paylocity-webinar-series>.

### Dec. 2, 8-9 a.m.

**"Coffee Chat with the CEO,"** a Park City Chamber/Bureau event. CEO Jennifer Wesselhoff will be available for friendly, informal conversation about how the chamber can most effectively serve business and the community. Location is Kimball Junction Visitor Information Center, 1794 Olympic Parkway Blvd., Park City. Free. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

### Dec. 2, 9-10 a.m.

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

### Dec. 6, 11:30 a.m.

**Holiday Luncheon**, a Holladay Chamber of Commerce event that features lunch and Best of Holladay Award announcements. Location is Holladay City Hall, 4580 S. 2300 E., Big Cottonwood Room, Holladay. Free, and open to the public. RSVPs can be completed at (385) 429-2921.

### Dec. 7, 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 [davischamberof-commerce.com](http://davischamberof-commerce.com).

### Dec. 8, 8 a.m.-noon

**"Leadership Secrets of Santa Claus,"** a Salt Lake Community College Employee Development Workshop. Attendees will learn



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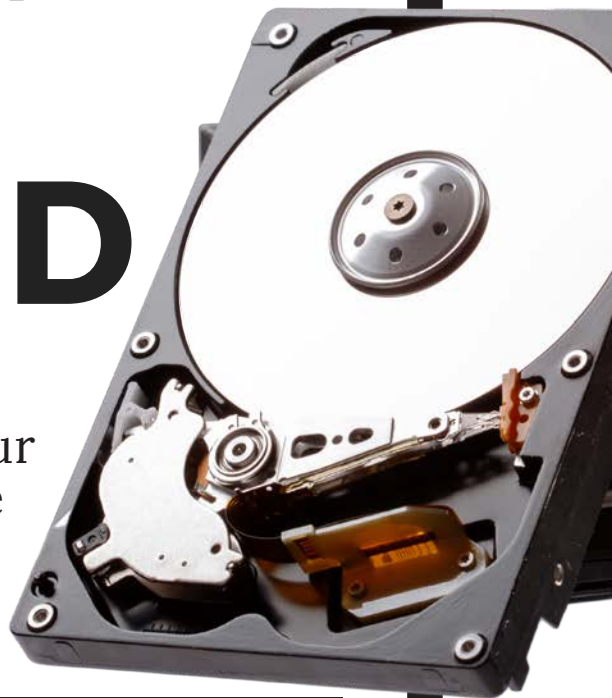
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## CALENDAR

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how Santa juggles employees, equipment, facilities, resources and production, with 10 practical strategies that can be used all year long. Location is SLCC's Westpointe Campus, 1060 N. Flyer Way, Salt Lake City. Cost is \$175. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

### Dec. 10, 8-9 a.m.

**Women in Business Networking**, an Ogden-Weber Chamber of Commerce event for WIB members only. Location is The Monarch, 455 25th St., Ogden. Details are at [ogdenweberchamber.com](http://ogdenweberchamber.com).

### Dec. 14, 10 a.m.

**"Looking Forward to 2022,"** part of the 2021 Employers Council and Paylocity Online Training Series. Free. Details are at <http://info.employerscouncil.org/2021-paylocity-webinar-series>.

### Dec. 14, 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](http://cachechamber.com).

### Dec. 15, 8 a.m.-4 p.m.

**"Change Management for Managers,"** part of the Salt Lake Community College Frontline Leader Workshop Series. Attendees will gain tools to effectively plan for and manage the impact of change to a team and organization. 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>.

### Dec. 16, 8:30-11 a.m.

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

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

**"Strictly Networking,"** a West Jordan Chamber of Commerce event. Location to be announced. Free (pay if ordering from the menu). Details are at [westjordanchamber.com](http://westjordanchamber.com).

### Dec. 17, 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](http://chamberwest.com).

### Dec. 21, 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](http://davischamberofcommerce.com).

### Dec. 21, 1-2 p.m.

**Networking Class**, a West Jordan Chamber of Commerce event. Location is the chamber office, 8060 S. 1300 W., West Jordan. Free for chamber members, \$10 for nonmembers. Details are at [westjordanchamber.com](http://westjordanchamber.com).

### Jan. 19, 8 a.m.-4 p.m.

**"Time Management,"** part of the Salt Lake Community College Frontline Leader Workshop Series. Attendees will analyze and explore strategies to use precious resources of time and energy more efficiently and effectively. 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>.

## SLOPES

from page 1

long, laborious process that none of us would have been able to get through, and democratized it, and now all of a sudden, all of us can do this. It's pretty amazing," he said.

Instructure's Canvas offering, Cook said, connected teachers and students when schools were closed during the COVID-19 pandemic. The user numbers "went through the enormous growth spurt of helping people learn that was the only way of learning for quite a while," he said.

Finally, Red Games Co. has created mobile games to help children create and learn. The independent mobile game studio is developing games in partnership with LEGO, Hasbro and Crayola, as well as its own original intellectual property.

Cook said he felt the passion from the four companies to help "humanity move forward."

"I've always thought that tech should serve humanity and not the other way around, right? And that is what I see here," he said.

The area also has great universities, venture capital, and "unbelievable" developers and entrepreneurs. "All of the ingredients to be successful are here," Cook said. "Of course, more investment is always important, particularly in education, but I'm super-excited."

Cook recalled that he was in

## LEGAL NOTICES

### Announcement of Appointment and Notice to Creditors

Estate of Ramona Lynn Arrington  
Case Number 213902224

Kylee Nichole Ball has been appointed personal representative of this estate. All persons having claims against the decedent must present their claims in writing within three months after the date of the first publication of this notice or the claims will be forever barred.

Written claims may be:

- Delivered or mailed to the personal representative or their attorney at the address below, or
  - Filed with the Clerk of the District Court in Salt Lake County.
- Date of first publication 10/25/2021  
Kylee Nichole Ball, Personal Representative (or attorney for personal representative).  
781 E. Simpson Avenue  
Salt Lake City, Utah, 84106  
[kyleenicholeball@gmail.com](mailto:kyleenicholeball@gmail.com)  
801-608-8196  
10/18/20

Utah in late 2016 when he talked at both the Utah Tech Tour organized by then-U.S. Sen. Orrin Hatch, and later at the Utah Technology Council's annual Hall of Fame gala.

"I don't think there's ever been a more exciting time to be a part of the tech community," he told the Silicon Slopes Summit crowd. "I was here at this conference in 2016 or 2017 or so, around there, and it's just gone to whole new level. I really compliment the people that run the conference and I compliment the people of Utah that really put a priority here in the leadership."

Ballmer's comments about Utah came during a chat with U.S. Sen. Mitt Romney, R-Utah. The Microsoft CEO from 2000-14 and current owner the NBA's Los Angeles Clippers described Utah as "a fantastic place."

"I've been here a lot of times. I've been here a lot of times on vacation — Park City, Deer Valley. In fact, I was telling the senator, we were just in Bryce and Zion on a bike trip. This is a beautiful, beautiful place," Ballmer said.

"Microsoft has an R&D lab here in Utah because there's just so much engineering talent in this state. It's really impressive. Relative to population, it is unbelievable."

Ballmer also mentioned that his Clippers have played the Utah Jazz "a few times."

"And if you're from Utah," he added, "please excuse the fact that I brought that up after the last playoffs."

## CLASSIFIED

### CAREERS

#### MECHANICAL ENGINEER

**Varex Imaging Corp.** has an opening for **Mechanical Engineer** in Salt Lake City, UT. Work in an R&D environment to develop fixturing and tooling solutions. Mail resume to 1678 South Pioneer Road, Salt Lake City, UT 84104. Attention: Brittney Walje, with job reference: 11941.67

#### SOFTWARE

**Oracle America, Inc.** has openings for **Software Developer** positions in Lehi, UT. Job duties include: Design, develop, troubleshoot and/or test/QA software. May telecommute from home. Apply by e-mailing resume to [krithika.raghavan@oracle.com](mailto:krithika.raghavan@oracle.com), referencing 385.20897. Oracle supports workforce diversity.

#### SENIOR GEOTECHNICAL ENGINEER

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## HOUSING

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and recessions. Neither appears likely in the next two to three years. Furthermore, global and national financial conditions are much improved over the 2008-11 period.

**The Utah housing market has a history of extreme price spikes.** Home prices in Utah have a history of rapid acceleration. In the second quarter of 1994, the state led the country with an 18.3 percent increase in prices and led again in the second quarter of 2006 with a 17.2 percent increase. But both these price spikes pale in comparison with the 2021 second-quarter increase of 28.3 percent, which ranks second among all states.

**Market conditions confirm Utah's housing shortage.** Market indicators confirm Utah's housing shortage continues, whether measured by the gap between housing units and

households or "on the ground" data, such as days on market, inventory of vacant unsold new homes and rental vacancy rates.

**COVID-19 created unprecedented conditions in the housing market.** COVID-19 disrupted the supply chain for building materials — 30 percent of construction materials are imported from China — and disrupted the availability of labor. On the demand side, the Federal Reserve distorted demand through lower interest rates and an extraordinary increase in liquidity via quantitative easing.

**Price acceleration and production are expected to remain positive in 2022.** After a record year of price acceleration and construction activity, 2022 will be dictated by mortgage rates, while demographic tailwinds are expected to keep housing demand robust for the rest of the decade. An average of eight different forecasts shows the 30-year mortgage rate at 3.1 percent in 2021 and climbing to 3.6 percent in 2022.

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#### STATEMENT OF OWNERSHIP, MANAGEMENT AND CIRCULATION

Publication Title: The Enterprise Publication Number: 891-300  
 Filing Date: 10-1-2021 Issue Frequency: Weekly  
 Number of Issues Published Annually: 50  
 Annual Subscription Rate: \$65/\$75/\$85  
 Complete Mailing Address of Publication: 825 N. 300 W. Ste. NE220  
 Salt Lake City, UT 84103  
 Contact Person: David Gregersen  
 Telephone: (801) 533-0556  
 Complete Mailing Address of Headquarters or General Business Office of Publisher: 825 N. 300 W.  
 Ste. NE220, Salt Lake City, UT, 84103  
 Full Names and Complete Mailing Addresses of Publisher, Editor and Managing Editor:

Publisher:	Editor and Managing Editor
David G. Gregersen	John M. Rogers
P.O. Box 11778	P.O. Box 11778
Salt Lake City, UT 84101	Salt Lake City, UT 84101

Owner: Enterprise Newspaper Group Inc., P.O. Box 11778, Salt Lake City, UT 84101  
 Known Bondholders, Mortgagees and Other Security Holders Owning or Holding 1 Percent or More of Total Amount of Bonds, Mortgages or Other Securities: none  
 Tax Status: Has Not Changed During Preceding 12 Months

Publication Title: The Enterprise, Utah's Business Journal  
 Issue Date for Circulation Data Below: 9-27-2021

#### Extent and Nature of Circulation

Average No. of Copies Each Issue During Preceding 12 Months	No. Copies of Single Issue Published Nearest to Filing Date
Total No. of Copies	2,446
Mailed Outside-County Paid Subscriptions Stated on PS Form 3541	408
Mailed In-County Paid Subscriptions Stated on PS Form 3541	1,381
Paid Distribution Outside the Mails Including Sales Through Dealers and Carriers, Street Vendors, Counter Sales and Other Paid Distribution Outside USPS	1
Paid Distribution By Other Classes of Mail Through the USPS	3
Total Paid Distribution	1,793
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Free or Nominal Rate In-County Copies Included on PS Form 3541	465
Free or Nominal Rate Copies Mailed at Other Classes Through the USPS	0
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Total Print Copies + Paid Electronic	2,121
Total Print Distribution+Paid Electronic	2,774
Percent Paid (Print+Electronic)	76.0%

I certify that 50% of all my distributed copies (electronic and print) are paid above nominal price. This statement will be published in the October 25, 2021 issue of this publication.

Signature and Title of Editor, Publisher, Business Manager or Owner:  
 R. George Gregersen, Publisher, 10-04-2021



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