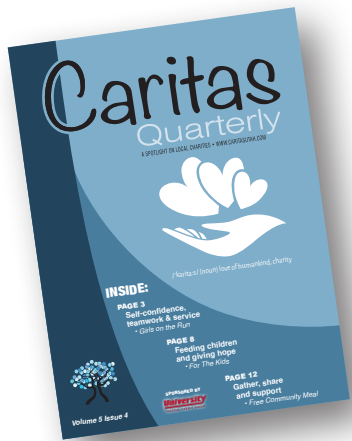


INSIDE



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Amazon recently hosted a ceremonial ribbon-cutting event at its new fulfillment center in Salt Lake City that offers same-day delivery. Shown here during the ceremonies are (from left) Amazon employee Natalie Wolfrom; Heidi Walker, chief operations officer at the Salt Lake Chamber; Ben Kolendar, Salt Lake City economic development director; Steve Volk, site leader at the center; Salt Lake City Councilmember Victoria Petro Eschler; Theresa Foxley, president and CEO of the Economic Development Corporation of Utah; and Amazon employee Steve So.

Quick delivery? Amazon opens 'sub-same-day' facility in SLC

Brice Wallace
The Enterprise

A new Amazon facility in Salt Lake City will allow Prime members to get their orders as fast as five hours.

The company on Dec. 9 hosted a ceremonial ribbon-cutting event for the facility at 6338 W. 700 N. The company's first "sub-same-day" fulfillment center in Utah is expected to reach full operations in the coming weeks.

The 150,000-square-foot center, dubbed SUT1, will have more than 250 part-time and full-time positions, with starting pay of \$15.50 per hour.

"We are proud to have Utahns be a part of making history with this first-of-its-kind facility in Salt Lake City," said Steve Volk, SUT1 site leader. "This new facility will not only create hundreds of new jobs with benefits, but will enable customers in

see **AMAZON** page 18

Pfizer acquires Park City's Arena Pharmaceuticals in \$6.7B deal

New York City-based pharmaceutical giant Pfizer Inc. has announced that it will acquire Arena Pharmaceuticals of Park City. Arena is a clinical-stage company developing potential therapies for the treatment of several immuno-inflammatory diseases. Under the terms of the agreement, Pfizer will acquire all the outstanding shares of Arena for \$100 per share in an all-cash transaction for a total equity value of approximately \$6.7 billion. The boards of directors of both companies have unani-

mously approved the transaction.

Arena's portfolio includes diverse development-stage therapeutic candidates in gastroenterology, dermatology and cardiology, including etrasimod, an oral medication currently in development for a range of immuno-inflammatory conditions, including gastrointestinal and dermatological diseases.

see **ARENA** page 18

Net in-migration surge creates 1.8% population growth in Utah

Population estimates for July 1, released by the Kem C. Gardner Policy Institute at the University of Utah, indicate the state added approximately 71,936 people since the 2020 census, reaching an estimated 3,343,552 people. From July 1, 2020, to July 1, 2021, the population grew by 58,729 people. This annual growth rate of 1.8 percent is the highest since 2017.

"Utah started the decade with a year of solid growth, averaging 160 new residents per day," said Emily Harris, senior demographer at the Gardner Institute and lead author of the report. "The state also experienced the second-highest recorded net migration and the lowest natural increase since 1975. This year's estimates indicate a slight rebound as Utahns move through a global pandemic and attempt to find a new normal."

Key results from the report include the following:

Natural Increase. Since July 1, 2010, Utah has experienced an annual decline in natural increase due to annual births decreasing while annual deaths increase. National trends during this same period depict a declining fertility rate significantly impacted by the Great Recession. Utah's total fertility rate (TFR) fell from 2.45 in 2010 to below replacement level (1.99 in 2019), moving from the highest TFR in the nation to the third-highest.

Net Migration. Utah's 2021 net migration is 34,858, almost 10,000 more than last year's estimate. This estimate is the highest net migration since 2005 and is the seventh consecutive year that net migration has been above 20,000. Net migration contributed 59 percent of Utah's population growth over the past year, up from 49 percent of state growth the year before.

Region- and County-Level Results. Iron County had the fastest growth at 6.2 percent, followed by Tooele County

see **POPULATION** page 18



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

Salt Lake County Health Department expands COVID vaccine availability

The Salt Lake County Health Department (SLCoHD) has expanded availability of the COVID vaccine to county residents. Open now and operating through Jan. 30, 2022, the department will offer COVID vaccination on weekends at additional sites within the county. Residents can find all available vaccine sites at the department's website, slco.org/health/COVID-19/vaccine/.

Dr. Angela Dunn, executive director of SLCoHD, has challenged vaccinated adults who live or work in Salt Lake County to receive their recommended booster and encouraged children and unvaccinated people to complete the initial vaccine series by Feb. 1, 2022.

"The omicron variant appears to be more trans-

missible than previous variants and it has caused increased hospitalizations in South Africa," said Dunn. "Being fully vaccinated — plus booster, if applicable — is the best way to prevent yourself from being hospitalized from COVID. Our hospitals cannot handle another surge of COVID patients."

SLCoHD's expanded vaccine clinics join numerous other opportunities to be vaccinated in the community, including the department's pop-up clinics in under-resourced communities each week, local pharmacies and mass vaccination sites operated by Community Nursing Services and Nomi Health. All sites except pharmacies allow people to attend without an appointment, though SLCoHD recommends people make appointments to decrease their wait time. Pop-up community clinics operate without appointments. All sites offer both adult and pediatric vaccine doses, plus boosters.

U.S. Senate overturns Biden mandate but House probably won't go along

A pair of moderate Democrats have joined the Republican minority in the U.S. Senate to approve a measure to overturn Pres. Joe Biden's COVID-vaccine-or-test mandate for private employers of over 100 workers.

But the bill is unlikely to go anywhere in the Democratic-led House of Representatives. Biden has also promised to veto it.

The legislation would overturn administration rules ordering coronavirus vaccines or weekly testing for millions of employees. The measure was not subject to Senate rules that require 60 of its 100 members to agree on most legislation, meaning it could pass with just a 51-vote simple majority. Two Senate Democrats — Joe Manchin and Jon Tester — joined 50 Republicans in voting for the bill.

The Biden mandate has already been put on hold by a federal appeals court and a U.S. judge in Georgia also blocked a similar mandate aimed at federal contractors.

Help to Utahns for COVID funeral costs exceeds \$6.6M, more available

Utahns continue to receive help with COVID-19-related funeral expenses from the Federal Emergency Management Agency. To date, 951 Utah families have received a total of more than \$6.6 million in funeral reimbursements, according to figures released recently.

The assistance includes reimbursement for, but is not limited to cremation, burial expenses, transfer of remains, markers or headstones, transportation for up to two individuals to identify the deceased individual and other costs. Up to \$9,000 per funeral is available for eligible expenses, with a maximum of \$35,500 per application. There is currently no end date for this program.

Application for funeral expense reimbursement can be made at FEMA's toll-free number, 844-684-6333. The line is open Monday through Friday, 7 a.m. to 7 p.m. MT.

Utah has used only half of federal COVID-19 rent assistance funding

Utah has reached a milestone in the Emergency Rental Assistance Program with the distribution of \$100 million in assistance to help renters stay in their homes since March 2021. Utah has received \$215 million in federal funds for the program, but less than half has been distributed.

To check qualification and apply for assistance, consumers should go to the program's website, rent-relief.utah.gov.

The Emergency Rental Assistance Program is administered by a partnership consisting of the Utah Department of Workforce Services; Salt Lake City; and Salt Lake, Davis and Utah counties.

The program in Utah has paid more than 21,000 applications. Most applications cover more than one month of rent and other costs.

Assistance is available for renters who have a household income of 80 percent or below of area median income and have been directly or indirectly financially impacted by the pandemic.



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Kentucky HVAC firm to grow in Tooele

Brice Wallace
The Enterprise

A Kentucky-based company focused on heating, ventilation and air conditioning (HVAC) will expand its operations in Tooele, planning to add 120 jobs over the next 12 years.

Kentuckiana Curb Company Inc. (KCC) wants the \$42 million project in order to establish a West Coast manufacturing presence. The employee-owned company provides design, manufacturing, installation and service for commercial and residential HVAC. It established its headquarters in Kentucky in 1977 and opened its Tooele location in 1995.

KCC has four divisions and six locations, with more than 600 employees and 425,000 square feet of operating space. Its products include metal and conventional roof curbs, stainless steel gutters, skylights, smoke vents, roof hatches, walkways and other roof products.

Documents from the Governor's Office of Economic Opportunity (Go Utah) indicate the Tooele project potentially will feature three 40,000-square-foot buildings over about seven years. The Go Utah board, at its December meeting, approved a tax credit of up to \$748,612 over 12 years for the project.

"We've experienced tremendous growth,"

Michael Kopp, the company's in-house counsel, told the board. "We think that's going to continue and we love the idea of having a location in Utah because it gives us access to a whole 'nother market that we really can't reach from Kentucky."

KCC originally produced curbs and adaptors — sheet metal platforms placed on roofs for the mounting of HVAC units. About 10 years ago, it began making commercial outdoor air units that are used for high-occupancy spaces such as schools, hotels and restaurants, Kopp said.

The company has been employee-owned since 2008. "So we have a lot of dedicated 'employee owners' and hope to hire many more in your great state and look forward to the expansion," Kopp told the board.

"KCC has been really great to work with. We're excited to have them here," Jared Stewart, economic development coordinator at Tooele City, told the board. "They have a very small operation already in Tooele, so it works out well that they can expand on that. ... [We're] just happy to have KCC expanding here [with] really good jobs, and we're excited for their contributions to the community."

see KENTUCKIANA page 18

Recursion signs partnership that could net company billions

Recursion Pharmaceuticals Inc. has announced it has formed a drug-discovery collaboration with Swiss drug and diagnostics giant Roche AG, and its U.S. subsidiary Genentech, that is potentially worth several billion dollars to the Salt Lake City-based clinical-stage biotechnology company in the next 10 years.

Recursion said it will work with the research and development units of both Roche and Genentech to use its Recursion Operating System to more rapidly identify novel targets and advance medicines in key areas of neuroscience, as well as in an oncology indication.

The announcement follows a recent news release that Recursion secured an extension of its partnership with another European pharmaceutical mega-company, Bayer AG, for work on fibrosis diseases in a deal that could earn a value north of \$1 billion. Recursion also generated over \$500 million in an April public stock offering and announced plans to double its 100,000-square-foot downtown Salt Lake headquarters facility at

The Gateway complex. The company said it has added about 200 employees in the past 12 months and currently has a workforce of nearly 400 with 100 positions still open.

Recursion said it will receive an upfront payment of \$150 million, adding that Roche and Genentech may initiate up to 40 programs, each of which could yield more than \$300 million in development, commercialization and sales milestones, along with royalties on sales.

Recursion reported a company value in cash, cash equivalents and investments of \$578.9 million as of Sept. 30.

Recursion said the companies will use insights generated from the collaboration's maps of human cellular biology to find and develop medicines against novel targets in neuroscience and oncology for up to a decade or longer, adding that Recursion's other programs already underway in oncology or neuroscience aren't part of the collaboration.

Cytozyme to pay \$2 million for SL County pollutant discharge

A South Salt Lake company offering products to enhance crop production has agreed to pay \$2 million after pleading guilty to two counts of illegal pollutants discharge.

The Salt Lake County District Attorney's Office filed the charges Oct. 27 in state court against Cytozyme Laboratories Inc., based at 2700 S. 600 W., alleging it put pollutants into the local sewer system.

The office said the plea was the result of nearly two years' worth of investigatory work by the Investigations Division of the office, together with the work of local Environmental Protection Agency officers, the Salt Lake County Health Department, South Salt Lake Public Works and the Central Valley Water Reclamation Facility.

"Accountability matters," said District Attorney Sim Gill. "This is one of the largest criminal fines a corporation has faced for polluting in Utah history. Our job is not only to help keep our community safe, but also our environment. Protecting our resources today insures a better future for our children and community."

"The defendants in this case illegally discharged pollutants for years from their South Salt Lake, Utah, facility into the local sewer system," said Special Agent in Charge Lance Ehrig of EPA's

Criminal Enforcement Program for the West-Central Area Office. "This case shows that EPA and our law enforcement partners are committed to protecting community

water systems and holding responsible those who violate water pollution regulations."

The company's website says that it has produced crop products

since 1975. "Our naturally derived products help to ensure optimal food production, grower profitability and environmental health," it says.



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Pye-Barker acquires Ogden's Mountain Alarm

Pye-Barker Fire & Safety, headquartered in Atlanta, has acquired Mountain Alarm Fire & Security of Ogden. Terms were not announced.

Mountain Alarm has 14 locations across the Intermountain West and provides alarm monitoring, installation, maintenance service and inspection services for fire alarms, security alarms, CCTV systems and access control systems in its regions. Mountain Alarm is a family business that was founded in 1952 and has over 60,000 monitored accounts and 350 team members. Mountain Alarm has a long history of growing both organically and through acquisition, having completed five acquisitions in 2021 and a total of 13 over the past three years.

"The last few years I have paid close attention to Pye-Barker as they have acquired over 90 fire and life safety companies," said Eric Garner, CEO of Mountain Alarm. "I thought we were acquisitive with four or five acquisitions per year. I had to meet the Pye-Barker team to understand how they were performing close to 20 acquisitions a year. Almost immediately I realized that our vision for the industry, our company culture and growth objectives were

aligned. I knew partnering with Pye-Barker would allow us to continue to expand the business at a rapid pace, while providing limitless opportunity for our team."

Pye-Barker is one of the nation's largest companies in the fire protection and life safety industry, with over 100 locations and 3,000 team members. It is a full-service company offering specialties including portable extinguishers, restaurant fire suppression, special hazard systems, fire sprinklers, fire alarms and security.

"Mountain Alarm's ability to acquire alarm companies, elevate the customer experience, and integrate those companies into their software systems made them the perfect fit to be our platform for acquiring alarm companies," said Bart Proctor, CEO of Pye-Barker. "We are excited to have the Mountain team join us in growing Pye-Barker."

Mountain Alarm will retain its name and continue to be led by Garner, the existing management team and team members. The company will also continue to pursue growth both organically and through acquisition, Garner said.

Mérieux NutriSciences buys supplements firm Dyad Labs

Mérieux NutriSciences, a worldwide provider in food safety, quality and sustainability sector, has purchased Salt Lake City-based Dyad Labs, a value-added solutions provider dedicated to the dietary supplements industry.

Founded in 2008 and employing over 50 workers, Dyad Labs has six separate lab areas with over 20,000 square feet of laboratory space. The company provides specialized chemistry and microbiology testing services to the nutraceutical, food and beverage industries. "These capabilities, as well as their history of providing tailored value-added solutions and long-standing partnerships with customers, make them an ideal fit with Mérieux NutriSciences' purpose, vision and strategic objectives," a company release said.

Mérieux NutriSciences offers testing, auditing, consulting, training and research services for manufacturers, food processors, caterers and retailers. The company is headquartered in Chicago and is a subsidiary of France-based In-

stitut Mérieux. Mérieux NutriSciences has more than 8000 employees in 26 countries.

"We are enthusiastic about having the talented team at Dyad Labs join us and welcome them to our network of laboratories," said Sébastien Moulard, president of Mérieux NutriSciences, North America. "This acquisition supports our position as a major player in the dietary supplement market and strengthens our presence in the United States."

"Dyad's expertise in supplement testing for active lifestyle brand manufacturers combined with Mérieux NutriSciences' dedication to protecting consumers' health throughout the world will deliver a wide range of solutions to the food and nutrition industries," said Jeff Reynolds, founder of Dyad Labs. "This will allow us to expand our services and expertise to better support our customers' needs and enable their growth, while providing meaningful opportunities for Dyad team members."

ReliaQuest expands SLC presence

ReliaQuest, a Tampa, Florida-based provider of Open XDR-as-a-Service, will open a new office location in Sandy. The location, which is the company's eighth global office, will serve as a major hub for ReliaQuest. It encompasses 64,000 square feet and has the capacity to house more than 400 employees. It is a short distance from the company's existing Utah office and will house teams including security operations, sales, customer success, marketing, finance, product innovation, training and IT. The new location will open in 2022.

XDR-as-a-Service is defined

as a vendor-specific, IT security threat detection and incident response tool that natively integrates multiple security products into a cohesive security operations system.

"For ReliaQuest, 2021 has been a year of tremendous growth and Utah has been a key location to fuel this growth," said Greg Farrell, CFO of ReliaQuest. "We've been rapidly growing in Utah for multiple years and this new office gives us a long-term home in the Salt Lake City area that allows us to continue to draw from Utah's local talent pool to add to our exceptional team."

SLC's Frontline Concrete sold

Lithko Contracting LLC, a national concrete contractor, has purchased Frontline Concrete Inc. of Salt Lake City. The West Chester, Ohio, firm is joined in the acquisition by equity partners the Pritzker Organization and DNS Capital.

Frontline employs over 200 workers in Utah and specializes in tilt-up panels, foundations, slab on grade, pre-construction services and sitework for both commercial and residential clients.

Frontline's owner, George Evans, expressed his excitement to grow the business and provide additional opportunities for his team by partnering with Lithko. Evans has seen the industry evolve and is eager to take advantage of this new

opportunity to better serve customers and support his team, Lithko said in a release.

Lithko is a full-service commercial concrete contractor specializing in walls, tilt-ups, structural frames, slabs, super flats, site work, foundations and pre-construction services. Lithko has over 4,000 workers serving over 550 clients across 20 geographic regions.

"We are excited to expand our offerings in the Wasatch Valley by partnering with Frontline," said Rob Strobel, president of Lithko. "Collaborating with George and his team will support Frontline's continued expansion, coworkers and customers."



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DexKo Global Acquires Progress Mfg. Inc.

DexKo Global Inc., an Elkhart, Indiana-based provider of running gear, chassis assemblies and related components, has announced that its wholly owned subsidiary Dexter Axle Co. has acquired Progress Manufacturing Inc. of Provo. Financial details of the transaction were not disclosed.

A 75-year-old company, Progress manufactures custom-engineered, safety-critical towing and trailering products, such as integrated sway control and weight distribution hitches. Progress' well-known brand names Equal-i-zer Hitch and Fastway Trailer Products are sold through a dealer network in North America. Its products include hitches, ball mounts, wheel chocks and other trailer safety products.

Dexter employs over 3,800 people in the U.S. and Canada and operates 17 manufacturing facilities and 32 distribution locations. Founded in 1960, Dexter serves the utility trailer, recreational vehicle, marine, heavy-duty, agricultural and specialty equipment manufacturers and distribution industry.

"We are excited to join the Dexter family. This is a great opportunity to continue to grow the brands we have developed over the past 75 years," said Jed Anderson, CEO of Progress. "Partnering with Dexter, a strong, reputable organization, will support our next steps in our long-term growth strategy, allowing us to continue developing best-in-class products with meaningful customer relationships."

"The products and people at Progress make a great addition to the Dexter portfolio, rounding out an already diverse offering," said Fred Bentley, CEO of DexKo Global. "Together, Dexter and Progress will be able to further support our collective customers. We look forward to working with the Progress team to continue to offer innovative new towing solution products."

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Succeeding in Your Business

The four top rules for becoming a better negotiator

“I have been running a fairly successful business for some time now, but I know I can do better. The problem is that I don’t like to negotiate — I end up giving up way too much because I find the process so unpleasant. Do you have any tips that will make me a more successful negotiator without becoming an S.O.B.?”



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three most important business skills (the others are selling and accounting). Show me a good negotiator and I’ll show you (usually) a successful businessperson.

A lot of people don’t like the negotiation process. When was the last time you truly enjoyed haggling with a used car dealer? But that’s because you don’t realize what negotiation really is. Negotiation is *not* a

search for the “perfect deal” because there is no such thing. Negotiation is *not* an argument or fight. Although, if you hear an intense negotiation underway between two equally passionate businesspeople, you may easily mistake it for one.

What negotiation *is* ... is a game. That’s all. Just like chess, checkers or baseball: Two individuals or teams match up against each other and the player or team with the better brains, spirit and luck walks away the winner.

And not just any game but a very specific one: poker. Show me a good poker player, and I’ll show you a good negotiator. Why? Because, like a negotiation, a poker game takes place on two levels: the actual and the psychological. When the players are dealt cards in a poker game, they are holding “hands,” and some hands are stronger than others. The actual game is about who has the better cards.

But poker is also a psychological game. Because the players cannot see the other players’ cards, they try to “bluff” the others into thinking that their hands are stronger or weaker than they actually are. Very often, the victory in a poker game goes not to the player with the strongest hand but to the player who persuaded the others that he had the strongest hand (or that the others had weaker hands), just like a business negotiation.

Here are four universal rules that, if followed closely, will make you a better negotiator:

Rule No. 1: Never Want the Deal Too Badly.

You never can get a bargain on something you really, really want. Once the other side sees you are desperate to have something, they will make sure you pay top dollar for it. In any negotiation, the loser is always the player who needs the deal more than the other player does. Your goal in any negotiation is to persuade the other person that he or she needs the deal more than you do, and that you are prepared to walk away from the table at any time and look for better deals.

Rule No. 2: Never Give Up Something Without Getting Something in Return.

Never agree to something, even something you don’t care much about, without getting something from the other side in return. You may be tempted to give up something because you want to appear proactive, friendly or nice. But negotiators are funny people. Whenever you do that, they don’t see it the same way you do. In-

stead, they think you are weak or that you need the deal more than they do. So they start bargaining harder by asking for even more “freebies” from you. Before someone will negotiate fairly with you, they must respect you — and they won’t respect you if you make it too easy for them.

Rule No. 3: Never Agree to Something That Doesn’t Make Sense.

Never get so caught up in the momentum of getting a deal done that you forget why you are doing the deal in the first place. If the other side asks you to give up something that will make the deal no longer worthwhile to you, tell them so — and offer up a compromise that will give you what you need while addressing the other side’s (legitimate) concern.

Rule No. 4: Know When to Stop Negotiating.

Like any game, negotiations don’t go on forever. The longer it takes to get a deal done, the more likely it is that the deal will never happen. At some point, the benefits to be gained by haggling over small points are outweighed by the negatives. When that point has been reached, and you’ve got a good deal you can live with, don’t try to “gild the lily.” Get the deal done and move on.

Want to become a better negotiator? Here’s how:

- Get the all-time classic book *Getting to Yes* by Roger Fisher and William Ury and memorize every word.
- Go to antiques shows and flea markets and look for items you don’t really want. Offer the seller 50 percent or less of the sticker price. If they don’t accept or sharply reduce their price, walk away. If they accept, buy it and sell it later on eBay.
- Go to Las Vegas and learn how to play poker. You might even be able to deduct it as a business trip.

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

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'State of Local Business Report': Business/customer relationship forever changed

Podium, a Lehi-based communication and payments platform for local businesses, has released its annual "State of Local Business Report," highlighting the issues that are top of mind for local businesses, particularly how the relationship with consumers and local businesses has forever changed as a result of the COVID pandemic. The research shows that consumers are rooting for their local businesses and supporting ones that offer ease and convenience, such as texting and curbside pickup options, and give back to their communities.

"When the pandemic first hit, many of us went out of our way to support a local business and had to adjust to new ways of interacting with them from curbside pickup to payments over text," said Eric Rea, co-founder and CEO of Podium. "What this latest report shows is that supporting local is here to stay and so are pandemic-friendly services. Consumers are deeply invested in supporting the businesses that keep their local communities thriving and they've come to expect digital-friendly ways of do-

ing business with them."

The research shows a forever-changed consumer experience, where pandemic-friendly services are not only preferred, but expected.

Increased convenience equals repeat business and referrals.

Consumers are looking for convenience when supporting local businesses. Previously just a nice way to do business, offering services such as texting, contactless payment options and expanded pickup and delivery options are now necessary for success.

"Ease of doing business" was cited as a top consumer preference:

- 54 percent of consumers say it's a leading reason they choose to work with a local business for the first time, second only to price.
- 60 percent of consumers cite it as a top reason they would repeat their business with a local business, tied with price.
- 57 percent of consumers claim it's why they would refer friends and family to a business.
- 46 percent of consumers

actively seek out businesses that provide alternatives to speaking on the phone, such as text and chat.

- 43 percent of consumers actively seek out businesses that minimize personal contact.

Consumers have a deep bond with local businesses in their community.

The data suggests that consumers are rooting for their local businesses, particularly after the unprecedented and unpredictable challenges their favorite local businesses have endured. Doing business locally and supporting their local community continues to be an integral part of their everyday life.

- 9 out of 10 consumers say they go out of their way to do business locally, and 7 in 10 consumers frequent a local business once a week or more.
- When asked how positively they perceive their local businesses, consumers gave an average rating of 4 out of 5 stars.
- 3 in 4 consumers say they're more likely to spend money at a local business if the business shows support of community issues and/or charitable causes.

68 percent of local businesses say their business actively supports local charities or causes.

If they haven't already, local businesses need to prioritize their digital transformation.

The pandemic has accelerated digital transformation across local businesses. Pandemic-friendly services are here to stay, not only for consumers but for local business employees as well.

- 92 percent of local businesses say consumer expectations have changed since the start of the pandemic.
- 2 in 5 (40 percent) consumers still want contact-free transactions, 44 percent still want increased digital and mobile communications, and 3 in 5 (59 percent) still want expanded pickup and delivery options.
- Local businesses also report that after word of mouth, their most effective marketing channels are all digital, outpacing traditional channels like out-of-home advertising and mail.
- Among local businesses with line of sight into investments, nearly 75 percent report purchas-

ing technology in the past 12 months to help their teams work more efficiently.

Local businesses continue to feel effects of the pandemic.

In 2021, labor and inventory have been the top pain points for local businesses, issues that are compounded by a marked increase in demand. Meanwhile, adapting to changing consumer preferences and COVID protocols continues to create uncertainty and unexpected challenges. In fact, the top business challenges for local businesses this past year include:

- Staffing and hiring (52 percent).
- Supply chain and inventory (48 percent).
- COVID-related restrictions and protocols (45 percent).
- Managing increased demand (26 percent).
- Changing customer expectations (23 percent).

The survey was conducted online by SurveyMonkey on behalf of Podium from Sept. 10 to Sept. 28 among 1,304 consumers and 923 business respondents across the U.S., Canada and Australia.

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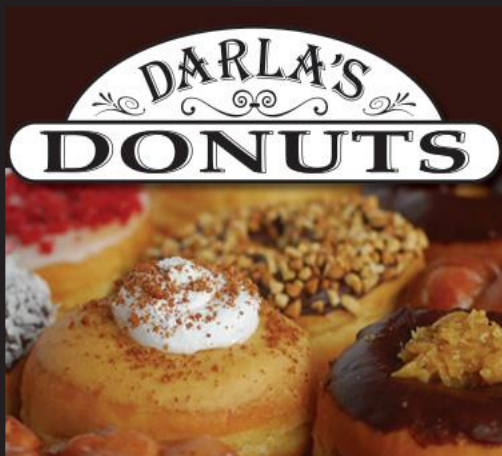
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21 Squared grants launched

Square Financial Services has launched the 21 Squared Grant Initiative in partnership with the Community Foundation of Utah. The grant program will award microgrants of \$2,100 to 21 501(c)(3) nonprofits throughout Utah focused on community development efforts that align with Square Financial Services' core values and priorities for community reinvestment, a Square Financial press release said.

"Smaller nonprofits have experienced acute disruption throughout the pandemic and we're introducing our first grant program with them in mind," said Lew Goodwin, CEO of Square Financial Services. "Microgrants enable us to provide fast, direct financial support to nonprofits, empowering them to use the funds as they see fit to best spearhead change in their communities. We're honored to support and deepen our connections with organizations that are striving to

break down barriers and expand access to underserved groups."

"Our partnership with Square Financial Services to support Utah nonprofits engaged in vital community development work is core to our mission," said Alex Eaton, CEO of the Community Foundation of Utah. "Nonprofits, especially small ones, are often integral organizations to the communities they serve, and we're thrilled to continue supporting the critical work they undertake through this new grant program."

The 21 Squared Grant Initiative is intended for nonprofits in Utah that engage in community development work focused on small-business development, affordable housing, reentry support and entrepreneurship or financial capability and wellness.

The program deadline is Dec. 31 and eligible nonprofits can apply at the Community Foundation of Utah website, www.utahcf.org.



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BambooHR report: Cultural disconnect between employees and bosses

Lindon-based BambooHR, a human resources software provider for small and medium-sized businesses, has released a study revealing significant disconnects between frontline employees and leaders on various aspects of culture and many employees are considering quitting because of culture concerns.

One key finding of the study concerns the state of the office culture. It found that 73 percent of respondents agree that culture is not defined by a physical space and 71 percent said that their company has expectations for new employees and junior staff that don't exist for senior employees and leadership. Employees want culture to reflect better pay and benefits, communication from leadership and better work-life balance.

The report also said that human resources professionals are struggling. Nearly a quarter of HR managers (22 percent) reported that remote work has caused them to spend most of the workday on tasks they dislike or hate.

Workers also reported a disconnect between office leaders. Over half (52 percent) said their CEO is viewed as the ultimate decision-maker regarding company culture and a third (33 percent) say they regularly experience HR saying one thing, with direct managers and leadership contradicting it with something else.

Survey respondents said throughout the past year, compa-

nies have adjusted to strengthen culture but 77 percent of employees wish their company would have done something different to help promote a positive remote or hybrid working environment. These perception gaps abound with 94 percent of vice presidents and above, saying culture is strong while only 65 percent of individual contributors say the same.

"Throughout the pandemic we've seen many adjustments but as companies settle on remote, hybrid or in-office workforces, changes to company culture will be a significant factor in how employees view that transition," said Cassie Whitlock, head of HR at BambooHR. "This data makes it clear that the role of HR is changing and it's time for leadership at the highest ranks to take notice."

Other finding include:

- The top ways companies have adjusted to strengthen culture in the past year are increasing communication from leadership (50 percent); supporting mental health (46 percent); and focusing on diversity, equity and inclusion (45 percent).

- According to employees, the top places culture needs to be stronger is in pay and benefits (43 percent), communication from leadership (41 percent) and better work-life balance (40 percent).

- In the past 18 months, 28 percent of office workers have been job-searching.

- Nearly 1 in 5 (19 percent) of employees say they began job-

searching due to declining company culture and 16 percent say they're searching for another job out of fear of what new culture might develop as offices reopen.

- Office workers say the top expectations that exist for new employees and junior staff that

don't exist of senior employees and leadership are needing to work fixed, specific hours (39 percent); an expectation to always be online and respond immediately (34 percent); and that they should always be in an office if there is an office available (26 percent).

While these cultural adjustments play out, HR leaders have carried a heavy burden as nearly half (47 percent) say that in the past year, HR tasks and responsibilities have become more difficult due to remote work.

CORPORATE FINANCIAL REPORTS

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

Sportsman's Warehouse

Sportsman's Warehouse Holdings Inc., based in West Jordan, reported net income of \$21.9 million, or 49 cents per share, for the third quarter ended Oct. 30. That compares with \$30.5 million, or 68 cents per share, for the same quarter a year earlier.

Sales in the quarter totaled \$401 million, up from \$385.7 million in the year-earlier quarter, primarily due to the open of seven new stores since Oct. 31, 2020, the company said.

Sportsman's Warehouse is an outdoor specialty retailer.

"I am very proud of our team and pleased with the performance of the business during the third quarter," Jon Barker, CEO, said in announcing the results. "Despite a very difficult comparison and the terminated merger agreement with the Great Outdoors Group Inc., our team has been able to achieve incredible results in the quarter and year-to-date periods."

HealthEquity

HealthEquity Inc., based in Draper, reported a net loss of \$5 million, or 6 cents per share, for the third quarter ended Oct. 31. That compares with net income of \$1.8 million, or 2 cents per share, for the same quarter a year earlier.

Revenue in the most recent

quarter totaled \$180 million, up from \$179.4 million in the year-earlier quarter.

HealthEquity is the nation's largest health savings account (HSA) non-bank custodian.

"The HealthEquity team delivered another strong quarter of HSA growth, with new HSA sales of 151,000 in the third quarter and 446,000 in the year to date," Jon Kessler, president and CEO, said in announcing the results.

"Adding to this year's strong organic growth, we have onboarded 160,000 new HSAs from Fifth Third Bank in the third quarter and 580,000 from further in November to start our fourth quarter. HSA members have added nearly another \$1 billion to their HSAs this quarter, and their HSA investments have grown significantly. We believe we are poised for a strong finish to this year's selling season, continuing to outpace market growth."

Weave Communications

Weave Communications Inc., based in Lehi, reported a net loss attributable to common stockholders of \$14.8 million, or \$1.03 per share, for the third quarter ended Sept. 30. That compares with a loss of \$10.9 million, or 95 cents per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$30.3 million, up from \$21.4 million in the year-earlier quarter.

Weave provides a communications and engagement software platform for small and medium-sized businesses.

"In the third quarter, we continued executing our mission and grew revenue by 42 percent year-over-year," Roy Banks, CEO, said in announcing the results. "As we recently completed our IPO, we welcome our public shareholders to the very early innings of a large opportunity we are endeavoring to address. We believe we are well-positioned to capitalize on the market and opportunity before us."

Domo

Domo, based in American Fork, reported a net loss of \$28.5 million, or 88 cents per share, for the third quarter ended Oct. 31. That compares with a loss of \$22.2 million, or 75 cents per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$65.1 million, up from \$53.6 million in the year-earlier quarter.

Domo is focused on the business cloud.

"We delivered strong results for the quarter, driven by continued market demand for our core modern BI (business intelligence) solution and fueled by increasing demand for data-enabled apps to help our customers run their businesses on the Domo platform," Josh James, founder and CEO, said in announcing the results.

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.

ASSOCIATIONS

• The **St. George Chamber of Commerce** has launched a local business and economic dashboard designed to provide business, community and government leaders with real-time economic data. The chamber partnered with **eIMPACT**, which works with **Emsi**, a labor market data company serving clients across the U.S., Canada, the U.K., the European Union, and beyond, to deliver economic data for both the St. George metropolitan area and Washington County. Dashboard data is updated monthly or as new information is released from government and third-party sources. The dashboard is available to all business, community, and government leaders.

BANKING

• **Bank of Utah**, Ogden, has hired **Silvina Pratt** as a mortgage loan officer. Pratt has worked in the banking and finance industry since 2001, including as a mortgage loan originator and processor at multiple institutions. She attended Weber State University and has certification in supervisory skills.

CONTESTS

• Applications are being accepted until Dec. 31 for **VentureCapital.Org's Smart City Accelerator Program** in partnership with **US Ignite**, the **Salt Lake City Department of Economic Development**, the **Salt Lake Small Business Development Center (SBDC)**, and the **Department of Commerce's**

Economic Development Agency (EDA). The program is titled **InnovateSLC**. The program will begin in mid-January, conclude in April and include up to eight startups. Program participants will create a custom acceleration plan in partnership with a mentor network. The target outcome is for each startup to be investment-ready by the end of the program, concluding with a demo day. **VentureCapital.Org** offers the program at no cost to startups. To participate, startups must be in Salt Lake City and submit an online application. **VentureCapital.Org** is searching for startups that use scalable information and communication technologies to impact any of the following: environmental sustainability, public transportation, energy consumption or city livability and workability. Applications can be submitted at www.gust.com/organizations/investors-choice.

• Applications are being accepted until Feb. 7 for the **2021-22 Utah Entrepreneur Challenge**, a statewide, student business model competition. Teams from universities across the state compete for the best business model and a chance to win \$60,000 in cash and prizes. The competition is provided by the **Lassonde Entrepreneur Institute** and sponsored by **Zions Bank**. Details are at <https://lassonde.utah.edu/uec>.

DIRECT SALES

• **Truvy**, a Draper-based weight loss products company, has hired **Rick Hagar** as a senior associate. Hagar has 30 years of network marketing



Rick Hagar

experience. He began his career in real estate in New York.

ECONOMIC INDICATORS

• **Roy** is the **most affordable place to live in Utah**, according to a new study by **SmartAsset**. It measured several factors, including taxes, homeowners' insurance, and home costs relative to the local median income. Roy is followed, in order, by Stansbury Park, West Point, Sunset, Harrisville, Nibley, Hyrum, Farr West, West Bountiful and Clinton. Details are at <https://smartasset.com/mortgage/how-much-house-can-i-afford#Utah/mostAffordable-4>.

• **Park City** is the **best place to retire in Utah**, according to a new study by **SmartAsset**. It measured each city's tax friendliness, availability of medical care and social opportunities for seniors. Park City is followed, in order, by Salt Lake City, Bountiful, Ivins, Washington, Cedar City, Vernal, Logan, Price and Ogden. Details are at <https://smartasset.com/retirement/retirement-calculator#Utah/bestPlaces-ToRetire-2>.

• **Salt Lake City** is ranked No. 13 on a list of **"2022's Best Cities for Layovers,"** compiled by **Lawn Love**. It ranked 56 of the largest U.S. cities served by large and medium-sized airports on several factors, including each city's share of delayed and canceled flights, including average departure delay times; ease of navigation, especially from the airport; and the number of fun activities. In breakout lists, Salt Lake City was No. 5 for lowest share of delayed departures, No. 2 for lowest share of canceled departures, and No. 5 for shortest distance from airport to city center. The overall top-ranked city is Portland, Oregon. The bottom-ranked city is Fort Worth, Texas. Details are available at <https://lawnlove.com/blog/best-worst-cities-layovers/>.

• **Four Utah counties** are on a list of **"2022's Most Expensive Counties to Buy Residential Land,"** compiled by **Lawn Love**. It compared the average price and estimated property tax on an acre of a single-family parcel in 300 of the biggest U.S. counties. **Salt Lake County** is No. 177, **Davis County** is No. 238, **Weber County** is No. 247 and **Utah County** is No. 252. The most expensive is San Francisco County, California. The No. 300 county is Montgomery County, Alabama. Details are at <https://lawnlove.com/blog/counties-with-most-expensive-land/>.

EDUCATION/TRAINING

• The **Lassonde Entrepreneur Institute** at the University of Utah awarded \$320,400 in scholarships to 110 students for the 2021-22 academic year. Students receiving scholarships manage a broad variety of institute programs, ranging from workshops and mentor sessions to a makerspace and high school outreach program. The institute is an interdisciplinary division of the David Eccles School of Business. The institute provides programs and opportunities for all students on campus to launch a company, build a product or join a team. Most programs are provided at Lassonde Studios.

will receive a grant of approximately \$500,000 to further develop their proposed projects.

• The **Central Wasatch Commission**, an inter-governmental entity created to implement the Mountain Accord, has issued a request for proposals for a situational assessment and facilitation of a path forward for the organization. Proposals are being accepted until Dec. 27 at kaye@cw.utah.gov. The commission also has announced that its executive director, **Ralph Becker**, will retire, effective in June 2022. He has been director for 3 1/2 years. Becker is a former mayor of Salt Lake City.

HEALTHCARE

• **PatientBond**, a Salt Lake City-based patient engagement SaaS provider, has announced that **Dr. Lyle Berkowitz** has joined its board of directors, **Dr. Jeff Bohmer** has been hired as chief medical officer and **Mark Spranca** has been named chief strategy officer. Berkowitz is a physician executive and serial entrepreneur who has extensive expertise in digital health, informatics and innovation, with a strong focus on workflow automation and virtual care. Berkowitz is an advisor to a variety of digital health companies and venture firms and serves on the board of directors of Oneview Healthcare. Previously, he was the founder and chairman of Healthfinch and the chief medical officer for MDLIVE. He also spent over 20 years at Northwestern Medicine in Chicago as a primary care physician and health system executive focusing on informatics and innovation. Bohmer also serves as the chairman/medical director of the Emergency Department at Northwestern Medicine Central Dupage Hospital. Bohmer was a co-founder and served as medical director of ImmediateMD. Spranca served as a behavioral scientist at Rand Corp. and as an executive at Abt Associates.



Lyle Berkowitz



Jeff Bohmer



Mark Spranca



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GOVERNMENT

• The **Utah Energy Diversity and Innovation Cluster Coalition**, led by the **Utah Office of Energy Development**, is among the finalists for the \$1 billion **"Build Back Better Regional Challenge."** The coalition aims to diversify Utah's rural South, Southeast, East and Central regional economy away from deep dependency on coal mining and coal-powered energy to an interstate regional producer of diverse, reliable, low-carbon power and energy technologies. Sixty regional finalists will each compete for up to \$100 million in American Rescue Plan funding. The finalists have proposed projects that will develop or scale industry sectors, develop and train the workforce of today, and build resilient economies. Finalists will now compete for Phase 2 of the challenge, which will award 20-30 regional coalitions up to \$100 million to implement three to eight projects that support an industry sector. The finalists were chosen from among 529 applicants and each



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Industry Briefs

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• **The DripBar** has opened at 11348 S. State St., Sandy, and offers the state's first IV vitamin therapy designed to help people feel healthier, more energized and better equipped to resist or recover from an illness or injury. It is the only Utah infusion center that is USB 797 compliant, which means the nutrients are compounded on-site in a sterile practice to prevent patient harm from contamination. The company started offering franchises in 2019 and is expected to have more than 40 locations by year-end.

INVESTMENTS

• **Pelion Venture Partners**, a Cottonwood Heights-based venture capital firm focused on early-stage technology companies, has raised \$365 million in its seventh fund. Pelion started in 1986. Pelion has four active flagship funds, one crypto and blockchain fund, and multiple special purpose vehicles under management.

• **Nomi Health**, an Orem-based direct healthcare company, has closed a \$110 million Series A funding round led by **Rose Park Advisors** and **Arbor Ventures**. The company said the funding will be used to advance its growth, specifically to "support continued platform development, including investments in new offerings that power the delivery of everyday healthcare services into communities and that reduce costs for organizations buying healthcare." In three years since its launch, Nomi Health has grown to more than 450 employees and more than 2,000 mobilized U.S. clinical and field staff.

• **Tava Health**, a Lehi-based healthcare technology startup providing access to professional mental health services for individuals, has raised \$10 million in Series A funding, led by **Peterson Partners**. Tava Health is an online mental health company that partners with employers to provide convenient, high-quality, accessible mental health resources to employees and their families.

• **Canopy**, a Draper-based tax practice software company, has raised \$35 million to accelerate its mission to become the default operating system for accounting firms. The Series BB round was led by **Ten Coves Capital** and included participation from **NewView Capital**, **Pelion Partners**, **Tenaya Capital** and **Ankona Capital**. The company has raised \$147.5 million to date.

LAW

• **Dentons Durham Jones Pinegar** has elected three new shareholders: **Lyndon R. Bradshaw** and **Ashley M. Gregson** in the firm's litigation practice in Salt Lake City, and **Scott F. Garrett** in its litigation practice in St. George. Bradshaw represents clients in complex commercial litigation matters relating to contracts and licenses, employment, trade secrets, product marketing, intellectual property, and shareholder disputes. His expertise includes trial and appeals work in both state and federal court, as well as discovery issues, motion practice, mediation and arbitration. Gregson focuses on navigating Utah administrative agency proceedings for her clients, particularly those involving allegations of employment discrimination, unemployment claims, licensing and contracts. Her litigation practice includes complex civil litigation and claims involving government entities and their employees in both federal and state court. She also specializes in judgment collection proceedings, in which she has represented both judgment creditors seeking payment and debtors seeking protection. Garrett's practice primarily focuses on criminal defense and civil litigation. He has conducted internal criminal corporate investigations into allegations of fraud and other related criminal activity. He has represented clients against government administrative action, defending against allegations of fraud, abuse, neglect, and other violations of statutes.



Lyndon Bradshaw



Ashley Gregson



Scott Garrett

He previously served as treasurer. **Annalisa Holcombe**, president of Western Governors University Advancement, will serve as vice chair. She previously served as fundraising chair. **Scott Parson**, president of CRH Americas Materials West, will serve as treasurer. **Kelly Mendenhall**, director of regulatory and pricing for Dominion Energy, will serve as secretary. The current chair, **Chad Westover**, CEO of University of Utah Health Plans, has completed his term and will remain on the executive board as immediate past chair. **Dan Eldredge**, vice chair, is retiring as general manager at the Intermountain Power Agency and is leaving the foundation's board.

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Annalisa Holcombe



Scott Parson



Kelly Mendenhall

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• **Square Financial Services**, in partnership with the **Community Foundation of Utah**, has launched the **21 Squared Grant** program to support community development nonprofits in the state. Through the program, Square Financial Services will be awarding twenty-one 501(c)(3) nonprofits with microgrants of \$2,100 to help support the critical community development work that goes on at the local level. The initiative is intended for Utah nonprofits in one of the following areas: small business development, affordable housing, reentry support and entrepreneurship, or financial capability and wellness. Applications are due Dec. 31 at <https://www.utahcf.org/be-a-partner/21-squared-grant-initiative>.

• **Discovery Gateway Children's Museum (DGCM)** in Salt Lake City is one of 50 institutions that has been awarded a "Communities for Immunity" grant through the **Institute of Museum and Library Services (IMLS)** and the **U.S. Centers for Disease Control and Prevention (CDC)**. The funding will be used to promote STEM education and good health practices in Salt Lake County. DGCM is working with the Salt Lake County Library to host free Family STEM nights at branches throughout the county where children can participate in fun science activities and parents can talk to science or health

experts. Food will be provided from IRC's Spice Kitchen and free mobile vaccination clinics will be available for those interested. These events will take place from January through March.

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PARTNERSHIPS

• **MX**, a Lehi-based financial data platform and connectivity company, and North Carolina-based **upSWOT**, a fintech platform to connect business applications, are partnering to provide insights, analytics and dashboards to help small-to-medium-sized businesses (SMB) manage their businesses more effectively. With the partnership, upSWOT will be powered by MX in enabling SMBs to connect their bank accounts to import their account details and transactions.

PHILANTHROPY

• For the second consecutive year, **TCN Inc.**, a St. George provider of a cloud-based call center platform for enterprises, contact centers, BPOs and collection agencies, will forego holiday gifts to its clients by donating funds to help local families in need. The help is in the form of a donation of more than 40,000 meals to **Utah Food Bank** and **Feeding America**.

REAL ESTATE

• **Zenith Development**, a Salt Lake City-based real estate development firm, has broken ground on **Lex Apartments**, a 144-unit multifamily development in Tooele financed by **Trez Capital**. Lex Apartments is the third phase of Lexington Greens, an 86-acre-plus master-planned community. Upon completion, Lexington Greens will have 192 single-family homes, 227 townhomes and three market-rate apartment complexes with over 300 units total. Lex Apartments will offer several floorplans including one-, two-, and three-bedroom units. **JWZ Architects** provided project design and **Highmark Construction** is serving as general contractor. **Rockworth Property Management** will serve as property manager upon completion.

RECOGNITIONS

• **Mountain America Credit Union** has been named the **U.S. Small Business Administration's** No. 1 overall small-business lender in Utah, based on the number of loans generated during the 2021 fiscal year. Lending more than \$90 million total, Mountain America provided 130 small-business owners with the capital needed to grow their businesses, hire more employees and help strengthen Utah's local economy. The small-business owners received a combination of 7(a) and 504 loans.

• **Graduation Alliance**, a Salt Lake City-based organization that has provided schools and communities the resources and support needed to help individuals reach their educational and career goals, has been recognized by **Cognia** as a **2021 "School of Distinction."** The honor recognizes schools and systems that demonstrate a sustained commitment to learners.

see BRIEFS next page

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Industry Briefs

from previous page

Seventy-nine schools out of thousands demonstrated excellence in meeting the Cognia Performance Standards during their 2020–21 accreditation reviews. Cognia is a global nonprofit improvement organization dedicated to helping institutions and other education providers grow learners, educators and leaders.

• **AgeLOC LumiSpa**, a product of Provo-based Nu Skin Enterprises Inc., has been named a “**Product of the Year**” in the **2021 BIG Awards for Business**, presented by the **Business Intelligence Group**. The product is an at-home beauty device.

RESTAURANTS

• **Raising Cane’s Chicken Fingers** has opened a restaurant at 3346 S. 5600 W., West Valley City. As part of its commitment to community involvement, it hosted an in-restaurant fundraiser Dec. 16, with 15 percent of all sales between 5 p.m. and 8 p.m. donated to **Utah Food Bank** to help feed people in need during the holiday season. It is the company’s third location in Utah and among nearly 600 restaurants in 31 states and the Middle East.

SERVICES

• **Savage**, a Salt Lake City provider of industry infrastructure and supply chain services, has added **Martha Bárcena Coqui**

to its board of directors. She will serve on the company’s audit and compensation committees. Bárcena is the former ambassador of Mexico to the United States, serving from December 2018 to February 2021.



Martha Bárcena Coqui

Her career includes serving as Mexico’s permanent representative to the United Nations agencies based in Rome as well as to the Governing Council of the International Institute for the Unification of Private Law; serving as the Mexican ambassador to Turkey concurrent with Georgia, Azerbaijan, Kazakhstan and Turkmenistan; serving as ambassador to Denmark concurrent with Norway and Iceland; and serving as consul in charge of the Department of Protection of Mexicans Abroad and Cultural Affairs at the General Consulate of Mexico in Barcelona. Bárcena has also worked at non-governmental organizations as advisor to the director of the Center for Regional Cooperation for Adult Education in Latin America and director of the Latin American Center for Globalization. She has been a professor at the Universidad Iberoamericana in Mexico, the Instituto Matías Romero, and Mexico’s Center for Higher Naval Studies.

TECHNOLOGY

• **Lucid Software**, a South Jordan-based visual collaboration software company, has hired **Seamus Hennessy** as chief financial officer and **Sean Goldstein** as chief revenue officer and promoted **Dan Lawyer** to chief product officer. Hennessy has over two decades of financial experience. He brings financial management and operational experience in both public and private technology companies, including as CFO at Udacity and Ruckus Wireless. He has also held CFO positions at Big Switch Networks and Aerohive Networks. Goldstein joins Lucid from Salesforce, where he was most recently the senior vice president of sales and transformation. He has experience leading teams across sales, customer success, marketing, strategy, M&A and operations. Lawyer’s promotion to chief product officer comes after a year in which he has led the development of two new products in Lucid’s Visual Collaboration Suite, Lucidspark and Lucidscale.

• **Vivint Smart Home Inc.**, a Provo-based smart home company, has appointed **Garner B. Meads III** as chief legal officer and secretary. He previously was interim general counsel. Meads has been with the company since 2016. Meads served as associate general counsel and assistant secretary of Vivint Smart Home since July of 2016 after serving as senior

corporate counsel at Vivint Solar Inc., a separate sister company, which he joined in January of 2015. Meads also has prior experience as an attorney for Vinson & Elkins LLP and Sidley Austin LLP. He earned his J.D. degree at the J. Reuben Clark Law School at Brigham Young University.



Garner Meads III

• **Turner Imaging Systems**, an Orem-based company that has developed a portable, battery-powered, X-ray imaging device, has appointed **Roberto Scorcía** as vice president of sales and marketing. Scorcía has experience in medical imaging, most recently leading the global go-to-market strategy, marketing and sales operations for Aspen Imaging Healthcare. Previously, he was global business development manager for general medical X-ray products at Spellman High Voltage Electronics Corp.



Roberto Scorcía

• **Aktify**, a Lehi-based conversational collective intelligence (CI) platform for enterprise businesses, has appointed **Chase Rigby** as chief product officer and

Dave Barney as chief technology officer. Barney will guide engineering and data science teams at Aktify, while Rigby will spearhead the product development and design. Rigby has experience creating and enhancing enterprise SaaS software. In his six years at Google, he led various teams at Niantic Labs, Search & Assistant, and ML reengagement for ads across YouTube, and Chrome. He also led Google’s Social Good team, processing payments for mining public data to predict public health epidemics that aided federal and NGO relief efforts. Barney spent more than a decade at Google developing machine learning and digital attribution models, teaching ML classes to fellow Google engineers, and leading fulfillment efforts in its global support organization. Prior to Google, Barney spent a decade working at various ML/AI start-ups. Most recently, Rigby and Barney worked at Kanopy, an enterprise video streaming platform.



Chase Rigby



Dave Barney

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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.

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

Business Alliance Holiday Party. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Cost is \$20. Registration is 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.

Dec. 28, 1-2 p.m.

"Talk About It Tuesday," a Women's Business Center of Utah event that is an open discussion moderated by Sarah Barstow, WBCUtah southern office business advisor. Event takes place online via Zoom. Free. Details are at wbcutah.org.

Jan. 4

KeyBank Business Accelerator, a South Valley Chamber 10-week program (through May 10) taught by the Impact Utah team and designed to provide business owners with information to create and manage a customized, three-year strategic growth plan. First session is "Identification." Program cost is \$500 (must be a chamber member). Details are available by emailing Karla Rogers at karla@southvalleychamber.com.

Jan. 4, 6:30-8 p.m.

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

Jan. 5, 10-11 a.m.

"Time Management," part of the nine-week "First Step to Next Step" program presented by the Women's Business Center of Utah. Event takes place online via Zoom. Free. Details are at wbcutah.org.

Jan. 5, 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.

Jan. 6, 11 a.m.-1 p.m.

Utah Outdoor Recreation Grant Workshop, a Utah Office of Outdoor Recreation event that will provide an overview of this year's available grants, eligibility requirements, past funded projects, the online application process, planning and writing resources, a Q&A and more. The Utah Division of Recreation will discuss the Recreational Trails Program (RTP) grants and the OHV Fiscal Incentive Grant (FIG) and how to use all of these funding sources together to help support projects. Information also will be presented about the National Park Service's Rivers, Trails and Conservation Assistance (RTCA) program. Event takes place online. Free. Registration can be completed at Eventbrite.com.

Jan. 6, 6-8 p.m.

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

Jan. 6, 7-8:30 p.m.

"Build Your Brand: Branding Series," a Small Business Development Center (SBDC) event that takes place online, with eight sessions through Feb. 24. Cost is \$149. Details are at <https://clients.utahsbdc.org/events.aspx>.

Jan. 11, 10-11 a.m.

"How to Do Market Research," part of the nine-week "First Step to Next Step" program presented by the Women's Business Center of Utah. Event takes place online via Zoom. Free. Details are at wbcutah.org.

Jan. 11, 11 a.m.-1 p.m.

"What It Takes to Get Your Venture Deal Closed," a VentureCapital.Org event featuring experts discussing how to find an ideal investor, navigate due diligence and ultimately get a round closed. Panelists are Jolene Anderson, Vector Point Ventures; Pat LaPointe, Frontier Angels; John Richards, Startup Ignition; and others to be announced. Cost is \$20 until Jan. 3, \$30 thereafter. Event takes place online. Registration can be completed at Eventbrite.com.

Jan. 11, 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.

Jan. 11, noon-1:30 p.m.

"Focused Business Conversations for Women," a Women's Business Center of Utah event. Topic is creating a Facebook group for a business to engage with an audience on a more informal and personal level. Location is Sizzler, 199 N. Main St., Cedar City. Free (pay for lunch). Details are at wbcutah.org.

Jan. 12, 10 a.m.-noon

"Good Work. Good Money," presented by the Park City Chamber and Women's Business Center of Utah and focusing on the imaginary conflict between values and dreams of success. Event takes place online. Details are at wbcutah.org.

Jan. 12, 5-6 p.m.

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

Jan. 12, 6-8 p.m.

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

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 \$80 for members, \$100 for nonmembers. Sponsorships are available. Details are at slchamber.com.

Jan. 13, 4-5 p.m.

Utah Outdoor Classroom Grant Workshop, a Utah Office of Outdoor Recreation event featuring an overview of the grant; offering resources in planning, building and curriculum development; and highlighting the available online resources from the Utah Outdoor Classroom toolkit and the Outdoor Classroom Design Guide. Joining to present the benefits of outdoor education and insights into outdoor classroom planning are Alex Porpora, executive director of the Utah Society for Environmental Education,

and Hilary Lambert, CEO of the Wasatch Mountain Institute. Grant funding is dedicated to permanent, built infrastructure that can support student learning and is limited to \$500-\$10,000. Eligible applicants include nonprofits, public K-12 schools and tribal organizations. The grant period opens Jan. 18 and closes March 18. Event takes place online. Free. Registration can be completed at Eventbrite.com.

Jan. 17, 10-11 a.m.

"Business Model and Pivoting," part of the nine-week "First Step to Next Step" program presented by the Women's Business Center of Utah. Event takes place online via Zoom. Free. Details are at wbcutah.org.

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>.

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

Business Alliance Luncheon. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Cost is \$20. Registration is required. Details are at davischamberofcommerce.com.

Jan. 19, 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>.

Jan. 19, 6:30-7:30 p.m.

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

Jan. 20, 8-9:30 a.m.

"The Site Ready Utah Program: Shovel-Ready is the New Incentive," a ULI (Urban Land Institute) Utah event. The program locates and certifies sites for future large-scale projects. The certification process is managed by the Economic Development Corporation of Utah (EDCUtah). Speakers include Theresa Foxley, EDCUtah CEO, and Elvon Farrell, community strategist. Location is the Gallivan Center, 239 S. Main St., second floor, Salt Lake City. Details are at <https://utah.uli.org/events-2/>.

Jan. 20, 10-11 a.m.

"Financial Statements," part of the nine-week "First Step to Next Step" program presented by the Women's Business Center of Utah. Event takes place online via Zoom. Free. Details are at wbcutah.org.

Jan. 20, 4-6 p.m.

South Valley Chamber Business Institute Open House, for past and new attendees prior to a monthly, nine-class course that begins Feb. 17 and takes place 8:30 a.m.-4 p.m. at various locations in the South Valley region. Institute is designed to provide attendees with a deeper understanding of the critical and essential issues affecting communities in Salt Lake County. Cost is \$1,000 for chamber members, \$1,500 for nonmembers. Details are available by emailing Karla Rogers at karla@southvalleychamber.com.

Jan. 25, 8:30-10 a.m.

"Better Your Business" Employer Seminar, presented by the Utah Department of Workforce Services Workforce Development Division and the Wasatch Front South Employer Connection Advisory Board. Speaker Mark Knold, chief economist for the Department of Workforce Services, will provide an update on the state of the economy for 2022. Event takes place online. Free. RSVPs can be completed by emailing jlay@utah.gov.

Jan. 25, 10 a.m.-noon

"QuickBooks Basics: Account Setup Tips & Tricks," a Women's Business Center of Utah event. Presenter is Amy Henry of Bountiful Bookkeeper. Event takes place online. Free (available statewide). Details are at wbcutah.org.

Jan. 25, 11 a.m.-1 p.m.

Business Women's Forum 2022, a Women's Business Center of Utah event with the theme "You'd Be Prettier If You Smiled and Other Lies Women Learn about Positivity 2.0." Presenter is Elizabeth McMillan. Location is Hilton Garden Inn Salt Lake City Downtown, 250 W. 600 S., Salt Lake City. Cost is \$30 for Salt Lake Chamber members, \$40 for nonmembers. Details are at wbcutah.org.

Jan. 25, 2-3:30 p.m.

"Starting Your Business 101," a Small Business Development Center (SBDC) event that takes place online.



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Business Tech

Cybersecurity preparedness and affirmative defenses

Cybersecurity attacks skyrocketed after the onset of the COVID-19 pandemic. These incidents have thrust companies leaders with an online presence into the throws of cybersecurity preparedness. However, no framework is foolproof as threat actors continue to push the boundaries at an estimated \$1 trillion in global losses.

Data breaches are not only an expensive financial loss, but they also cause harm to a company's intellectual property and intangible assets, not to mention the damages incurred through tort actions. State legislators around the United States are taking note and now provide for cybersecurity preparedness as an affirmative defense.

Making a Case for Cybersecurity "Safe Harbor" Laws

Data breaches are bound to happen, regardless of the safeguards and protocols in place. Should a company be held indefinitely liable for a situation beyond its control? Some states are inclined to disagree with imposing fines upon companies with reasonable cybersecurity measures in place and suffer consequences based on someone else's actions. Plus, many companies use cybersecurity products from third-party providers and should not have to pay for their negligence.

Not a Replacement for Cybersecurity Preparedness

However, these affirmative defenses or "safe harbor laws" should not replace cybersecurity preparedness. In fact, the protections gleaned from these laws are contingent upon the company's security practices. As such, protecting valuable customer data should be proactively managed to significantly mitigate the potential financial and non-financial impact of a data breach claim.

The True Financial Impact of a Data Breach

Under various data protection acts, companies that are victims of a data breach will face expensive breach notification requirements. For example, they must notify consumers of a specific period, leverage credit protection services and incur tremendously serious civil damages and penalties. Other indirect losses of a data breach

include productivity losses, opportunity costs, reduction in market share, company devaluations and lower stock values.

In short, businesses should avoid a cybersecurity data breach at all costs, regardless of whether safe harbor laws are in place or not. According to IBM's annual "2021 Cost of a Data Breach Report," the average global cost for a single data breach is \$4.24 million to a company for a single event. These numbers do not include the penalties and fines imposed by government departments and agencies over the breach.

Lost Business Hurts Companies the Most

There is a significant business loss associated with a data breach and often the largest of all penalties. Lost business accounts for 38 percent of financial losses, as referenced in the above report. When companies lose business, they see higher rates of customer and employee turnover, as well as lost revenue and a diminished reputation. Consumers will take data breaches very seriously in the future, which is reasonable considering the ways in which data is abused and utilized to create a drain on American markets.

Ransomware Attacks Are the Most Expensive Data Breach

An average ransomware attack costs companies more than a typical data breach at a staggering \$4.62 million, as revealed in IBM's report. Additional costs not included in this figure come with a ransomware attack, including data recovery, encryption and lost data availability revenue.

This number also does not include the ransom, which many cybersecurity experts advise against companies paying. Again, this average does not include government-imposed levies and fines associated with a ransomware attack. Companies should view these averages as underscoring the importance of cybersecurity protocols.

Punitive Fines Cause Companies to Shut Their Doors

State regulators are aware that data privacy violations and penalties can dwarf the actual breach costs, according to the

state and government involved. For instance, in Europe, general data protection regulation fines can reach a maximum of 4 percent of global revenue or 20 million euros, whichever is greater. The magnitude of these numbers can cripple businesses, especially those classified as small or microbusinesses.

It is vital to consider affirmative defense laws across the United States to encourage fair trade while under the guidance of cybersecurity practices. Cybersecurity preparedness is non-negotiable and should be viewed as such. Otherwise, the

public could lose faith in policy, which results in a host of other negative consequences that far exceed any form of a data breach.

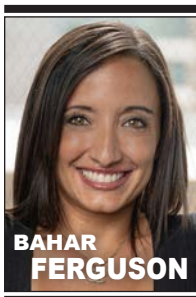
What Affirmative Defenses Mean for Businesses

Business leaders must update how they approach cybersecurity protocols. As they draft incident response plans and user agreements, these efforts should incorporate any new legal requirements and practices. Affirmative defense laws release the company from liability but only if they have the right provisions in place. Otherwise,

they cannot use an affirmative defense should a data breach occur.

Business leaders should also consider working with legal counsel that understands the issues surrounding cybersecurity preparedness and affirmative defenses in case a legal issue arises. Doing so can ensure that their companies continue operating into the future.

Bahar Ferguson is president of Wasatch I.T., a Utah-owned and operated provider of outsourced IT and managed compliance services for small and medium-sized businesses.



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CALENDAR

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

Jan. 27, 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.

Jan. 27, noon-1 p.m.

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

Jan. 27, 5-6 p.m.

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

Jan. 27, 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>.

Jan. 29, 6-9 p.m.

Utah Manufacturers Association Annual Awards Banquet. Theme is "The Roaring '20s." Social hour begins at 6 p.m., followed by dinner at 7 p.m. Location is Little America Hotel, 500 S. Main St., Salt Lake City. Cost is \$300 per couple, \$1,500 for a table of 10. Details are available at <https://umaweb.org/event/umas-annual-awards-banquet/>.

Feb. 2, 8 a.m.-noon

DISC Training, a Salt Lake Community College Employee Development Workshop. DISC is a simple, practical, easy-to-remember model for effective communication that examines behavior as driven by needs and allows people to adapt to specific situations. Location is SLCC's Westpointe Campus, 1060 N. Flyer Way, Salt Lake City. Cost is \$225. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

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

Business Alliance Luncheon. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Cost is \$20. Registration is required. Details are at davischamberofcommerce.com.

Feb. 3, 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 businesses 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/>.

Feb. 3, 6-8 p.m.

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

Feb. 8, 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.

Feb. 15, 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 Provo/Orem SBDC Center at Utah Valley University in Orem. Details are at <https://clients.utahsbdc.org/events.aspx>.

Feb. 16, 8 a.m.-4 p.m.

"Managing Conflict," part of the Salt Lake Community

College Frontline Leader Workshop Series and focusing on recognizing and utilizing proactive communication techniques to manage the impact of conflict in the workplace. 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>.

see CALENDAR next page

POPULATION

from page 1

(4.1 percent), Washington County (4 percent) and Utah County (2.9 percent). Utah County had the highest natural increase, net migration and population growth in the state, far exceeding Salt Lake County's 0.8 percent growth. One-third of statewide growth between July 1, 2020, and July 1, 2021 came from Utah County residents. Salt Lake County contributed 15.9 percent of growth and Washington County was responsible for 12.5 percent of growth. Davis, Weber, Cache, Iron and Tooele counties contributed between 7.7 percent and 5.1 percent

each to the state's growth. Garfield County was the only county to lose population in 2021.

Impacts of COVID-19. Although the anticipated impacts of COVID-19 on births were not apparent in the data, the significant increase in deaths changed how the state and many counties grew. Net migration became the driver of growth statewide, increasing by 15 percent over the previous year and driving growth in three-quarters of counties. While net migration varies annually in Utah, natural increase (outside of a global pandemic) typically does not. Once COVID-19 related deaths subside, there is an expectation that natural increase will stabilize.

AMAZON

from page 1

the Salt Lake area to be able to receive purchases in as little as five hours. The evolution of our same-day delivery program is driven by our partnership with local communities like Salt Lake and are made possible by the people who live there."

Amazon has invested over \$2 billion in infrastructure, compensation and community in Utah since 2010. It now employs more than 8,000 people at five fulfillment centers and sortation centers, three delivery stations, and four Whole Foods in the state.

"Amazon has made a long-term commitment to Utah," said Theresa A. Foxley, president and CEO of the Economic Development Corporation of Utah. "Over the past 10 years, the company has invested more than \$2 billion in infrastructure facilities, and compensation for employees resulting in more than 8,000 new jobs. We're excited to see this latest expansion."

The company said its sub-same-day buildings serve as mini-fulfillment centers, optimized for delivering hundreds of thousands of items with ultra-fast

same-day speed between the customer order and delivery.

Amazon launched same-day delivery in 2009 and it is available to Prime members in 46 major metropolitan areas. Since the company launched the faster sub-same-day service more than a year ago, Prime members in more than a dozen cities can order from a selection of up to 3 million items.

The company says that in addition to convenience, the faster deliveries will also help reduce carbon emissions, which is in line with its climate pledge to be net zero by 2040. Sub-same-day facilities are closer to customers, reducing the need for air transport and generally decreasing the long distance that drivers have to commute in order to deliver packages to customers, it said.

In addition to generating 250 full-time and part-time jobs, the facility enables additional Amazon Flex delivery partners to deliver same-day packages on behalf of Amazon while choosing a flexible work schedule and earning great pay, Amazon said. The 250 positions feature benefits such as healthcare, paid time off, vision and dental. Amazon is also offering a \$3,000 sign-on bonus for new hires that start before Christmas Day.

KENTUCKIANA

from page 3

Daniel Royal, director of corporate growth and business development at Go Utah, said Utah faced competition from Nevada for the project.

Go Utah documents indicate the project will generate new total wages of nearly \$60.9 million over 10 years and new state tax revenue of nearly \$3 million during that time. The new jobs will pay an average of \$71,895.

KCC's contract with the state will be post-performance, meaning it will receive the tax credit only after it meets its obligations. Each year that KCC meets the criteria in its contract, it will qualify for a portion of the total tax credit.

"This expansion will allow KCC to establish a West Coast presence for manufacturing," Dan Hemmert, Go Utah executive director, said in a prepared statement. "The company will be a great addition to Utah's manufacturing industry, and we're excited for the number of jobs they'll bring to Tooele."

"We're very excited to further our expansion efforts in Utah," Anthony Balbach, KCC chief financial officer, said in a prepared statement. "By expanding our presence in Utah, we hope to establish a long-standing foothold in the western United States market and further our lineup of healthy building initiative HVAC products and roof curbs. As a 100-percent employee-owned company, we also look forward to welcoming new 'employee owners' and continuing our maturation as a premier technological and exceptional quality manufacturer."

Theresa A. Foxley, president and CEO of the Economic Development Corporation of Utah, said Tooele City did "a tremendous job" in supporting this long-standing corporate partner as the company increased its investment in Tooele.

"The city helped them identify suitable real estate, assisted in a re-zone of the property, and is funding electrical infrastructure to the site," she said. "KCC's confidence in Tooele City as a partner moving forward will pay dividends as they expand in the West."

ARENA

from page 1

"We're delighted to announce Pfizer's proposed acquisition of Arena, recognizing Arena's potentially best-in-class S1P molecule and our contribution to addressing unmet needs in immune-mediated inflammatory diseases," said Amit D. Munshi, president and CEO of Arena. "Pfizer's capabilities will accelerate our mission to deliver our important medicines to patients. We believe this transaction represents the best next step for both patients and shareholders."

"The proposed acquisition of Arena complements our capabilities and expertise in inflammation and immunology, a Pfizer innovation engine developing potential therapies for patients with debilitating immuno-inflammatory diseases with a need for more

effective treatment options," said Mike Gladstone, global president and general manager of Pfizer Inflammation and Immunology. "Utilizing Pfizer's leading research and global development capabilities, we plan to accelerate the clinical development of etrasimod for patients with immuno-inflammatory diseases."

In addition to etrasimod, Arena's pipeline includes two development-stage cardiovascular assets, temanogrel and APD418. Temanogrel is currently in Phase 2 for the treatment of microvascular obstruction and Raynaud's phenomenon. APD418 is currently in Phase 2 for acute heart failure.

Pfizer said it expects to finance the transaction with existing cash on hand. The proposed transaction is subject to customary closing conditions, including receipt of regulatory approvals and approval by Arena's stockholders.

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CALENDAR

from previous page

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

Business Alliance Luncheon. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Cost is \$20. Registration is required. Details are at davischamberofcommerce.com.

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

2022 Athena Award Luncheon, a Davis Chamber of Commerce event. Location is the Davis Conference Center, 1651 N. 700 W., Layton. Details are at davischamberofcommerce.com.

Feb. 24-25

Entrepreneur & Investor Life Sciences Summit 2022, presented by BioUtah, BioHive and the PIVOT Center at the University of Utah and designed to bring investors and innovators together to showcase Utah's entrepreneurship. Summit takes place Feb. 24, with ski day taking place Feb. 25. Location is the Peterson Eccles Alumni House on the University of Utah campus. Details to be announced.

Feb. 24-25

38th Annual Investors Choice Capital Conference, a VentureCapital.Org event featuring up to 30 startups pitching their companies to an investor audience. Ski day and investor reception take place Feb. 24 at Solitude Ski Resort. Conference

takes place Feb. 25 at the Grand America Hotel, 555 S. Main St., Salt Lake City. Virtual option for conference is available. Costs vary. Registration can be completed at Eventbrite.com.

Feb. 24, 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.

Feb. 24, noon-1 p.m.

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

March 1-2

2022 Intermountain Deal-Source Summit and Ski Event, an ACG (Association for Corporate Growth) Utah event featuring middle-market deal flow content, multiple networking and meeting opportunities and activities. Theme is "Celebrating Utah Dealmakers." Location is Pendry Hotel Park City, 3720 N. Sundial Court, Park City. Cost through Jan. 14 is \$275 for ACG members, \$375 for nonmembers, \$1,395 for private equity group and \$995 for intermediary capital provider. Details are at <https://www.acg.org/utah/events/2022-intermountain-deal-source-summit-and-ski-event>.

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

Business Alliance Luncheon. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Cost is \$20. Registration is required. Details are at davischamberofcommerce.com.

March 9, 8 a.m.-5 p.m.

"Lean Office with Simulation," a Salt Lake Community College Employee Development Workshop. Participants will learn improvement solutions for overlooked processes that have an impact on every system, process, employee and customer within an organization. Location is SLCC's Westpointe Campus, 1060 N. Flyer Way, Salt Lake City. Cost is \$325. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

March 15-April 5, 8 a.m.-5 p.m.

Lean Six Sigma - Green Belt, a Salt Lake Community College Employee Development Workshop taking place on Tuesdays. Participants will learn methodologies for waste reduction and process improvement skills and apply problem-solving and quantifiable tools through Lean Six Sigma strategies. Location is SLCC's Westpointe Campus, 1060 N. Flyer Way, Salt Lake City. Cost is \$1,450. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

March 16, 8 a.m.-4 p.m.

"Business Writing," part of the Salt Lake Community College Frontline Leader Workshop Series. Participants will consider critical writing skills to achieve clar-

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ity, organization, readability and accuracy in business messaging. 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>.

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

Business Alliance Luncheon. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Cost is \$20. Registration is required. Details are at davischamberofcommerce.com.

March 23-April 13, 8:30 a.m.-4:30 p.m.

PMP Certification Exam Prep, a Salt Lake Community College Employee Development Workshop taking place on Wednesdays. This intermediate course prepares participants to successfully pass the PMP exam

by reviewing the concepts and principles of project management. Students will study project management methods in accordance with PMI requirements and a syllabus to study for the 2021 200-question PMI PMP examination. Location is SLCC's Miller Campus, 9750 S. 300 W., Sandy. Cost is \$1,195. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

March 24, 8:30-11 a.m.

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