

OF NOTE



There's no stopping Utah

Four Utah cities are among the top 50 boomtowns in the nation, according to report from SmartAsset. Based on population change, unemployment rate, change in unemployment rate, GDP growth, business growth, housing growth and change in household income since the pandemic began, St. George (No. 19), Salt Lake City (No. 29), Orem (No. 31) and West Jordan (No. 50) made the list.

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UIPA pact with Long Beach, UP aimed at supply chain logjam

Utah Inland Port Authority (UIPA) has joined the Port of Long Beach (POLB) and Union Pacific Railroad in an initiative they say will bring rapid relief from ongoing port congestion by optimizing rail deliveries between California and Utah.

In a joint statement, executive directors Mario Cordero of the Port of Long Beach and Jack Hedge of the Utah Inland Port Authority said, "The direct, regularly scheduled rail service connecting the Port of Long Beach to Salt Lake City will allow cargo destined for all of the Intermountain

West to be rapidly evacuated from terminals in Long Beach to Salt Lake City for further distribution throughout the region. Much of this cargo traditionally moves to Utah, Colorado, Nevada and Idaho by truck and thus must be removed from the port terminals one container at a time. Reengaging this direct rail service will allow removal of blocks of containers at a time."

The initiative is the first implementa-

see **UIPA** page 10

Scan & cook meal firm to open Utah assembly facility

Brice Wallace
The Enterprise

A company offering a smart oven and subscription food deliveries will cook up 200 jobs over the next five years as it places operations in Utah.

Tovala will use a 230,000-square-foot facility in West Valley City for meal assembly, food packaging and shipping operations.

The announcement about the \$10 million project was made by the Economic Development Corporation of Utah (EDCUtah) and the Utah Governor's Office of Economic Opportunity (Go Utah).

Founded in 2015, Chicago-based Tovala offers weekly food doorstep delivery subscriptions and an oven that allows users to scan labels so that the meals are cooked perfectly. The oven offers five different cooking modes — steam, bake, broil, toast and reheat — and can scan-to-cook nearly 1,000 brand-name grocery items. The company's website says the meals take under a minute to prepare, and the cooking takes 20 minutes or less.

The website last week was offering a \$99 starter kit, which included an oven, and its meal plans start at about \$12 per meal.

"We are very excited to launch our first facility in Utah and play a role in the local economy," Taryn Aronson, Tovala CEO, said in a prepared statement. "We conducted a thorough analysis of all major Western markets and chose Utah for its strong labor force and prime location, helping to optimize shipping efficiencies and improve the customer experience. We look forward to growing our business through this opening, and welcoming new members to the Tovala team."

The company in June 2020 raised \$20 million in a Series B funding round led by Finistere Ventures, and in December had a \$30 million Series C round led by Left Lane Capital.

"Tovala's ingenuity and commitment

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Winston Duke (left) and Zazie Beetz star in "Nine Days," a movie shot in Utah in 2019. Advocates for Utah's film industry say Utah could attract more and larger film and TV productions if the state film incentive program were increased. Photo courtesy Sony Pictures Classics.

MPAU makes its case for more incentives for Utah film industry

Brice Wallace
The Enterprise

When the cameras roll in Utah, the money rolls into the state.

That's the essence of an argument for more TV and film production tax credit and rebate incentives made during a state podcast and a recent legislative committee hearing.

"This [incentives] program has been

incredibly successful and has provided so much impact for the people and the communities of Utah," Jeff Johnson, president of the Motion Picture of Association of Utah, told the Economic Development and Workforce Services Interim Committee at its October meeting.

"Utah has fantastic locations, a large professional film crew, many talented actors

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

Reyes & 21 other attorneys general protest Biden's vaccine mandate

Utah Attorney General Sean Reyes has joined 21 other state attorneys general in sending a letter to Pres. Joe Biden expressing their displeasure with his COVID-19 vaccine mandate for federal contractors. Saying the action “stands on shaky legal ground,” the state officials said specifically that it confuses contractors and will likely exacerbate the nation’s current supply-chain problems.

The attorneys general complained that companies face blacklisting for federal contracts unless they get their workers vaccinated on “an unworkable timeline.”

“We strongly urge you to instruct agencies to cease implementing the mandate or, at a minimum, to provide clarity to agencies and federal contractors across the country and delay the mandate’s compliance date,” said the letter signed by attorneys general from Texas, Mississippi, Alaska and other states in addition to Reyes.

Reyes had already joined Republican officials from across the nation threatening over the order that Biden issued Sept. 9.

Biden is expected to release details soon about implementing the mandate. He has said companies with at least 100 employees will have to require all their employees be vaccinated or undergo weekly testing. The mandate for federal contractors goes into effect in December, and it does not have an option for regular testing in lieu of vaccination.

BambooHR Study: Post-COVID-19 workplaces slow to return to normal

Lindon-based BambooHR, a provider of cloud-based human resources management software, has released a study that found that the reality of returning to physical workspaces is proving a disappointment for many employees. The recently completed in-depth study found that nearly half (43 percent) of office workers found returning to the office did not match their hopes.

BambooHR surveyed 1,000 working adults in the United States to better understand attitudes around returning to work and adoption of models like hybrid work in a rapidly evolving environment. It found that many employees were not eager to return to in-person work, even as workplaces slowly began to reopen. A vast majority (82 percent) of offices have re-opened with an option for or requiring employees to return full-time. Of those, just 32 percent of respondents had actually returned to full-time work from the office.

“At some point in March 2020 we all said goodbye to our coworkers and expected we would see them again in a couple of weeks, but instead many of us have become permanent remote workers,” said Cassie Whitlock, head of HR at BambooHR. “As companies reopen workspaces, it’s important to understand what their people are expecting and how to manage reality in order to create a positive outcome for everyone.”

BambooHR’s study found the expected benefits of returning are not matching the reality of being back. BambooHR asked respondents to consider the differences in what they wanted from returning to the office and how it matched their actual experiences. More than one in three (37 percent) office workers said they actually felt worse being in the office than they did at even their lowest point during remote work. Sixty-one percent of workers had wanted in-person collaboration, but only 49 percent saw any benefit from actually experiencing it.

Bamboo said 54 percent of people expected higher productivity by returning to the office, but only 35 percent found they were more productive. The expecta-

tion of a deeper sense of company culture (37 percent) dropped to 21 percent of those who actually felt it was happening.

In-office perks have also been curtailed for many during the pandemic, according to 61 percent of employees. Perhaps unsurprisingly, in-office food and beverage took the biggest hit, with free coffee and drinks (gone, said 30 percent), free snacks (23 percent), a cafeteria (23 percent) and catered meals (18 percent) which were once prominent but now no longer offered.

More FEMA COVID response money is headed to Utah state agencies

Utah agencies continue to see federal funding for the state’s COVID-19 response. The Federal Emergency Management Administration (FEMA) has approved more than \$5.7 million in additional public assistance. The assistance continues to be funded under authority of a major disaster declaration issued April 4, 2020. FEMA has provided more than \$129.8 million in public assistance funding for the Utah COVID-19 response to date.

The latest round of FEMA funding includes \$1.4 million to the Utah Division of Emergency Management for management costs incurred to track and manage its eligible subawards as a result of COVID-19. Also coming Utah’s way is \$1.25 million to the University of Utah Hospitals and Clinics to utilize permanent employees, short-term and temporary staff to provide emergency medical care to COVID-19-positive patients.

The Utah Department of Health will receive \$3.08 million for to disseminate of COVID-19-related information for educating and informing the general public through public education, graphic design, mass media and communication efforts. The main campaign targets high-risk individuals and multicultural communities to promote equitable education on CDC guidelines for wearing a mask, frequent hand washing, social distancing, staying at home when sick, testing locations and vaccine education and locations.

Intermountain Healthcare requiring caregivers to receive C-19 vaccine

Intermountain Healthcare has announced that it will require all of its patient-facing employees to be fully vaccinated against COVID-19. As Utah’s largest healthcare organization, Intermountain said at a news conference the move is meant “to comply with federal vaccination requirements announced by Pres. Biden on Sept. 9.”

Dr. Mark Briesacher, chief physician executive at Intermountain, said it’s been 20 months since the first COVID-19 patient was admitted to Intermountain Medical Center. Since then, he said, it’s been remarkable to watch the caregivers at the system respond to the pandemic.

“I can’t thank the nurses and physicians, and all of our healthcare teams and everyone who supports them at Intermountain, enough for what they’ve done. It’s been truly remarkable,” Briesacher said.

Briesacher said that Intermountain had reviewed the rules from the Biden administration and it “became clear that we need to comply with these rules, because this is about caring for people.” He said Intermountain received guidance from the Safer Federal Workforce Task Force, which told them the key point of the new rules is that within facilities that work within a federal contract, everyone who works there needs to be vaccinated.

Intermountain previously required it employees to receive vaccines for hepatitis, whooping cough, the an-

nual flu, measles, mumps and rubella.

“What these all have in common is that these are viruses and bacteria that are easily spread through a community if that community is vulnerable and not immune to them,” Briesacher said.

DesNews poll finds Utahns oppose Biden private-sector vaccine mandate

A new poll from the *Deseret News* and the Hinckley Institute of Politics shows what most officials could have guessed. The survey, taken through mid-October, shows Utah voters opposing Pres. Joe Biden’s private-sector vaccine mandate rules (either strongly or somewhat) topped 62 percent while 37 percent of those polled said they were in somewhat or strong support of the Biden proposal.

Business owners in Utah and across the nation are waiting for details of the plan that the president unveiled in September. The president said the government will issue rules that include requiring all U.S. businesses with 100 or more employees to require their workers to either get vaccinated against COVID-19 or face weekly testing for the virus.

The *Deseret News* quoted Gov. Spencer Cox as saying the poll results reflect that a clear majority of Utahns are in support of his own stance, that the Biden vaccine mandates represent an inappropriate intrusion into the free market.

“Like most Utahns, we agree that Pres. Biden’s vaccine mandate for businesses is an overreach,” Cox said. “We firmly believe that employers should be able to decide what is best for their companies, according to free market principles.”

The newspaper said the poll showed a clear split between Republicans and Democrats on the issue. Among respondents who identified themselves as Republicans, 76 percent oppose Biden’s mandate while 78 percent of Democrats support it.

Cheap antidepressant may reduce COVID-19 risk by up to one-third

CNN has reported that a cheap, generic antidepressant drug may reduce the risk of severe getting COVID-19 by close to a third in people at high risk. The data comes from a trial among about 1,500 patients in Brazil showing those who took the drug, known as fluvoxamine, were less likely to progress to severe disease and to require hospitalization.

The drug, sold under the brand name Luvox, is a selective serotonin reuptake inhibitor most often used to treat obsessive-compulsive disorder and depression. But it can affect inflammation, said Dr. Angela Reiersen, an associate professor of psychiatry at Washington University in St. Louis who worked on the study, published in *The Lancet Global Health*.

“Fluvoxamine may reduce the production of inflammatory molecules called cytokines, that can be triggered by SARS-CoV-2 infection,” CNN quoted Reiersen as saying in a statement. The drug may also reduce blood platelets, which may affect the clotting effects of coronavirus infection.

More study is needed to see if the drug might be added to the treatments given to coronavirus patients, but it’s cheap. “A 10-day course of fluvoxamine costs approximately \$4 even in well-resourced settings,” the researchers wrote.

A related drug, Prozac, or fluoxetine, is also cheap and even more widely available, and the researchers said this drug should be studied to see if it might help.

Enlinx acquired by Cal-based Whiplash

Enlinx, a Salt Lake City company that provides logistics support, including fulfillment, warehousing, kitting and supply chain management, to e-commerce and wholesale companies, has been purchased by City of Industry, California-based Whiplash. The acquisition was facilitated by Dallas-based mergers and acquisitions advisor Generational Equity.

Whiplash is a nationwide omnichannel fulfillment provider with multiple locations throughout North America and Europe.

The Enlinx acquisition strengthens Whiplash's position as a partner for emerging and established retailers and brands, in line with the company's long-term plan to grow its national footprint while advancing its efficient shipping and multi-node distribution capabilities, the company said in a release. Whiplash said that the Intermountain West, one of the fastest-growing regions in the United States, is a prime spot for expansion that enables it to better manage escalating direct-to-consumer order volumes and reach more consumers faster.

"The biggest thing that stood out to us about Whiplash was their desire to always go the extra mile for their clients," said David Burns, CEO of Enlinx. "It's a drive that we share here at Enlinx, which made this acquisition the clear path forward. Our customers will gain the advantage of being part of a much larger network that enables dual or multi-node fulfillment strategies, something we were unable to offer in the past, while still receiving the level of care they have come to rely on. The Whiplash technology and relationships with major parcel carriers round out what is sure to be a highly productive partnership."

"We're very pleased to have found a company whose culture and commitment to brand success matches ours so well," said Greg Morello, president and chief commercial officer at Whiplash. "In a demanding market, gaining 400,000 square feet of order fulfillment space with value-added service capabilities enhances our ability to deliver seamless fulfillment experiences. We expect Salt Lake City to become an important part of our long-term growth strategy."

NSL's Orbit sold to Husqvarna

Orbit Irrigation of North Salt Lake is being sold to the Husqvarna Group of Los Angeles by current owner Platinum Equity in a deal worth about \$480 million. Orbit will become part of Husqvarna Group's Gardena Division.

Orbit has approximately 300 employees and generates over 95 percent of its revenues in North America. The Orbit product offering includes watering equipment sold through retail, garden centers, e-commerce and professional channels. In addition, the company's "B-hyve" suite of smart products is designed to help consumers conserve water, promote plant health and save money. Platinum Equity acquired Orbit in February 2019. Orbit's revenue increased approximately 75 percent since the acquisition.

"Orbit's success is the result of a strong partnership with the

company's leadership team and a lot of hard work by dedicated employees at every level of the organization," said Platinum Equity partner Jacob Kotzubei. "We deployed the full range of Platinum's M&A and operational toolkit in service of transforming the company into an industry leader, and we are proud of everything the company has accomplished."

"Platinum helped Orbit transform from a traditional consumer goods company into an innovative technology provider," said Orbit CEO Stuart Eyring. "They also helped us put the systems and infrastructure in place to facilitate our growth and transition to a true market leader. Today we are well-prepared to join forces with Husqvarna Group's Gardena Division, one of the world's leading innovative gardening product brands."

In June 2020, Orbit acquired Bond Manufacturing, a manufacturer and distributor of irrigation and garden products, including hose and watering devices.

Legislature awards consortium \$5M to develop tech workers

In its effort to advance and secure Utah's emerging technology sector, the Utah Legislature has funded an initiative that joins Utah State University (USU) and Utah Valley University (UVU) with leading local industry partners to produce students who are trained to anticipate both opportunities and emerging security challenges in the technology sector.

The Deep Technology Talent Initiative (DTTI) recently awarded \$5,013,900 to the Intermountain Intelligence, Industry and Security Consortium (I3SC), a university-industry partnership led by UVU's Center for National Security Studies and USU's Center for Anticipatory Intelligence.

With the appropriation, the I3SC will create a multifaceted ac-

ademic pipeline program available to students at both institutions. These students will obtain cross-disciplinary credentials preparing them to work in Utah's tech sector as innovators able to think through the full range of complexity about potential security challenges.

Program offerings will be coordinated, complementary and stackable across both UVU and USU, the Deep Technology Talent Initiative said in a release. The areas of study include secure computing, artificial intelligence, security analytics, cybersecurity, anticipatory intelligence and security studies.

"Our state and country face a wide range of challenges, and the need for smart, skilled and experienced professionals is greater than

ever," said Ryan Vogel, director of the Center for National Security Studies at UVU. "The I3SC consortium between UVU, USU and Utah industries will be a major player in preparing the workforce that can meet these challenges and help secure Utah's emerging technology sector."

The I3SC's key industry partners include Adobe, AgilePQ, FireEye, Fortem Technologies, Northrop Grumman, USU's Space Dynamics Lab and Strider. These organizations will provide students the opportunity to gain direct work experience through internships, capstones and laboratory work in applying resilience design and industry intelligence tools.

"The next advancement in higher education requires us

to play as a team," said Jeanie Johnson, director of the Center for Anticipatory Intelligence at USU. "USU is excited to lead out alongside UVU in creating a leading-edge learning team — the I3SC consortium — that includes industry, state and federal partners working together in unprecedented ways to prepare our graduates to be leaders in innovation, security and resilience."

Currently, hundreds of students throughout the state are already participating in both UVU and USU's respective programs. The consortium will increase cooperative efforts to equip students with an even broader skillset and provide a workforce to Utah companies operating in unstable global environments.



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PUBLISHER & EDITOR

R. George Gregersen

PRESIDENT

David G. Gregersen

david@slenterprise.com

VP/GENERAL SALES MANAGER

Dale Dimond

dale@slenterprise.com

MANAGING EDITOR

John M. Rogers

john@slenterprise.com

CONTROLLER

Richard Taylor

richard@slenterprise.com

OFFICE MANAGER

Dionne Halverson

dionne@slenterprise.com

CLASSIFIED DISPLAY

david@slenterprise.com

CIRCULATION

Dionne Halverson

dionne@slenterprise.com

LIST DEVELOPMENT

lists@slenterprise.com

ADVERTISING INQUIRIES

david@slenterprise.com

TO CONTACT NEWSROOM

john@slenterprise.com

ART SUBMISSIONS

art@slenterprise.com

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CORPORATE FINANCIAL REPORTS

The following are recent financial reports as posted by selected Utah corporations:

Extra Space Storage

Extra Space Storage Inc., based in Salt Lake City, reported funds from operations (FFO) of \$261.7 million, or \$1.85 per share, for the quarter ended Sept. 30. That compares with \$179.7 million, or \$1.30 per share, for the same quarter a year earlier.

The company reported net income attributable to common shareholders of \$188.3 million, or \$1.40 per share. That compares with \$114.6 million, or 88 cents per share, for the same quarter a year earlier.

Same-store rental revenue in the most recent quarter totaled \$318.4 million, up from \$268.9 million in the year-earlier quarter.

Extra Space Storage is a self-administered and self-managed real estate investment trust that owns and/or operates 2,054 self-storage stores in 41 states and Washington, D.C. It is the second-largest owner and/or operator of self-storage stores in the United States and the largest self-storage management company in the U.S.

"Same-store revenue and NOI (net operating income) accelerated in the third quarter to 18.4 percent and 27.8 percent, respectively, due to record-setting occupancy and exceptionally strong rental rates," Joe Margolis, CEO, said in announcing the results.

"We also continue to experience strong external growth, and during the quarter surpassed 2,000 Extra Space Storage-branded locations. Our excellent property performance, coupled with our disciplined investment

strategy, led to FFO growth of 41.2 percent in the quarter."

Overstock

Overstock.com Inc., based in Salt Lake City, reported net income attributable to stockholders of \$30.4 million, or 63 cents per share, for the quarter ended Sept. 30. That compares with \$23.4 million, or 50 cents per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$689.4 million, down from \$717.7 million in the year-earlier quarter.

Overstock.com is an online retailer and technology company.

"As we lapped our highest sales growth quarter since 2004, Overstock delivered another quarter of strong financial results," Jonathan Johnson, CEO, said in announcing the results. "The Overstock business model — with its asset-light structure and broadly distributed supply chain — is particularly well-suited for the current high-demand and low-supply market driven by significant industry-wide supply chain disruptions. We have been able to navigate the current global supply chain challenges well."

Medallion Bank

Medallion Bank, based in Salt Lake City, reported company-record net income of \$19.7 million for the most recent quarter. That compares with a net loss of \$13.2 million for the same quarter a year earlier.

Medallion provides consumer loans for the purchase of recreational vehicles, boats and home improvements, along with loan origination services to fintech partners. It is a wholly owned subsidiary of Medallion Financial Corp.

The company reported net interest income of \$35.3 million, compared to \$31.1 million in the prior-year period. Its recreation and home improvement loan portfolios grew 15.9 percent and 26.4 percent, respectively, from Sept. 30, 2020. Assets totaled \$1.5 billion and total capital was \$257.7 million at the end of the most recent quarter.

"We again achieved record quarterly net income, reflecting ongoing strong performance in our consumer lending businesses," Donald Poulton, president and CEO, said in announcing the results. "Loan origination growth remained elevated, and we continued to benefit from historically low loan loss provisions."

"The bank is fortunate to be operating in markets that have experienced demand surges during the COVID pandemic. This has allowed us to deliver four consecutive quarters of significant bottom-line results, which are reflected in our year-to-date return on assets of 5 percent and return on equity of 28.9 percent. We continue to execute our strategy and are optimistic about future growth and performance."

Merit Medical

Merit Medical Systems Inc., based in South Jordan, reported net income of \$12 million, or 21 cents per share, for the quarter ended Sept. 30. That compares with a loss of \$3 million, or 5 cents per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$267 million, up from \$244 million in the year-earlier quarter.

Merit Medical manufactures and markets proprietary medical devices used in interventional, di-

agnostic and therapeutic procedures, particularly in cardiology, radiology, oncology, critical care and endoscopy. It employs approximately 6,700 people worldwide.

"Third-quarter revenue increased 8.8 percent year-over-year on a constant currency, organic basis, exceeding the high end of the expectations we provided on our second-quarter call," Fred P. Lampropoulos, chairman and CEO, said in announcing the results.

"Despite the challenging operating environment due to the unexpected rise in COVID cases in recent months, our team continues to execute well. We are cautiously optimistic on the pace of recovery over the balance of the year, but we remain confident in our growth expectations for fiscal year 2021...." he said.

SkyWest

SkyWest Inc., based in St. George, reported net income of \$10 million, or 19 cents per share, for the quarter ended Sept. 30. That compares with \$34 million, or 66 cents per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$745 million, up from \$457 million in the year-earlier quarter.

SkyWest Inc. is the holding company for SkyWest Airlines and SkyWest Leasing, an aircraft leasing company. SkyWest Airlines has a fleet of over 450 aircraft connecting passengers to over 230 destinations throughout North America.

"We continued to see strong demand for our product during the third quarter," Chip Childs, CEO, said in announcing the results. "We are excited to place 45 new E175 aircraft into service in the next 18 months and remain focused on our long-term strate-

gy as we continue navigating the pandemic."

The company also reported that in mid-October 2021, it suffered a cyberattack via malware but was able to quarantine the malware without disruption to its operations. The quarantine breach required a rebuild of a triple-redundant server. A week later, while moving one of its systems to a newly rebuilt server, the company experienced a server outage that resulted in approximately 1,700 flight cancellations. The company expects the impact of the outage to damage fourth-quarter results by \$15 million to \$20 million pre-tax.

Utah Medical Products

Utah Medical Products Inc., based in Salt Lake City, reported net income of \$4.2 million, or \$1.15 per share, for the third quarter ended Sept. 30. That compares with \$2.9 million, or 80 cents per share, for the same quarter a year earlier, and with \$3.7 million, or 99 cents per share, for the 2019 third quarter.

Sales in the most recent quarter totaled \$12.6 million, up from \$10.5 million in the year-earlier quarter and from \$12.5 million in the 2019 third quarter.

Utah Medical Products develops, manufactures and markets disposable and reusable specialty medical devices.

The third-quarter results continue to demonstrate the company's recovery after a time when there were restrictions on so-called nonessential medical procedures during the COVID-19 pandemic, the company said. "The company is exceeding its stated objective in 2021 to try to fully recover back to its 2019 financial performance," it said, adding that with its third-quarter and nine-month financial results "UTMD is back on track."

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Succeeding in Your Business

How to build a successful (and lawsuit-proof) benefit corporation

“Some friends and I are thinking about setting up a benefit corporation or ‘B corp’ for our business, which has a strong social mission. We realize these are very new and don’t want to do anything that will cause trouble for us or our investors down the road. What should we be doing to make sure things go smoothly and we actually have the positive impact on society that we plan?”

The benefit corporation or “B corp” is becoming an extremely popular vehicle for

“social enterprise” startups. Basically a hybrid between a “for-profit” corporation and a nonprofit organization, the dual purpose of a benefit corporation is to create general public benefit, defined as a material positive impact on society and the environment, and to generate a return for its shareholders. A benefit corporation’s directors and officers operate the business with the same authority as in a “for-profit” corporation but are required to consider the impact of their decisions, not only on



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shareholders, but also on society and the environment. Benefit corporations, being “for profit,” have no exemption from federal and state taxes, and people cannot make tax-deductible donations to them.

As you can see, there is a built-in tension between these dual purposes. When making a specific decision, how will management weigh the corporation’s social purpose against its “profit motive”?

The reality is that most investors in a startup benefit corporation won’t be too concerned about realizing a return on their investment. They will share the founding entrepre-

neurs’ zeal to accomplish the B corp’s social purpose and will view any return on their investment as “icing on the cake.”

At least they will in the beginning, when the corporation has no money, there’s nothing to fight about and the investors can write off the corporation’s operating losses on their tax returns.

But once the benefit corporation grows and generates millions of dollars in profit, it’s likely these socially motivated investors will want to see some money coming back their way, and later investors in these successful companies may balk at seeing all of the profits being plowed back into the corporation’s social purpose. That will put the corporation’s officers and directors in an extremely uncomfortable position if they don’t take several actions early on.

Here are some things I’m telling my B corp clients to do:

Don’t Take the “S” Election. I think a B corp should be taxed as a regular or “C” corporation rather than an “S corporation,” even if it legally qualifies for the S election. Since shareholders in an S corporation are required to pay taxes on their percentage share of the corporation’s income regardless of the amount actually distributed to them, successful B corps that take the S election will generate a huge amount of “phantom income” for their owners if they devote all their profits to their social purposes. If a B corp is established as an S corporation, the by-laws should clearly require an annual distribution of cash to the shareholders in an amount at least sufficient to cover their tax liabilities.

Look at Your State’s B Corp Statute. B corps are recognized in only about 30 states (Utah has recognized B corps since 2014), so it’s possible your state doesn’t allow B corps yet. That needs to be looked into. Also, while Section 301 of the model B corp statute exonerates directors from any liability to shareholders for the decisions they make, some states have made significant changes to the

model statute. If your state has watered down or qualified Section 301, you need to know exactly how.

Get Signed Affidavits from Your Shareholders. Until B corps are more recognized in the marketplace, I recommend that shareholders be required to sign a sworn affidavit saying (at least):

- That they recognize a B corp, although legally for-profit, has a social and environmental purpose that may take precedence over its obligations to shareholders.
- That decisions regarding dividends and other distributions to shareholders are in the sole discretion of the corporation’s directors and officers.
- That it is possible the shareholder will never receive a return on his or her investment if the B corp’s directors and officers view its social/environmental purpose as paramount.
- That any return on the shareholders’ investment will be subject to federal and state income taxes.
- That the shareholder will not sue the corporation, or any director or officer, because of any decision made by the corporation’s management (except for criminal activity and “willful misconduct”).
- That any person to whom the shareholder transfers his/her shares will be required to sign a similar affidavit.

Let People Know You Are Not a Nonprofit. To the untrained eye, a B corp looks an awful lot like a nonprofit or charity. When putting together a B corp’s marketing materials and website, it is important to state (using all capital letters and boldfaced type) that the corporation is not exempt from federal and state taxes, that investments in the corporation are not tax-deductible and that investors should consult their legal and tax advisors before making an investment in a B corp.

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

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NEW IDEAS, PRODUCTS AND SERVICES FROM UTAH COMPANIES



Pillow Cube, a Lindon-based maker of memory foam pillows that it advertises as “the side-sleeper’s favorite accessory,” has introduced a line of pillows designed for children. The new **Pillow Cubs** iteration of the company’s product line is being advertised as a “toy by day and a pillow by night.”

Pillow Cube says that sleeping on one’s side is beneficial for respiration, circulation, reduced snoring and digestion and that the Pillow Cubs encourage the position at a young age. The product “is intended to deliver soft and supportive side sleep with an extra cuddly touch to make bedtime more enjoyable for children,” a Pillow Cube release said.

Joining the brand’s portfolio of sleep solutions, Pillow Cube Classic and Pillow Cube Pro, the Pillow Cubs are offered in five animal-themed versions: Sleepy Shark, Uniquely Unicorn, Bravery Bear, Silly Sloth and Helpful Husky.

“Getting children to fall asleep and stay asleep can be a nightly battle. We want to make this process stress-free for parents and more agreeable for kids,” said Pillow Cube CEO **Jay Davis**. “As side sleeping specialists, we wanted to bring to market a pillow that had all the same qualities that Pillow Cube lovers have fallen in love with, but in a format that would appeal best to little ones. Not to mention, my kids kept stealing my pillows.”

Pillow Cubs feature a machine-washable outer cover and a non-toxic foam core. Davis pointed out that all of Pillow Cube’s products are made in the United States.

Enveyo, a developer of cloud-based shipping optimization software based in Provo, has launched a new customer delivery experience management solution. Named **Alerting**, the platform enables real-time visibility across the lifecycle of parcel shipments. Alerting gives e-commerce shippers the ability to increase



revenue and customer satisfaction, while driving brand loyalty, Enveyo said. Alerting is the latest addition to the Enveyo suite of logistics optimization software products, including predictive analytics, modeling, business intelligence reporting, comprehensive transportation management and carrier performance auditing. “Data collection and management is an ongoing challenge for shippers,” said John Errebo, Enveyo’s co-founder and chief technology officer. “We’re on a mission to help organizations leverage that data and

technology to drive business-transforming shipping decisions, and the introduction of Alerting is another exciting step forward for that mission.”

HydroJug has released a new line of **glass and stainless steel jugs**. The Ogden-based manufacturer of reusable water bottles said the new line provides its consumers a more sustainable option to drink water. Many features from the company’s classic HydroJug are reflected in these new products including a half-gallon capacity, wide mouth opening and integrated handle.



“We wanted a product that has both sustainability and a clean drinking experience. Nobody is doing this with a half-gallon size and a wide mouth opening,” said co-founder and CEO **Hayden Wadsworth**. “We wanted these products to be the highest quality. Every detail was thought through with the customer experience in mind.” The new jugs are equipped with the HydroSpout featuring a flip cap, a dual-function sip spout and a detachable straw.

Lehi-based **JobNimbus**, a project management software company that serves the home services industry, has released its mobile app for iOS devices. The app is designed to improve the way contractors run their business with increased mobile functionality.



“This app is such an innovation in the roofing and home exterior space,” said JobNimbus co-founder and CEO **Ben Hodson**. “We’ve designed it to make life easier for contractors and their employees. They’ll have access to features that haven’t been seen yet in a contractor app, and we’re so excited that it’s ready to share with the world.” The app gives contractors “a business growth partner in their pocket,” Hodson said. The app includes job and contact searching that allows field workers to see jobs, pending estimates and other contacts nearby.

Lucid, a provider of visual collaboration software based in South Jordan, has announced the addition of a third product built on its Visual Collaboration Platform with the release of **Lucidscale**, a cloud



visualization solution where organizations can see, understand and optimize their cloud environment. Lucidscale automatically generates accurate, dynamic cloud visualizations, significantly reducing the time and resources traditionally needed for cloud documentation and understanding. “Now more than ever, businesses need clear visibility into their complex and ever-changing cloud environments in order to adapt quickly, plan and scale. Teams also require new levels of technical alignment and understanding across a variety of stakehold-

ers,” said **Karl Sun**, co-founder and CEO of Lucid. “Lucidscale enables both technical and non-technical users to make better cloud decisions and understand and optimize their cloud environments.”

Orem-based managed data security services provider **SecurityMetrics** has developed a new technology for e-commerce that catches digital skimming on shopping carts. As part of the SecurityMetrics Threat Intelligence Center, **Shopping Cart Monitor** protects vendors by preventing web skimming and credit card data theft on e-commerce sites. The new technology



has the potential to save online retailers a significant amount of money and frustration since organizations can be held liable for damages, the company said. “Attackers are as innovative a breed of criminal as they come. Shopping Cart Monitor is important because it helps us stay in front of those attackers,” said **Aaron Willis**, SecurityMetrics forensic analyst. “It helps us keep your website from becoming the lowest-hanging fruit on the tree. If you’re running Monitor, you are better protected.”

MX, a platform that offers business analytics and data visualization solutions for financial institutions, has released **MXData for Business**. Built on the Lehi company’s financial data platform, MXdata for Business enhances business transaction data with cleansed descriptions, business-specific categories, classifiers, merchant logos and location data, the company said. “The needs and expectations of small businesses have evolved to require



more technical product offerings to help them better manage their finances and grow their business,” said **Brett Allred**, chief product officer at MX. “Once they get access to standardized, actionable data, organizations can track and measure performance gaps, identify new areas of investment and develop profiles for business customers. As a former small-business owner, I know that accurate and insightful financial data is essential to grow a business.”

Sandy-based **Spiff**, a provider of sales commission software, has announced the availability of the new version of its flagship product, **Spiff Commission Designer**. The new version delivers a new user experience that offers the familiarity of a spreadsheet but with low-code/no-code automation technology that increases the speed and efficiency in which companies build and manage commissions plans, Spiff said.



“We believe we are building the greatest compensation tool on the market and on the road to ending a cold war that has existed for a long time between sales and finance,” said Spiff CEO **Jeron Paul**. “In building the newest version of Designer, we’ve redesigned the platform to make it easier to use than a spreadsheet with the functionality of the business software we are all so familiar with.”

Business Tech

Creating and installing a safe and effective BYOD policy

What is BYOD?

A “bring your own device” (BYOD) policy allows company employees to perform work-related activities on their personally owned equipment and devices.

These activities include various tasks, like accessing company data and apps, connecting to the company network, accessing work emails, etc. The

most common example of a BYOD policy in practice is the allowed use of smartphones

for work activities, though employees sometimes also use their own USB drives, laptops and tablets.

Of course, blanket permission for the use of personal devices would undermine any company’s security practices — which is why a detailed BYOD policy is necessary.

How Do BYOD Policies Work?

Basically, a good BYOD policy will provide an outline of what the company considers an acceptable use

of personal devices. In other words, operating them in a way that provides ample protection from ransomware, data breaches, hacking and other cyberthreats against the company. With this in mind, a well-defined BYOD policy is crucial.

Generally, the policy needs to be generally available in the form of a document that employees have previously agreed to. If employees follow the guidelines provided by this document, they will be able to use their personal hardware to access the company’s digital assets.

A good BYOD policy has to include some or all of the following:

- A definition of what constitutes agreeable use of personal devices for company activities.
- Approved categories of personal devices.
- Software that employees have to install to secure those personal devices.
- Specific security measures like password requirements.
- User responsibilities regarding network access and their devices.
- Company policies on personal data plans used for work-related activities.
- Exit plans for instances when employees wish to stop using their personal devices for company activities.

Best practices for BYOD

Having a detailed and practical BYOD policy is just half of the job. Companies must keep best practices in mind to successfully implement such policies:

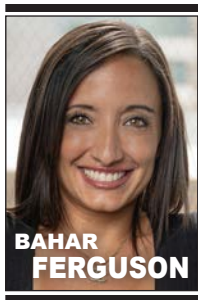
- There must be a written BYOD policy easily accessible to employees.
- All the important details must be clearly outlined in the

policy.

- As the cyberthreat landscape changes, the policy must be updated accordingly.
- The acceptable and unacceptable uses of personal devices should be described in detail.
- Advice on the use of tools required for the protection of corporate data.
- A monitoring and management strategy must be developed to ensure the employees’ adherence to the BYOD policy.
- Design processes for addressing stolen or lost devices.
- Create processes for security incident response.
- Make BYOD training a part of the employee onboarding process.
- Clearly outline the expected consequences for employees not following this policy.

Working with your HR department, IT partner and legal team, you can craft a functional BYOD policy that allows you to better protect your company network.

Bahar Ferguson is the president of Wasatch I.T., a Utah provider of business tech support, cybersecurity, compliance and strategy.



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INCENTIVES

from page 1

and a turn-key infrastructure. This infrastructure combined with incentives have brought productions who have spent hundreds of millions of dollars that would not have come to Utah without the incentive program.”

But the amount of film and TV production spending in the state has leveled off since 2017 as companies have turned elsewhere. Thirty-two other states and 100 nations have production incentive programs, and a report by consulting company Olsberg SPI says that Utah’s leveling-off “relates to the underlying incentive budget.”

Virginia Pearce, director of the Utah Film Commission, said on the Governor’s Office of Economic Opportunity podcast that Utah has the vital elements attractive for productions — crew, infrastructure, locations and incentives — but Utah’s incentives budget is one of the nation’s lowest, capped at \$8.3 million annually. In contrast, New Mexico’s is \$100 million and California’s is \$600 million.

“While we are competitive, we do lose a fair amount of projects to other states,” she said. “‘Yellowstone’ is the most well-known example in the last few years. They would love to be in Utah but moved to Montana because we didn’t have the tax incentives they needed and Montana did.”

“That’s what’s been interesting for me to learn and I think

we’re trying to just educate people that it is part of the [companies’] business model, and if we want to be in the film industry in Utah, we have to have that incentive.”

“Our incentive,” Johnson said, “is really good and we are doing a lot with less, and if we can augment that, we can do so much more. We don’t need to be those other states, but we definitely need to increase that so we can attract some of these bigger, bigger productions.”

Bolstering their case is a study by Olsberg SPI showing the economic impact of the Utah incentives, in place since 2011. The report indicates that fiscal year 2021 TV and film production spending in Utah was about \$66 million.

Eleanor Jubb, senior consultant at Olsberg SPI, said that seven years of data indicates that for each dollar Utah spent on a production tax credit, the state saw \$5.10 returned to the Utah economy. The incentive during that time generated nearly \$670 million in net output. The total “gross value added” measure was \$280.9 million, or more than \$40 million a year.

“So that’s significant and obviously shows a really positive picture in terms of some of that return on investment,” she said.

Leon Forde, managing director of Olsberg SPI, said the average Utah incentivized project spent \$2.7 million in fiscal 2021, up from \$1.8 million in 2005. Episodic TV production now accounts for 87 percent of the state’s total, up from only 3

percent in 2011.

A survey that is part of the initial study also shows that Utah’s incentive was very important to most companies’ decisions to produce in Utah. The most frequent response was that the tax incentive was the most important factor. The survey shows that the incentive was responsible for between 86 percent and 100 percent of production spending in the state. All surveyed production companies based outside Utah indicated that no production would have happened in the state without the incentive.

The report also confirms what incentive advocates have said for years: that production spending benefits a broad swath of Utah’s economy. It shows that 43 percent was spent on crew wages and 7 percent was spent on cast and extras wages, while 4 percent was spent on hotels, 4 percent on transportation, 2 percent on restaurants and catering, 11 percent on equipment purchases and 6 percent on retail purchases.

“A lot of that budget spend is moving to other parts of the economy in Utah,” Jubb said.

Some of the legislative committee discussion focused on how productions benefit rural Utah. Over a five-year period, about a quarter of filming days were in rural locations. Last year, the number of production permits granted for rural shooting accounted for 58 percent of the state’s total, Pearce said.

Both Pearce and Shawn Milne, co-chair of the Rural Utah

Film Coalition, said that the average production spends \$150,000 and \$300,000 per day.

“As you know, that would be a pretty big infusion of revenue for our communities,” Milne told the legislative committee. “Most of this comes during the off-season, which keeps our hotels and restaurants, and the people they employ, busy. It helps to round out their season.”

The study also noted the impact of productions on Utah’s tourism industry as many visitors were lured to the state mainly by

film or TV shows shot here. Film tourism resulted in 2.2 million Utah trips and an estimated \$6 billion in value for the state over the past 10 years.

The committee will discuss the matter further at its November meeting, after a final report from Olsberg SPI is completed. A few legislators wondered if the incentives program should have a “targeted” incentive for productions taking place in rural Utah.

The initial Osberg SPI report is available at <https://le.utah.gov/interim/2021/pdf/00003655.pdf>.

UIPA

from page 1

tion of an agreement between POLB and UIPA that focuses on reducing congestion and cost associated with cargo movement through the corridor by optimizing the existing on- and near-dock rail system of the Port of Long Beach to reduce dwell times and improve the speed and consistency of rail deliveries to and from Utah.

“A direct connection to Utah links two critical points in the supply chain and immediately reduces pressure on terminal storage, gates, chassis and the local drayage community on the coast,” said Cordero. “Not only is this a more efficient service for importers in the Intermountain West, but it’s also a major step forward for exporters from the region.”

“Union Pacific is pleased to support customers in the region,” said Hasan Hyder, general director of intermodal at Union Pacific. “Our Salt Lake City facilities offer a perfect relief valve for some of the current port congestion and open a new world of services for companies across the region.”

Millions of 20-foot-equivalent units of international goods are imported to or exported from the Intermountain West annually, but only 10 percent of this cargo currently moves by rail, the directors said. The new initiative aims to provide consistent, reliable movement of cargo on rail that improves fluidity and reduces delays of shipments already set to come to the Intermountain region, rather than increase cargo

volume.

“Converting road into rail cargo has many benefits and is part of our ongoing drive to reduce impacts associated with cargo movement,” said Hedge. “In addition to providing enhanced efficiency for regional importers and exporters, this service will reduce truck traffic across Utah and positively impact our local air quality and freeway congestion issues.”

Loading 100 intermodal rail cars equates to 300 trucks off the road, according to the release announcing the new initiative. An analysis by the Association of American Railroads concluded railroads are, on average, four times more fuel-efficient than trucks and moving freight by rail instead of truck lowers greenhouse gas emissions by 75 percent.

Improving visibility of cargo is also a key component to untangling the supply chain and improving capacity, according to Hedge. UIPA has announced the Intelligent Crossroads Network (ICN), a private 5G and artificial intelligence network built in partnership with QuayChain Technologies that will allow cargo tracking, monitoring, planning and even greater efficiencies for users throughout the corridor connecting Long Beach and Utah.

“Both UIPA and POLB agree that current issues in the supply chain reveal the urgent need for new ways of doing business and solutions that combine existing resources and new technologies,” Hedge said. “The ICN allows for the most digitally connected logistics experience possible in the supply chain.”

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Industry Briefs

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

ACCOUNTING

• **BKD CPAs & Advisors** has promoted five advisors to senior manager, including **Kristel Price**. She has more than 15 years of accounting and payroll experience and is a manager in BKD's Salt Lake City accounting outsourcing services (AOS) department. She works with small and large businesses to develop, oversee and help manage their accounting based on their business and industry needs. Price started her career in the marketing and advertising department at a national sports flooring company where she worked for six years. She accepted an advancement opportunity in its accounting department and has succeeded in public accounting outsourcing services ever since. Price earned an associate's degree in business and marketing from Salt Lake Community College and is a Certified QuickBooks Online Pro-Advisor.



Kristel Price

BANKING

• **D.L. Evans Bank** has appointed **Fred Pettersson** as vice president commercial loan officer at its Layton branch. He will be responsible for business development and marketing of existing and prospective accounts and receiving, reviewing, evaluating and underwriting commercial loan requests. He currently works at the South Ogden branch and will relocate to the Layton branch in early 2022. Pettersson has 32 years of financial experience. His education includes earning his MBA at Utah State University and his BA in marketing at University of Utah.



Fred Pettersson

DIVIDENDS

• The board of directors of **Medallion Bank**, Salt Lake City, has declared a quarterly cash dividend of 50 cents per share on the bank's fixed-to-floating rate non-cumulative perpetual preferred stock, Series F. The dividend is payable Jan. 3 to holders of record Dec. 15. Medallion Bank special-

izes in providing consumer loans for the purchase of recreational vehicles, boats and home improvements, and offering loan origination services to fintech partners.

• The board of directors of **Clarus Corp.**, Salt Lake City, has confirmed the company's regular quarterly cash dividend of 2.5 cents per share. The dividend will be paid Nov. 19 to stockholders of record Nov. 8. Clarus develops, manufactures and distributes outdoor equipment and lifestyle products focused on the outdoor and consumer enthusiast markets.

ECONOMIC INDICATORS

• **Highland** is the "top place in Utah for retirees" related to taxes, a list compiled by SmartAsset. It analyzed tax data for county-level sales, property, income, fuel and Social Security categories, based on a theoretical \$50,000 annual income. Highland was followed, in order, by Enoch, Summit Park, Cedar Hills, Snyderville, St. George, Bluffdale, Nibley, Heber and Plain City. Details are at <https://smartasset.com/retirement/utah-retirement-taxes#utah/mostTaxFriendlyPlacesForRetirees-3>.

• **Utah** is ranked No. 36 on a list of "2022's Best States to Live Off the Grid," compiled by LawnStarter. It compared the states across 21 factors, from off-grid legality and average per-acre cost of farmland to climate and crime rate. The top-ranked state is Texas. The bottom-ranked state is New Jersey. Details are at <https://www.lawnstarter.com/blog/studies/best-and-worst-states-for-living-off-the-grid/>.

• Relationships between **Utah renters and landlords** among the best in the country, according to a survey by water damage restoration company **ServiceMasterByZaba.com**. It asked renters to determine how well they get along with their landlord, ranking it on a scale from 1 to 10. Utah's relationships averaged an 8. The national average is 7. The worst relationships are in Vermont, at 5. The study also found that the majority of renters think the laws are stacked in their landlords' favor, and two in three renters said they'd consider breaking their lease if their rental home flooded.

EDUCATION/TRAINING

• **Weber State University** received commendations in four areas in a preliminary accreditation report from the **Northwest Commission on Colleges and Universities** (NWCCU). The areas are Weber State's culture of caring and fostering meaningful connections for students and their

success; data-driven interventions to help students succeed, especially interventions to help the most at-risk students; its approach and commitment to general education assessment and improvement; and its diligence and commitment to helping pre-college students pursue their goals. The university undergoes an official accreditation review every seven years. The final report will be submitted to the NWCCU in mid-January.

GOVERNMENT

• A group of Utah legislators has formed the **Utah Life Sciences Innovation Caucus** (ULSIC). Chaired by Sen. Ann Millner and Rep. Steve Eliason and co-chaired by Sen. Luz Escamilla and Rep. Jennifer Dailey-Provost, the mission of the ULSIC is to educate lawmakers on Utah's life sciences industry, including its contributions to the state's economy and its role in advancing medical innovation. More than 20 legislators participated in its first meeting and all expressed interest in not only continuing caucus meetings on a regular basis but in doing tours of life sciences companies to learn more.

• **Five Utah organizations** are among 529 applicants for the **American Rescue Plan Build Back Better Regional Challenge**, according to the U.S. Department of Commerce's **Economic Development Administration**. The challenge will invest \$1 billion in up to 30 regions to capitalize on American ingenuity and American workers by providing a transformational investment to regions across the country, the administration said. It is designed to assist communities by accelerating the economic recovery from the coronavirus pandemic and building local economies that will be resilient to future economic shocks. Utah applicants are the **Bear River Association of Governments** for the Utah-Idaho Freight Transportation Innovation Corridor, **Mountainland Economic Development District** for Wasatch Range Leisure & Hospitality Regional Coalition, **Provo City Corp.** for the Provo City Aquifer Storage and Recovery Project, the **University of Utah** for the Tri City Economic Development Plan, and the **Utah Office of Energy Development** for the Utah Energy Diversification and Innovation (UED) Coalition Cluster.

• The **Federal Communications Commission** has approved a third set of **Connected Care Pilot Program** projects. The 36 projects will receive a total of \$15.3 million in funding. Fifteen projects were approved

earlier this year. The funds will help defray the costs of providing certain telehealth services for eligible healthcare providers, with a particular emphasis on providing connected care services to low-income and veteran patients. Utah recipients are **Forensics**, Salt Lake City; **Valley EPIC Outpatient**, Taylorsville; **Highland Springs Specialty Clinic Holladay**, Salt Lake City; **Highland Springs Specialty Clinic American Fork**, American Fork; **Carmen Pingree Autism Center of Learning**, Salt Lake City; **Kids Intensive Day Services**, Midvale; **CORE Recovery Management Outpatient Services**, Salt Lake City; **Valleywest**, West Valley City; and **Children's Outpatient Services**, Salt Lake City. The Utah sites filed separate applications for similar pilot projects totaling \$5.55 million to help offer increased video visits and enhanced telehealth experience to patients dealing with chronic and mental health conditions.

HEALTHCARE

• **Elevor Therapeutics Inc.**, a Salt Lake City-based biopharmaceutical company, has announced that **Yang-gon Jin**, who has served as a director since 2020, has been appointed to chairman of its board of directors and that **Kate McKinley**, CEO, has been appointed to the board. Jin also serves as co-CEO of HLB, which is Elevor's parent company, and

also leads the HLB Group as chairman. McKinley joined Elevor in 2019. Before being appointed to CEO in July, she served as CCO and led Elevor's global commercial, medical affairs, business development, manufacturing, supply chain, alliance management, and corporate communications organizations. McKinley has more than 20



Yang-gon Jin



Kate McKinley

years of experience in developing high-performing cultures and organizations in the biopharmaceutical industry. Prior to joining Elevor, she was the head of marketing, training and the hospital channel at Dendreon, and was U.S. head of sales at AbbVie.

• **MountainStar Healthcare** has broken ground on the **Herriman Emergency Center** freestanding ER in Herriman. The first emergency room within Herriman city limits also will be accessible from 11400 South, 12300 South and Bangerter Highway. It is a Lone Peak

see BRIEFS next page

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Industry Briefs

from previous page

Hospital ER that will provide 24/7 emergency care to people living and working in Herriman, Riverton, South Jordan and West Jordan, and their surrounding neighborhoods. It will open in 2022 and be fully equipped and staffed by physicians from Lone Peak Hospital. They will be supported by equally knowledgeable nurses, technicians and other medical staff.

HOSPITALITY/ FOOD SERVICE

• **Ogden's Own Distillery**, an Ogden-based distiller of craft spirits, has opened **Side Bar**, an on-site cocktail bar. It also offers non-alcoholic "mocktails."



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INSURANCE

• **Stratus.hr**, a Sandy-based PEO for human resources outsourcing in the Intermountain West, has launched **Stratus Agency**, an independent insurance agency. Stratus Agency has long been in the background, procuring benefits packages to give Stratus.hr clients a competitive advantage for recruiting and retention. Until recently, Stratus Agency was tied to Stratus.hr and has had to rely on outside agencies to offer clients property and casualty insurance. In addition to employee benefits (health, dental, life, vision, FSA, supplemental plans, 401(k)), Stratus Agency offers workers' compensation, general liability, property and casualty, commercial auto, officer liability, and cybercrime protection for businesses.

INVESTMENTS

• **Awardco**, a Provo-based employee rewards and recogni-

tion company, has raised \$65 million in a Series A funding round that raised its valuation to more than \$900 million. The funding was led by **General Catalyst** and **Ryan Smith**, Qualtrics co-founder and Utah Jazz majority owner. Awardco has a client list of more than 1,000 companies across 141 countries and more than 3 million employees received over 9 million recognitions using the Awardco platform in the past year.

• **Udo LLC**, a Farmington-based, privately held communications technology company, has announced the official launch of its new video-based healthcare collaboration app and announced initial funding of \$20 million from a network of private investors, many of whom are associated with the healthcare industry. The funding will be used to scale the company's first product, Udo Care, a video-based mobile app that allows providers to interact directly with their patients. Since its inception in 2019, Udo has grown from four to 63 employees. The company recently was approved for a tax credit incentive by the Governor's Office of Economic Opportunity, totaling \$2.87 million over the next five years.

• **Ennoble Care LLC**, based in New Jersey, has received investments from Salt Lake City-based **Peterson Partners LLC**, **Trilogy Search Partners**, **Maven Equity** and other investors. The amount was not disclosed. Ennoble is a primary, palliative and hospice care provider with operations across the eastern U.S.

MANUFACTURING

• **Purple Innovation Inc.**, a designer and manufacturer of comfort products, has appointed **Jack Roddy** as chief people officer, with responsibility for the company's human resources, company culture, talent acquisition and diversity, equity and inclusion efforts. Roddy has over 25 years of experience in human resources and organization development, most recently serving as chief people officer for VASA Fitness. Prior to that, he was chief human resources and culture officer for SeaWorld Parks & Entertainment and senior vice president of the Americas for Luxottica. His education includes a BA in organizational behavior from Brigham Young University in Hawaii.



Jack Roddy

• **DMOS Collective** is mov-

ing its operations from Wyoming to Utah, bringing up to 15 jobs to the state in the next several years. The company designs, manufactures and distributes car, off-road and snow shovels, storage products and goods. The company is leasing approximately 6,700 square feet for manufacturing, assembly and distribution at its new location in Salt Lake City. The company was founded in Jackson Hole, Wyoming, in 2015. The announcement was made by the company, the **Economic Development Corporation of Utah** (EDCUtah), **Salt Lake City** and the **Utah Governor's Office of Economic Opportunity**. Stephanie Pack led the project for EDCUtah. The company said its headquarters will remain in Wyoming.

MEDIA/MARKETING

• **Advice Media**, a Park City-based provider of marketing solutions for medical, dental and law practices, has changed its name to **MyAdvice**. That change and a "refreshed brand vision" reflects the company's renewed focus on its SaaS-based digital marketing tools and support that enable its clients to increase revenue by attracting and retaining more customers, it said.

PHILANTHROPY

• **Altabank** has pledged \$100,000 over five years to **CAPSA**, a nonprofit domestic violence, sexual abuse and rape recovery center, to help the organization continue to help survivors of domestic violence and abuse in the Cache Valley. CAPSA has developed a housing program that incorporates advocacy and educational programming with housing subsidies. CAPSA also owns and manages 21 housing units to ensure families who do not qualify for traditional housing also have a safe home. In 2017, Altabank worked with CAPSA to develop the home sponsorship program. Organizations and individuals donated \$6,000 per year, which is the average cost of housing subsidies for a family in CAPSA's housing program. In January 2018, Altabank became CAPSA's first home sponsor; this quickly prompted commitments from other businesses, including **Malouf** and **iFit**.

• **IFA** is teaming up with **Purina**, **Hill's Science Diet** and **Victor** to donate livestock feed and pet food to local animal shelters, rescues and sanctuaries. The annual "Feeding Furriends Animal Food Drive" last year donated over 100,000 pounds of food. The drive will last through

Nov. 13 at all 23 IFA Country Stores locations. For every 10 bags of 40 to 50 pounds of livestock feed or pet food purchased during the drive, IFA will donate one bag to a local shelter/rescue partner up to one month supply per partner. Customers may also add money donations to their purchases.

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REAL ESTATE

• **IHP Capital Partners**, a real estate investment firm, and homebuilder **Fieldstone Homes** have launched a joint venture in the acquisition of up to 135 single-family lots within Daybreak, a master-planned community in South Jordan. The lots range in size from 3,400 square feet to 5,300 square feet. Homes will range in size from 2,800 square feet to 3,500 square feet and are designed to appeal to first-time and move-up homebuyers. The first sales release is anticipated in the fourth quarter. The purchase marks the fifth project the two firms are developing together in the Greater Salt Lake City region since the 2020 first quarter. The others are Antelope Meadows in Eagle Mountain; Scenic Mountain Townhomes West in Eagle Mountain; Canyon Point, part of the Traverse Mountain Master Plan; and The Park in Layton. IHP has more than 30 residential projects in various stages of development in Utah and seven other states.

• **HiCap Management** has purchased **Coventry Townhomes**, 2323 S. 800 W., Woods Cross. **CBRE** made the sale announcement, saying it arranged for the acquisition financing. Ryan Jameson, Jesse Weber and Stephen Baird with CBRE Capital Markets' Debt & Structured Finance secured the \$13.2 million loan on behalf of HiCap Management. Coventry Townhomes was acquired off-market from a local developer as part of a 1031 exchange for

the buyer. The acquisition is HiCap Management's third in the Greater Salt Lake City area.

• **Toll Brothers**, a builder of luxury homes, has announced **Regency at Desert Color**, a new community for 55-plus active adults, in St. George. It will open for sale in fall 2022 in the Desert Color master-planned community consisting of 3,350 acres. It will consist of over 550 home sites, with 14 home designs ranging from 1,425 to 3,155 square feet.

RECOGNITIONS

• **Salt Lake City** has been selected a contender for **USA Today's** 2021 "10 Best Travel Awards" under the "Best Ski Town" category. Nominated and selected by an expert panel, the contest criteria include proximity to skiing, city atmosphere and amenities such as restaurants, entertainment and bars. **Visit Salt Lake**, a private, nonprofit corporation responsible for the promotion of Salt Lake as a convention and travel destination, is encouraging people to vote for the city at www.10best.com/awards/travel/best-ski-town/. Voting ends Nov. 22. Voters have four weeks to narrow the list of 18 cities and towns down to the 10 best.

• **Two Utah universities** are among five nationwide to win at the **2021 Pitch for the Trades Competition** in Minnesota, a program of **NACCE**, in partnership with the **Philip E. and Carole R. Ratcliffe Foundation**. Participating colleges battled for a portion of \$135,000 to target their college's skilled trades initiative. **Snow College's** Snow-ganics Compost won \$45,000. The lead was Russ Tanner and the mentor was Dirk Soma of Kaua'i Community College. **Salt Lake Community College's** Truck Driving Entrepreneurship won \$17,500. The lead was Jon Beutler and the mentor was Jerry Edmonds, vice president of Vance-Granville Community College. **NACCE** is an organization of educators, administrators, presidents and entrepreneurs focused on igniting entrepreneurship in their communities and campuses.

• Utah's **my529** educational savings plan has earned an analyst rating of Gold from **Morningstar Research Services LLC**. It is one of only three plans to receive the rating. My529 has received the rating for 11 consecutive years, unmatched across the industry. Analysts reviewed 62 plans for underlying invest-

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Calendar

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

Nov. 9, 7:15-9 a.m.

ACG Utah Speaker Series, an Association for Corporate Growth (ACG) Utah event. Speaker is Ben Peterson, CEO of Blue Raven Solar. Location is Marriott City Center, 220 S. State St., Salt Lake City. Free for members, \$30 for nonmembers for first two breakfast meeting attendance, \$45 thereafter. Details are at <https://www.acg.org/utah/events/november-9-breakfast-meeting-ben-peterson>.

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. Other keynote is Scott Jeffrey Miller, senior advisor on thought leadership at Franklin Covey, discussing "Master Mentors: 30 Transformative Insights from Our Greatest Minds." Event also includes city updates from West Valley City Mayor Ron Bigelow, Taylorsville Mayor Kristie Overson, and West Jordan Mayor Dick Burton. Location is Utah Cultural Celebration Center, 1355 W. 3100 S., West Valley City. Details are at chamberwest.com.

Nov. 9, 9-10 a.m.

"Opportunities Created by Pandemics," a "Bagels & Business" event hosted by The Mill Entrepreneurship Center. Speaker is Andy Jorgensen, a member of the executive committee of the Salt Lake City Angels and a serial entrepreneur. In-person location is the Salt Lake Community College Miller Campus, 9690 S. 300 W., Building 5, Sandy. Event also takes place online at <https://youtu.be/Bf3BH7BqMFI>.

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 cache-chamber.com.

Nov. 9, 1-2 p.m.

"Talk About It Tuesday," a Women's Business Center of Utah event that is a weekly open

discussion with moderator Sarah Barstow, business advisor in the WBCUtah southern office. Event takes place online via Zoom. Free. Details are at wbcutah.org.

Nov. 9, 1-5 p.m.

Crosstalk 2021, presented by the Utah Advanced Manufacturing and Materials Initiative (UAMMI) and Composites World and featuring world experts sharing the latest industry trends and research with composite professionals. Keynote speakers include ranking members of Utah's Governor's Office of Economic Opportunity, experts in additive manufacturing, and analysts from the world's leading research firms. Location is Little America Hotel, 500 S. Main St., Salt Lake City. Free. Registration can be completed at Eventbrite.com. Event is in conjunction with the Composite World's Carbon Fiber 2021 Conference, but participants need not attend Carbon Fiber 2021 to attend Crosstalk 2021. Registration can be completed at Eventbrite.com.

Nov. 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.

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.get-canopy.com/canopy-innovation-summit-2021>.

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

"Let's Do Lunch," a South Valley Chamber of Commerce event. Speaker Brandon Fugal, chairman of Colliers International in Utah, will discuss exciting developments and new megatransactions in Sandy, Draper and Riverton. Location is JTC South Campus, 12723 Park Ave., Riverton. Cost is \$5. Details are at southvalleychamber.com.

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

"Lunch & Learn: Department of Workforce Services,"

a Park City Chamber/Bureau event. Representatives from the Utah Department of Workforce Services will be presenting on the resources available to businesses when hiring. Location is Blair Education Center, Intermountain Park City Hospital, 900 Round Valley Drive, Park City. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

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

Lunch \$ Learn, a Murray Area Chamber of Commerce event. Location is The Point After, 5445 S. 900 E., Murray. Cost is \$25. Details are at murraychamber.org.

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, 6-9 p.m.

Special Veterans Day Dinner, a Davis Chamber of Commerce event in partnership with the Top of Utah Military Affairs Committee. Speaker is Francis Gary Powers Jr., author, historian and speaker. Location is Timbermine Restaurant, 1701 Park Blvd., Ogden. Cost is \$35. Details are at davischamberof-commerce.com.

Nov. 11, 6-8 p.m.

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

Nov. 12

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.

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

Fall 2021 Nubiz Symposium. Theme is "Marketing That Moves the Needle." Location is Weber State University, Shepherd Union Building, 3910 W. Campus Drive, Ogden. Cost is \$49 for chamber members (two for one), \$49 for guests, free for chamber partners, free for WSU and OWTC students with student ID. Details to be announced at ogdenweberchamber.com.

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

"America Recycles Day Conference," a Recycling Coalition of Utah event for recyclers, municipalities, city leaders and businesses. Event includes several presentations and a ceremony for the Utah Recycler of the Year Awards. Location is the Karen Gail Miller Conference Center at Salt Lake Community College, 9750 S. 300 W., Sandy. Cost is \$162 for RCU members, \$191 for nonmembers. Registration is available at Eventbrite.com. Details are at utahrecycles.org.

Nov. 12, 8-9 a.m.

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

Location is The Monarch, 455 12th St., Ogden. Free for WIB members. Details are at ogdenweberchamber.com.

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

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

Nov. 16, 8:30-10 a.m.

"Better Your Business" Employer Seminar, a Utah Department of Workforce Services (DWS) event featuring information about how apprenticeships can help grow and sustain an innovative and skilled workforce while increasing engagement and retention. Presenter is Melisa Stark of DWS. Event takes place online via Google Meet. Details are available by contacting jlay@utah.gov.

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 cache-chamber.com.

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

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

Nov. 16, 1-2 p.m.

Networking Class, a West Jordan Chamber of Commerce

BRIEFS

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ment quality and selection process, asset allocation methodology, investment option offerings, fees and oversight.

RECREATION

• As part of the eighth annual Utah Outdoor Recreation Summit, the **Zion Forever Project**, **Zion Cycles**, **Utah Clean Cities** and **Magnum** hosted a ribbon-cutting and e-bike tour of new trails. The event opened the first 10 miles of publicly accessible mountain biking trails on Zion's east side, beyond the park borders. These first 10 miles were made possible by land grants and easements from private landowners, donations to the Zion Forever Project, funding through the Utah Office of Outdoor Recreation Grant, the National Park Foundation, and support from Kane County. The next 24.5 miles of trail slated in Phase II are funded through an effort led by the Zion Forever Project and the collaboration of public and private partners. The new trailheads are adjacent to the new East Zion Visitor Center site, now funded through efforts led by Kane County commissioners. In a pilot effort led by Utah Clean Cities, new EV shuttles will begin running from the town of Kanab, in what eventu-

ally will see fleets of alternative fueled vehicles transporting guests within the park and to gateway communities east of Zion National Park.

SERVICES

• **Bailey's Moving & Storage** has opened a 141,000-square-foot warehouse in Salt Lake City. It follows recent initiatives to expand to service more customers inside Utah and Colorado.

TECHNOLOGY

• **ASEA**, a Salt Lake City-based company focused on redox technology, has appointed **Dr. Philippe A. Souvestre** to its Medical Professionals Board. Souvestre joins 19 existing members on the board, which provides neuro-biomedical expertise and leadership in the health, wellness and performance fields. For nearly four decades, his medical, scientific, research and academic careers have focused on advancing medical effectiveness through using, furthering, combining and teaching both conventional and innovative life sciences at various Western and Eastern universities worldwide. Since 1997, he has served as the founding president and medical director of Canada-based



Phillippe Souvestre

NeuroKinetics Health Services Inc. Souvestre is a former flight surgeon, pilot-physician and in-flight experimenter for the French Air Force. A former French astronaut candidate, he is currently an operational Mars Analog Astronaut.

• **Canary Speech**, a Provo-based AI speech technology company, has hired **Gavin O'Duffy** as chief business officer. His responsibilities include opening European offices for the company in Ireland. O'Duffy most recently spent 10 years with Amazon, both in Silicon Valley and in Europe. He was hired originally to develop and manage Amazon's technical partnerships with global Tier 1 wireless carriers for tablets, e-readers and smartphones. Subsequently, he was selected to be a founding member of Alexa Voice Service (AVS) technical team. Most recently, he was responsible for EU technical strategy with consulting and professional services, including Alexa for Hospitality. O'Duffy's career in telecommunications began when he worked as a network design consultant on assignment across Europe and Asia for Ericsson and Vodafone. He later worked for Danger, Microsoft and HP.



Gavin O'Duffy



Riverton's Mountain View Village has announced agreements with 34 new establishments that will open in the development in time for the grand opening of its Phase II next Memorial Day.

Mountain View Village announces 34 new businesses for Phase II

CenterCal Properties LLC, the developer of several commercial properties in Utah, including Station Park in Farmington and Canyon Corners in Park City, has announced that its new Mountain View Village in Riverton is will add 34 new restaurants, entertainment venues, health and beauty shops, apparel stores and home stores in time for the center's grand opening of Phase II on Memorial Day weekend 2022.

Mountain View Village is an 85-acre, 1 million-square-foot mixed-use destination on 4500 West in Riverton. Included in the newly announced openings are 15 restaurants, five of which will open their first Utah locations, including Kona Grill, Shabu Gen experiential Korean BBQ, Silverlake Ramen, Stack 571 Burger & Whiskey Bar and WildFin organic seafood.

"This will be strongest restaurant line up in the greater Salt Lake area," said Chris Byers, CenterCal's senior vice president of leasing. "There is a taste for everyone, and we expect Mountain View Village will be the go-to destination for food lovers."

Byers said Burgers & Barley, Chipotle, Crack Shack, Dirty Bird Fried Chicken, Peace on Earth Coffee, R&R BBQ, Royal Coffee, Santorini's Greek Grill, Super Chix and Via 313 will begin opening later this year.

Among other retailers opening in the center are Anthropologie, Athleta, Bohme, Cotton On, Cotton On Kids, Buckle and Janela Bay. Fitness venues to open include Hotworx, Or-

ange Theory Fitness, Restore Hyper Wellness and Peak 45 Fitness. Polish Nail Bar, Rebel House, Heather Gay's Beauty Lab & Laser and Sephora will be among the beauty shops opening in 2022. Purple Mattress and Lovesac will join the home furnishings offerings at Mountain View Village.

Cinemark has announced plans for a 14-screen theater at the center.

TOVALA from page 1

to promoting economic excellence in Utah are impressive," said Dan Hemmert, Go Utah's executive director. "The state's robust and diverse economy will greatly benefit the company as a distribution hub and will help the company reach new markets."

"Utah's food production businesses form a significant part of our manufacturing and distribution sector," said Theresa A. Foxley, president and CEO of EDCUtah. "Tovala will find a young, healthy, hard-working workforce and robust transportation infrastructure to support their growth strategies."

Tom Dischmann with CBRE represented the landlord and Matt McAfee with CBRE represented the tenant in the transaction. Colby Cooley, vice president of business development, led the project for EDCUtah.

People interested in jobs at the company can access www.tovala.com/careers.

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Mondays!**

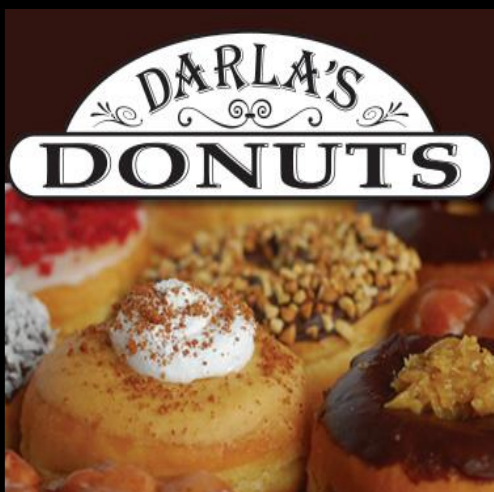
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Thursdays!**

**FRITTER
Fridays!**

**SPRINKLES
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CALENDAR

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event. Location is the chamber office, 8060 S. 1300 W., West Jordan. Free for chamber members, \$10 for nonmembers. Details are at 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/.

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, noon-1:30 p.m.

“Solve the Business Puzzle: 10 C’s of Conscious Communication: Essential Pieces of Your Visionary Puzzle,” a Women’s Business Center of Utah event. Presenter is Celia Alario of Health Coaching. Event takes place online via Zoom. Free. Details are at wbc-utah.org.

Nov. 17, 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>.

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

Tax Planning Clinic, a

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

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

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

Nov. 18, 7:45 a.m.-5 p.m.

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

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

Annual Women in Business Summit, a Davis Chamber of Commerce event. Location is

Davis Conference Center, 1651 N. 700 W., Layton. Cost is \$65 for chamber members, \$85 for guests (registration is required). Details are at davischamberof-commerce.com.

Nov. 18, 8:30-9:30 a.m.

“In the Know” Series, a South Valley Chamber of

see **CALENDAR** page 18



SOUTH VALLEY CHAMBER

Retirement Solutions

Offer Competitive 401(k) Benefits for Your Business

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

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

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

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



SouthValleyChamber.com

CALENDAR

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Commerce event. Speaker Alan Matheson, executive director of the Point of the Mountain State Land Authority, will discuss the proposed development of the Utah State Prison site into a master-planned community. Location is Divvy, 13707 S. 200 W., Suite 100, Draper. Free. Registration can be completed at Eventbrite.com.

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

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

Nov. 18, 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.

Nov. 18, 5-6 p.m.

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

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.

Nov. 19, 8-10 a.m.

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

Nov. 19, noon-1 p.m.

"Twenty-Five Costly HR

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

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>.

Nov. 30, 8:30-10 a.m.

"Five Ways to Grow Your Business," part of the ChamberWest Small Business Series. Location is Jordan Valley Water Conservancy District, Conservation Garden Park Education Center, 8275 S. 1300 W., West Jordan. Cost is \$20 for the session for members, \$30 for nonmembers. Details are at chamberwest.com.

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.

Dec. 3, 11:30 a.m.-1 p.m.

Utah Valley WBN Holiday Luncheon and Silent Auction, a Utah Valley Chamber event. Location is Thanksgiving Point, Garden Room, 3003 Thanksgiving Way, Lehi. Cost is \$35. All proceeds from the auction and luncheon go directly to the scholarship and small-business grant program. Details are at thechamber.org.

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 a.m.-1 p.m.

Women in Business "Jingle

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
801-608-8196
10/18/20

& Mingle" Holiday Luncheon, a ChamberWest event. Location is Western Garden Center, 4050 W. 4100 S., West Valley City. Cost is \$20 by Nov. 30, \$30 thereafter and for nonmembers (please bring a \$5 gift for the gift exchange). Details are at chamberwest.com.

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

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

Dec. 8, 8 a.m.-noon

"Leadership Secrets of Santa Claus," a Salt Lake Community College Employee Development Workshop. Attendees will learn 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. 8, 11:30 a.m.-1 p.m.

"Let's Do Lunch," a South Valley Chamber of Commerce event. Small-business panel includes Jennifer Silvester, CEO and senior partner of Silvester & Co.; Dave Khwaja, president of First Touch Consulting; Michele Sauk, senior vice president of commercial banking at Northwest Bank and a Beans & Brew franchise owner; and mod-

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erator David Edmunds, founder of The Salt Mine. Location is Cairns Café, MACU Building, 9800 Monroe St., Sandy. Cost is \$15 for chamber members, \$25 for nonmembers. Details are at southvalleychamber.com.

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

Lunch \$ Learn, a Murray Area Chamber of Commerce event. Location is The Point After, 5445 S. 900 E., Murray. Cost is \$25. Details are at murraychamber.org.

Dec. 9, 5-7 p.m.

Winter Member Mixer, a Park City Chamber/Bureau event. Location is Kimball Junction Visitor Information Center, 1794 Olympic Parkway Blvd., Park City. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

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.

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.

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 or by

see **CALENDAR** next page

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CALENDAR

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contacting Randy Hunt of the ConnectShare Advisory Board at 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.

Dec. 16, 5-6 p.m.

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

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.

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

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

Jan. 13, 8 a.m.-noon

2022 Utah Economic Outlook & Public Policy Summit, presented by the Salt Lake Chamber and the Kem C.

Gardner Policy Institute. Keynote speaker is Mary C. Daly, president and CEO of the Federal Reserve Bank of San Francisco and host of the podcast "Zip Code Economies." Location is Grand America Hotel, 555 S. Main St., Salt Lake City. Cost is \$65 for members before Dec. 17, \$80

thereafter; \$85 for nonmembers before Dec. 17, \$100 thereafter. Sponsorships are available. Details are at slchamber.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>.



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South Valley Services (SVS) provides options through counseling, case management, prevention and shelter to women, children and men who have experienced domestic violence to live life free from violence.

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