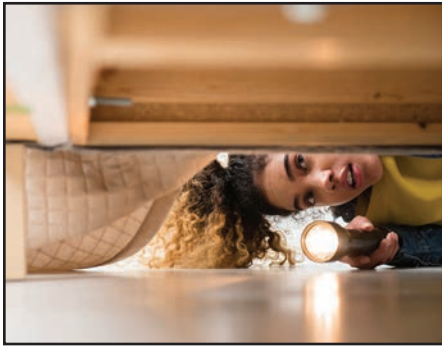


OF NOTE



I can't find my phone

The average Utahn could last only 1.8 days without their cell-phone, according to a survey by GearHungry.com, a resource for reviews of men's gear, gadgets and gifts. The U.S. average is 1.6 days. Nationally, device usage has increased by one-third since the start of the COVID-19 pandemic.

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Jazz purchase is top 2020 Utah acquisition

Brice Wallace
The Enterprise

Their names are at the top of the organizational chart, but the new owners of the Utah Jazz see every Utahn as part of the franchise.

"We're all in this together," Ryan Smith said as he and his wife, Ashley, were presented the M&A Award at the ACG (Association for Corporate Growth) Utah's 17th annual Intermountain DealSource Summit, for their acquisition last year of the majority stake in the Jazz for \$1.66 billion from the Miller family.

Smith said everyone involved in the transaction, every business owner and every

person in the state should realize they have a stake in the Jazz, too. While acknowledging that the team is a business, Smith stressed it also is a community asset.

"You're part of this. You're part of Utah. You're part of building this. You're part of the Jazz," he said. "We want you to laugh, and cry when we cry, and it's going to be hard and there's going to be good times, so we just want to enjoy it all together because it's what we need. It's what we need in the world right now."

The summit also included a presentation of the Growth Capital Award to Lucid, founded by Ben Dilts and Karl Sun in 2010. Last year, the company secured \$52 million in a Series D funding round on an evaluation of more than \$900 million. The company

started with Lucidchart, a web-based, proprietary platform that allows users to collaborate on drawing, revising and sharing charts and diagrams.

Smith took a different route in building Qualtrics, an experience management

see DEALSOURCE page 15

Still falling: Utah unemployment down to 3.1%

Utah's unemployment rate fell to 3.1 percent in January, just behind South Dakota's 3 percent for the second-lowest in the nation. The jobless rate means that just over 50,000 Utahns are still actively looking for work, according to the Utah Department of Workforce Services.

The national unemployment rate sits at 6.3 percent, according to the Bureau of Labor Statistics.

"The winter months have decelerated but not stopped the Utah economic recovery," said Mark Knold, chief economist at the Department of Workforce Services. "With end-of-year adjustments, December's employment estimate has been scaled back and the January estimates reflect a slight improvement over the revised December numbers. Yet private-sector employment has returned to employment expansion. It is government employment that is curbing the overall picture — in particular, education employment."

Utah's January private-sector employment recorded a year-over-year expansion of 0.3 percent, the department reported. Five of Utah's 10 private-sector major industry groups posted net year-over job gains, led by professional and business services (9,900 jobs); trade, transportation and utilities (8,100 jobs); and financial activities (4,100 jobs). Five industry groups remain with year-over employment declines, led by leisure and hospitality services (down 12,400 jobs), education and healthcare (down 7,600 jobs) and information (down 1,500 jobs).



Rio Tinto has announced plans to build a tellurium extraction plant at its Bingham Canyon Kennecott copper mine. Tellurium is a component of cadmium telluride, a semiconductor used to manufacture thin film photovoltaic solar panels such as these at a solar power generating facility in Rich County.

Rio Tinto to build new tellurium extraction facility at Utah mine

Rio Tinto will begin construction on a new plant that will recover tellurium, a critical mineral used in solar panels, from copper refining at its Kennecott mine near Salt Lake City. Rio Tinto is investing \$2.9 million to set up the plant, which will recover tellurium as a byproduct of copper smelting, extracting the mineral from waste streams. The plant will have a capacity to produce approximately 20 tons of tellurium per year.

Rio Tinto expects to begin production of tellurium in the fourth quarter of 2021, creating a new North American supply chain for the mineral.

Tellurium is a component of cadmium telluride, a semiconductor used to manufacture thin film photovoltaic solar pan-

see TELLURIUM page 14



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

State enlists three more healthcare providers to help vaccination effort

As the number of doses of COVID-19 vaccine increased in Utah with the availability of the new Johnson & Johnson one-dose medication, the Utah Department of Health enlisted additional healthcare providers to give the shots. Intermountain Healthcare and University of Utah Health joined Nomi Health as private companies helping to vaccinate Utahns under the agreement with the state.

All three contractors have operations ongoing throughout the state and said they would expand operations as state vaccine allotments increase. The new vaccination locations will not replace existing state and county sites or the pharmacies currently giving shots.

“These partners will increase our reach throughout the state. They will be able to offer large-scale vaccination clinics in some areas where we’re currently unable to do so,” said Tom Hudachko, spokesperson for the Utah Department of Health. “They have established relationships with many residents in the state who have underlying medical conditions, so we will rely on them to help with those populations. We always intended to activate additional [locations] once we had surpassed the capacity of the health departments to administer vaccines.”

Intermountain Health has begun giving vaccinations at Logan Regional Hospital, McKay-Dee Hospital in Ogden, Park City Hospital, Riverton Hospital, St. George Regional Medical Center, The Orthopedic Speciality Hospital in Murray and Utah Valley Hospital in Provo. Anyone eligible for the vaccine can set up an appointment by going to <https://intermountain-healthcare.org>.

Nomi Health is administering vaccinations at Megaplex Theaters in Lehi, Vinyard, West Valley City, Centerville and South Jordan with other location additions pending. Details are at getmyshot.utah.gov.

University of Utah Health vaccination locations are at the University of Utah Hospital in Salt Lake City and the Redwood Health Center at 1525 W. 2100 S. in Salt Lake City.

CDC says vaccinated and 'low risk' individuals can now safely gather

The first shoe has fallen in the nation’s journey toward normalcy following the coronavirus pandemic.

Last Monday, the Centers for Disease Control and Prevention (CDC) released highly anticipated guidance on practices considered safe for those who are fully vaccinated against the COVID-19, relating to gatherings, quarantine and testing. Most notably, the CDC said that those who are fully vaccinated can spend time with unvaccinated people indoors, with no mask, so long as those who are unvaccinated are at low risk for severe COVID-19.

“As vaccinations increase, this guidance represents a first step toward returning to everyday activities in our communities, and CDC will update these recommendations as more people are vaccinated, rates of COVID-19 in the community change and as additional science and evidence become available,” the CDC said in a press release regarding the guidance.

Dr. Rochelle Walensky, the director of the CDC, said that two weeks after the second dose, or the single dose for those receiving a vaccine developed by Johnson & Johnson, fully vaccinated persons can safely gather inside with other fully vaccinated people without wearing face masks or physical distancing, the CDC said, calling these indoor gatherings “likely low risk.”

As the size of gatherings increase and involves additional households, the risk also increases. In gatherings with fully vaccinated people and unvaccinated people from multiple households, everyone should wear a mask and practice distancing, per the guidance.

Further, regardless of vaccination status, everyone should avoid medium-to-large-sized gatherings indoors and follow local guidance on related restrictions. If fully vaccinated people decide to partake, they should wear masks, practice distancing and wash hands often. The CDC also said that going to the gym and dining inside poses a smaller infection risk for fully vaccinated people.

'This Is Our Shot': Salt Lake County's campaign to encourage vaccination

The Salt Lake County Health Department has unveiled a new public awareness campaign and website built around the theme “This Is Our Shot” to promote the importance of county residents getting their necessary COVID vaccinations.

The campaign, which launched earlier this month, features radio, TV, billboards, bus shelters, transit advertising, direct mail, digital marketing and collateral

elements, all built around variations on the message, “This Is Our Shot. Let’s Take It.” The concept is to promote COVID vaccination awareness and provide the most up-to-date information available to Salt Lake County residents.

All creative messages will drive visitors to the county’s new website, thisourshot.com, for the latest details on who’s eligible for vaccines, where to get a vaccination when the time is right and other facts about the vaccine and Utah’s efforts to meet a 70 percent herd immunity goal.

“We’ve been working quickly and have put a lot of time and resources behind our efforts,” said Salt Lake County Mayor Jenny Wilson. “It’s important we inform the residents of Salt Lake County and others in our community in a timely, upfront manner as details and information change frequently.”

Though the campaign was assembled in a relatively short amount of time, the thinking behind the campaign is based on extensive research—both quantitative and qualitative, Wilson said. Salt Lake County Health Department staff and representatives conducted online surveys and focus groups to determine what misconceptions exist about COVID vaccines and where further information and education might be most effective. The campaign is produced in both English and Spanish.

“Our primary goal is to encourage people who live in Salt Lake County and surrounding areas of the importance of getting a COVID vaccination through outreach, education and awareness,” said Gary Edwards, executive director of Salt Lake County Health Department.

State lowers vaccination eligibility age to 50, adds more comorbidities

The number of Utahns eligible to receive the coronavirus vaccine is growing. Last Monday, eligibility was expanded to include people age 50 and older. Some with underlying conditions, including those 16 and older who have Type 1 or Type 2 diabetes, a body mass index above 30 or chronic kidney disease, also became eligible. The new newly eligible group numbers about 700,000, according to state estimates.

“This is a huge addition to eligibility,” Gov. Spencer Cox said. He estimated that every Utah adult who wants a vaccine will be able to get one by the end of April.

Full details about vaccine eligibility are available at coronavirus.utah.gov/vaccine.

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Orgill to almost double its Hurricane footprint, add 157 jobs over 10 years

Hurricane-based Orgill Inc. has announced plans to expand its operations. The company made the announcement in conjunction with the Utah Governor's Office of Economic Development (GOED), the St. George Area Economic Development (SGAED) council, and the Economic Development Corporation of Utah (EDCUTah).

The company has a current footprint of 234 employees and

a 540,000-square-foot distribution center. Orgill plans to build a 427,000-square-foot addition and hire 157 new employees over the next 10 years, the organizations said in a joint release. The expansion includes capital expenditures of \$20 million.

Orgill is the world's largest independent hardlines distributor, with annual sales of \$3 billion. The privately owned company was founded in 1847 and is head-

quartered in Collierville, Tennessee. Orgill serves more than 11,000 retail hardware stores, home centers, pro lumber dealers and farm stores throughout the United States and Canada and over 50 countries worldwide.

"We're pleased that Orgill is expanding in a rural part of Washington County," said Dan Hemmert, executive director of GOED. "The company has been a steady, long-term contributor to

the local economy, and we look forward to the future impact Orgill will have here."

"It has been amazing to watch our customer base in the West grow over the years," said Darin Houskeeper, Orgill's vice president of distribution-West. "This expansion will allow us to serve our existing customers more efficiently and help us prepare for further growth in the future."

Orgill first located in Hur-

ricane in 2004, in part due to a state of Utah incentive. This current expansion did not involve a state incentive but did receive incentives through a local redevelopment agency.

This has been a complex, retention-oriented effort from August 2020 on, when the company's site selection consultant first approached us," said Gregg McArthur, SGAED director of economic development. "Nevada was our main competition. We had help from multiple partners, including GOED, taxing entities, real estate experts, the city of Hurricane, EDCUTah and others. We're grateful for the help of everyone involved."

"We are delighted that Orgill has elected to expand their operations in Hurricane City. They have been a great corporate partner in our community, providing quality jobs for our residents for the past 15 years," said Mayor Bramall of Hurricane. "We welcome the opportunity to support Orgill in their expansion and continued future success."

Zions Bank launches initiative to add diversity to supply chain

Salt Lake City-based Zions Bank has launched a supplier diversity program aimed at bringing more diverse businesses to its supply chain, the bank said in a release. The program helps identify businesses as owned by people in traditionally underrepresented groups — including minorities, women, LGBTQIA individuals, veterans and people with disabilities — that may be able to offer products and services needed by the bank.

"Banking is a local business

and to be successful we must be representative of the communities we serve," said Zions Bank president and CEO Scott Anderson. "This program levels the playing field so more businesses can successfully compete for Zions Bank procurement opportunities."

Anderson said that to be included in the program, businesses must complete an online registration and company profile. Qualifying businesses are then added to a supplier database, which is made available to supply

chain managers. The database raises the visibility of diverse vendors — including existing vendors like Salt Lake City-based catering company LUX Catering & Events. Because LUX is more than 51 percent owned and operated by individuals who identify as LGBTQIA, it qualifies to participate in Zions' supplier diversity program.

LUX managing partner Chris Sanchez, who identifies both as gay and LatinX, says support for supplier diversity is a benefit not

only to his family and his small business, but also to the larger economy.

"Promoting the inclusion of these under-utilized entrepreneurial groups allows for new ideas and creates a unique business community filled with innovation and competition," Sanchez said.

"Corporate America can be a champion for equality and diversity when they demonstrate their true commitment through not only external practices but also internal practices and policy," Sanchez said. "It requires the full and transparent commitment of a company to be true to the community it belongs to."

To participate in the supplier diversity program, a business must be at least 51 percent owned, operated and controlled by individuals in the following groups: racial/ethnic minorities, women, LGBTQIA individuals, veterans or people with disabilities.

HealthEquity buys commute management co.

HealthEquity Inc. of Draper has purchased Luum, a technology platform for employee commute management, compliance and sustainability. HealthEquity is one of the nation's largest independent health savings account custodian companies.

"This acquisition strengthens the HealthEquity commuter offering, delivering a critical toolset HR and facilities professionals need to implement flexible return-to-office and hybrid-workplace strategies," HealthEquity said in announcing the acquisition. "Combining technology and deep integrations with parking providers and IT integrations into HR and Payroll systems, employers can now offer safe, affordable commute alternatives and flexible remote-work benefits."

"Luum's enterprise commute platform and connected ecosystem of third-party mobility solutions enable employers to design benefits for every commute, or no commute at all," said Sohier Hall, CEO of Luum. "Adding Luum's powerful platform to HealthEquity's existing commuter offering and reach, we expect to help our clients offer their workforce the most flexible, useful and sustainable way to get to and from work. The timing of this acquisition could not be more perfect as employers across the country gear up for a new commuting and work access en-

vironment. They require the unified system that puts their benefit policies into practice. In support of employee experience to real estate asset optimization to workforce equity to corporate sustainability, the Luum and HealthEquity combination is that solution."

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PUBLISHER & EDITOR
R. George Gregersen

PRESIDENT
David G. Gregersen
david@slenterprise.com

VP/GENERAL SALES MANAGER
Dale Dimond
dale@slenterprise.com

MANAGING EDITOR
John M. Rogers
john@slenterprise.com

CONTROLLER
Richard Taylor
richard@slenterprise.com

OFFICE MANAGER
Dionne Halverson
dionne@slenterprise.com

CLASSIFIED DISPLAY
david@slenterprise.com

CIRCULATION
Dionne Halverson
dionne@slenterprise.com

LIST DEVELOPMENT
lists@slenterprise.com

ADVERTISING INQUIRIES
david@slenterprise.com

TO CONTACT NEWSROOM
john@slenterprise.com

ART SUBMISSIONS
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StorageCraft merging with Minn. company

Arcserve, a disaster recovery and data protection company in Eden Prairie, Minnesota, and Draper data protection firm StorageCraft have signed an agreement to merge their operations.

Once completed, the merger of the “two highly complementary companies will form the most comprehensive global provider of data management and protection solutions for organizations spanning from SMBs to the Fortune 500,” a statement from the new company said.

“The combination of StorageCraft’s leadership in the small and medium-sized business and managed service provider market combined with Arcserve’s strength in the enterprise and [value-added reseller] ecosystem, is game-changing for the data protection and recovery market,” said Matt Medeiros, chairman and CEO of StorageCraft.

“Following the completion of the merger, the scope and scale

of our combined businesses will allow us to bring a dramatically broader portfolio of solutions to market,” said Douglas Brockett, president of StorageCraft. “At the same time, it expands the resources with which we can serve our customers and ensures we grow hand in hand with our channel partners.”

Arcserve and StorageCraft will continue to fully support and invest in their existing solutions, the firm said. In addition, both companies will increase investments in research and development and combined IP, which will strengthen both companies’ product portfolios, as a result of the merger. Channel partners and end-users alike will see rapid innovation for continuous data availability across every platform and location. This will enable a seamless evolution from current to next-generation infrastructures and data workloads, including hyper-converged, multi-cloud, containers,

edge infrastructures, and next-generation cloud data centers.

“Companies in every sector are looking to modernize their infrastructures amid unabated cyber threats and global changes that have altered the way they must protect and manage data,” said Tom Signorello, CEO of Arcserve. “This merger will place us at the forefront of filling a massive market gap by supporting all workloads in every environment with one ecosystem. No longer will organizations require ad-hoc solutions that only add to the complexity they are trying to solve. We will be better placed than any other vendor to be ready as new workloads arise and infrastructures evolve — providing certainty today and in the future.”

Following the merger, StorageCraft will be branded as StorageCraft, an Arcserve Company, and the merged company will be led by Signorello as CEO and Brockett as president.

Square opens industrial bank

San Francisco-based Square Inc. has opened a Utah-chartered and FDIC-insured industrial bank in Salt Lake City. Square Financial Services is the state’s 16th industrial bank. The new bank is a wholly owned subsidiary of Square Inc., a publicly traded financial services company best known for its smartphone and tablet credit card reading devices and applications. Square was founded by Twitter CEO Jack Dorsey.

On Sept. 17, 2017, Square submitted an application to the Utah Department of Financial Institutions to establish the new bank. The application was materially amended in December 2018 and the state commissioner of financial institutions granted conditional approval of the application in an order dated March 17, 2020. After satisfying all opening requirements, the department authorized the bank to open for business effective earlier this month. Square Financial Services is the second new industrial bank to open in Utah since 2008.

The bank will offer banking products and services, including deposits, primarily to a nationwide market of small businesses, including those who operate as merchants on Square’s payment processing platform.

Utah industrial banks have total assets of \$171 billion, a large portion of the \$365 billion in assets held by all Utah-chartered banks, credit unions and other depository institutions.

Cycle co. opens Utah HQ

Serial 1 Cycle Co., an electric bicycle brand formed in partnership with American motorcycle manufacturer Harley-Davidson Inc., has established its western United States headquarters in Lehi. The company’s main office, including its engineering department, will remain in Milwaukee.

Recent hires Brandon Proctor, vice president of sales and service, and Jon Ward, vice president of marketing, will be relocating to Salt Lake City to oversee the office.

“We are inspired by the energy, growth and passion for entrepreneurship in the burgeoning

Silicon Slopes,” said Jason Huntsman, president of Serial 1. “Plus, Utah is an incredible place to enjoy the outdoors and we’re looking forward to exploring the many bike paths and bike lanes on our e-bicycles.”

Serial 1 anticipates hiring at least 20 additional staff members in sales, customer service, e-commerce and web development at the Utah office.

The company takes its name from “Serial Number One,” the nickname for Harley-Davidson’s first motorcycle. The company will deliver its first bicycles later this spring.

RoadSafe Traffic Systems acquires Innovative Marking Systems Inc.

RoadSafe Traffic Systems Inc., a Chicago-based provider of traffic control and pavement marking services, has acquired Innovative Marking Systems (IMA) of Bluffdale. Innovative is a supplier of roadway striping and removal, epoxy and waterborne paint pavement marking, and sign installation services.

RoadSafe said he acquisition of IMS will further establish its position in the Mountain West region and expansion into the Utah market. The transaction follows RoadSafe’s recent growth in the Pacific Northwest and West Coast, which has become an increasingly active region for the company as part of its western U.S. strategy.

IMS founder and CEO Paul Cheever will continue to lead the Utah operation along with the

current management team.

“We are excited to join the RoadSafe family,” said Cheever. “By joining RoadSafe, we will continue to provide our customers with excellent service while investing in our resources and our team. RoadSafe’s focus on company culture, safety and customer service aligns well with our values and makes this a seamless choice for IMS.”

“The addition of IMS expands our service offerings while establishing our geographic presence in attractive, high-growth regions,” said David Meirick, CEO of RoadSafe. “Under the leadership and direction of Paul and Mary Cheever, IMS has a strong reputation in the industry, and their level of service, combined with their expertise, make them a strong fit for RoadSafe.”

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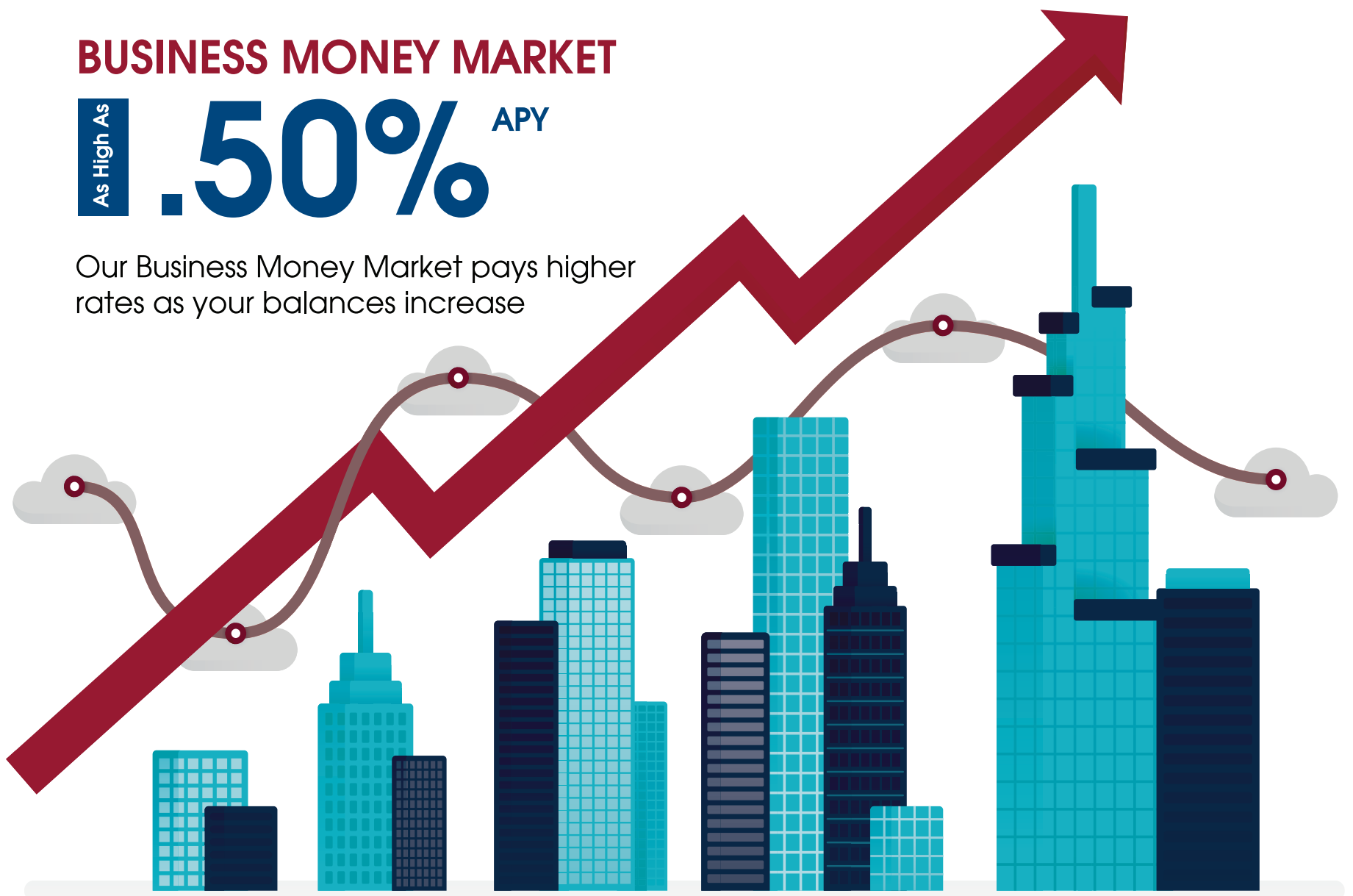
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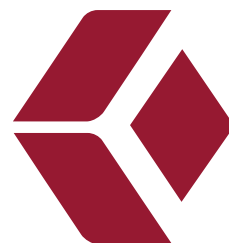
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Strike team investing over \$250,000 in Utah coal country projects

The Utah Coal Country Strike Team, an initiative to aid development in communities in the state's coal country, has announced a \$251,185 investment in nine projects that support small businesses, affordable housing, tourism infrastructure and student scholarships in Carbon and Emery counties. This new investment, which is leveraged with an over four-to-one match, will help diversify the economy in Utah's coal country and help residents achieve a more economically stable future, the organizations said. The new contribution brings the total amount invested by the locally led team to \$1.3 million.

Funding for the investment comes from Schmidt Futures, a philanthropic initiative formed to benefit societal outcomes through the development of emerging science and technologies. The Kem C. Gardner Policy Institute at the University of Utah is the research partner of the Utah Coal Country Strike Team.

Utah Coal Country Strike Team also announced that it has reached its goal to secure a 10 percent increase in incomes for residents of the region.

"Despite the challenges we face, Carbon and Emery counties have significant potential for future economic success,"

said Geri Gamber, director of the Southeastern Utah Association of Local Governments, which leads the strike team. "This additional funding from Schmidt Futures will help us fulfill that potential and invest in new opportunities for all Utahns living in the region."

The Strike Team, which was a finalist in 2019 national competition sponsored by Schmidt Futures to raise incomes for America's middle class, pursues a four-fold strategy that includes workforce training, housing revitalization, tourism infrastructure and economic development incentives, Gamber said. The effort serves as a national model for how a public university can organize a multi-disciplinary, data-driven and mission-focused "strike team" to help coal-dependent communities struggling in a dynamic energy environment shifting away from fossil fuels.

"Utah's coal country is a lot like the other 150 coal communities scattered around the country," said Mike Kourianos, mayor of Price, the economic center of Utah's coal region. "We have a vision to diversify and invest in a bright future for our children and grandchildren. As we do so we value partnerships like we have with Schmidt Futures and the University of Utah to help us cre-

ate a more well-rounded economy moving forward."

The team assesses its success through a custom-built model that measures income gains in coal country compared to that of other coal communities in the United States. Using a synthetic control approach, the model compares actual income in Utah's coal country on a quarterly basis to the trend incomes in 150 benchmark coal communities. The model helps investors see whether their investments achieve desired outcomes.

"Public universities like the University of Utah embrace a service mission to help our states prosper," said Natalie Gochnour, director of the Kem C. Gardner Policy Institute. "We recognize the economic hardship faced right now by the very people and communities that helped build the Utah economy. As public policy leaders we share our expertise with a locally led effort, and in doing so, provide a national example of how universities can serve."

The new funding supports nine projects and investments, which are:

- **Silicon Slopes East Co-Working Spaces.** Support the creation of two coworking spaces, one in Carbon County and one in Emery County, for remote workers and local entrepreneur-

ism.

- **Coal Country Scholarship.** Provide scholarships for students at Utah State University Eastern for training and re-training in needed fields.

- **Culinary Entrepreneurship Commercial Kitchen Incubator for Tourism.** Remodel an existing kitchen at the Business Technical & Assistance Center to meet commercial standards and serve as an incubator for local food entrepreneurs.

- **Small Business Global Marketing.** Assist small businesses in the region to develop new global markets and revenue streams.

- **Business Outreach.** Further digital infrastructure efforts by the Carbon County Chamber of Commerce to organize and unite the local business community as the economy diversifies.

- **Ground-Up Housing Construction Program.** Support the ground-up construction program, which works with local contractors to provide land and materials to build new homes for participants who contribute with sweat equity.

- **Tourism Infrastructure Improvements for the Green River.** Assist with Green River City's tourism infrastructure project, including river access, interpretive signs, an ADA accessible ramp and a watercraft launch site.

- **Tourism Infrastructure Improvements for the Price River.** Support Helper City's Price River restoration project to allow for additional tourism and a launching point to the city's center.

- **Main Street Revitalization.** Support the façade improvement program on Main Street to improve tourism infrastructure in Price City.

The investment in these projects is matched by \$1.14 million in secured matching grants from the Utah Governor's Office of Economic Development, Utah State University Eastern, U.S. Department of Agriculture, U.S. Economic Development Administration, Carbon County, Emery County, City of Green River, Utah Department of Wildlife Resources, Helper City, and Price City.

CORPORATE FINANCIAL REPORTS

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

Purple Innovation

Purple Innovation Inc., based in Lehi, reported a net loss of \$2.1 million, or 3 cents per share, for the fourth quarter ended Dec. 31. That compares with a loss of \$12.7 million, or 29 cents per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$173.9 million, up from \$124.3 million in the year-earlier quarter.

For the full year 2020, the company reported net income of \$10.9 million, or 8 cents per share, which compares with a net loss of \$12.4 million, or 40 cents per share, for 2019.

Revenue in 2020 totaled \$648.5 million, up from \$428.4 million in 2019.

Purple designs and manufactures comfort products, including mattresses, pillows, cushions, frames and sheets.

"We concluded an amazing year of profitable growth for Purple with a strong fourth-quarter performance," Joe Megibow, CEO, said in announcing the results. "Despite the many challenges in 2020, our teams leaned-in

and executed successfully, including this holiday season, identifying and capitalizing on market opportunities while at the same time investing in future growth."

Megibow said the company has doubled its share of the U.S. premium mattress market over the past two years.

"Fiscal 2021 is off to a solid start and we believe we are well-positioned to build on our recent accomplishments and intend to continue investing in capacity expansion, innovation and company showrooms to further expand our market share for years to come."

Clarus

Clarus Corp., based in Salt Lake City, reported net income of \$7.1 million, or 22 cents per share, for the fourth quarter ended Dec. 31. That compares with \$12.4 million, or 40 cents per share, for the same quarter a year earlier.

Sales in the fourth quarter totaled \$75.9 million, up from \$61 million in the year-earlier quarter.

For the full year 2020, the company reported net income of \$5.5 million, or 18 cents per share, which compares with \$19 million,

see EARNINGS page 10



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NEW IDEAS, PRODUCTS AND SERVICES FROM UTAH COMPANIES



KT Tape, an American Fork company that manufactures drug-free pain relief products, has released a wearable electromagnetic product to treat musculoskeletal pain. The battery-powered **KT Recovery+ Wave** (KT Wave) has been clinically proven and has received FDA approval to deliver electromagnetic technology traditionally found only at a clinician's office.

KT Tape said the new device brings relief to those who suffer from sports injuries, knee pain, arthritis, back pain, carpal tunnel, sprains and other afflictions of muscles and joints. It uses sensation-free electromagnetic pulses, known clinically as pulsed shortwave therapy (PSWT), to reduce nerve hypersensitivity and relieve pain. Utilizing technology 17 years in the making, KT Wave is a miniaturized, non-prescription product that makes PSWT portable and affordable, KT Tape said.

The device itself is a lightweight, discreet, flexible loop that uses adhesive tabs to attach it to the affected area. Its pulsing non-thermal, low-energy electromagnetic signals are sensation-free. KT Wave has a suggested retail price \$34.99 and a guaranteed battery life of 250 hours.

"Reversal of nerve hypersensitivity requires a sustained stimulus over days or weeks and so an effective intervention must be convenient to use, low-cost and not interfere with activities of daily living," said bioelectromagnetics researcher **Dr. Ken McLeod**. "KT Wave meets all of these requirements and so provides an optimal approach to chronic pain prevention."

Lehi-based online genealogy service **MyHeritage** has released **Deep Nostalgia**, a new feature on its family history website that animates faces in still photos. The feature produces a realistic depiction of how a person could have moved and looked if captured on video. The application produces a video animation of a face that can smile, blink and move. MyHeritage now offers a suite of features for colorizing, restoring, enhancing and animating historical photos. "You'll have a 'wow

moment' when you see a treasured family photo come to life with Deep Nostalgia," said **Gilad Japhet**, founder and CEO of MyHeritage. "Seeing our beloved ancestors' faces come to life in a video simulation lets us imagine how they might have been in reality and provides a profound new way of connecting to our family history."



Provo-based **Qualtrics**, a provider of software for the way businesses deal with customers, employees, products and brands, has introduced **Health Connect**, an automated integration connecting electronic medical record (EMR) systems directly to the Qualtrics XM Platform. EMR systems like Epic, Cerner and others can now integrate into the Qualtrics system to help healthcare organizations improve the patient experience. The product gives healthcare providers an easy way to reach out to patients and deliver more personalized care



between experience data and EMR operational data will empower clinicians to deliver personalized and compassionate care to every patient," said **Patty Riskind**, Qualtrics' head of global healthcare. "With Health Connect, healthcare providers can customize and personalize outreach to patients, gaining unique and relevant insights about individual care experiences."

Cardagraph, a Lehi provider of products for the business productivity analytics market, has announced that its new SaaS platform has emerged from two years of development and beta customer use. The **Cardagraph Platform** bridges the data visibility gap plaguing business leaders, especially those in operations, product, financial and marketing roles, the company said.



Cardagraph solves this problem by connecting to the data systems used by teams, such as Salesforce, Slack, Google, Hubspot, Workfront, Jira and others. "For business leaders who are being asked to drive growth and manage teams better, our platform is a dream come true," said **Bentley Wilson**, co-founder and CEO of Cardagraph. "The opportunity to solve big problems for business leaders is what's driving our teams and our focus. It's all about making our customers' lives better."

Murray-based **Finicity**, a provider of software for the financial sector, has launched its one-touch mortgage verification service, **Finicity Lend**, which simplifies the mortgage origination process.

The solution allows consumers to easily allow data access so lenders can verify assets, income and employment in a single interaction with borrowers that takes minutes instead of days, the company said. The verification is accepted by both Freddie Mac and Fannie Mae in place of manual loan



documentation. "We are streamlining mortgage lending significantly, reducing costs and shortening the time needed for the overall loan origination process," said Finicity CEO and co-founder **Steve Smith**. "With Finicity Lend, our ultimate goals are to help mitigate risk for lenders, create an improved consumer experience and ultimately increase overall financial inclusion by helping borrowers better prove their creditworthiness."

Ivanti Wavelink, the supply chain business unit of Lehi-based internet security and IT asset management company Ivanti, has introduced **Ivanti Wavelink Velocity Solutions Directory**. The new directory enables device manufacturers offering solutions for the supply chain and warehousing industries to now rapidly validate their solutions for the Ivanti Wavelink Velocity platform. It also provides a centralized portal where Ivanti Wavelink solution partners and customers can gain access to information on validated devices.



"Ivanti Wavelink is proud to be the first to offer this type of solutions directory to our partners and customers," said **Brandon Black**, vice president and general manager of Ivanti Wavelink. "This is a competitive advantage we extend to device manufacturers that accelerates engagement and improves their time-to-revenue by eliminating what is typically a lengthy validation process."

Lehi's **Podium**, a customer messaging platform, has added **Podium Campaigns** to its existing suite of interaction management tools, allowing local businesses to launch short message service (SMS) text message marketing campaigns directly from the Podium platform. SMS averages 4.5 times the rate of email and Podium Campaigns enables easy creation, management and reporting of campaigns in line with a business' messaging strategy. "Creating a tailor-made solution for local businesses to market to their customers via text has been one of the biggest requests we have had



from our customers for years and was the next logical step in the expansion of Podium's platform," said **Eric Rea**, co-founder and CEO at Podium. "We're excited to roll out this feature to further enable local businesses to better serve their customers via channels they already use."

Industry Briefs

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

ARTS/ENTERTAINMENT

• Construction has begun on a major renovation of the **Larry H. Miller Megaplex Theatres** location at The Gateway in Salt Lake City. The project is a joint venture between the **Larry H. Miller Group of Companies** and **Vestar**, owners of The Gateway. The renovated theaters complex will feature heated luxury recliners, in-seat dining, premium snack and beverage service, elegant décor, private meeting and event space, state-of-the-art technology and more. It will occupy the same general area as the original Megaplex location that dates back to 2001.

ASSOCIATIONS

• **Eddie Canaday** has been appointed to serve on the **International Gay & Lesbian Travel Association Foundation's** board executive committee. Canaday is Visit Salt Lake's director of convention sales in its Washington, D.C., office and diversity market development director. The association works to advance LGBTQ+ travel by providing information and resources for LGBTQ+ travelers and expand LGBTQ+ tourism globally by demonstrating its significant social and economic impact.

CONTESTS

• **Gabb Wireless**, Lehi, has announced the "**Gabb Ambassador Search**," a contest open to youngsters age 15 or younger who live in the United States. The winner will receive \$10,000, a billboard in their hometown, and a year-long contract as a Gabb ambassador. Details are at gabblife.com. The contest is the finale in a series of six contests over six months leading up to the discovery of the next ambassador.

ECONOMIC INDICATORS

• **Utah** is the top state in the nation for **remote-job growth by 2028**, according to **CareerCloud**. It used the most recent data from the Bureau of Labor Statistics and the Census Bureau. The rankings were determined by analyzing three metrics in each state: remote job opportunities, projected growth rates in these jobs through 2028, and broadband access. Utah topped the overall rankings. Utah remote-job growth through 2028 is projected at 41.7 percent. Next-highest is Colorado at 30.8 percent. The lowest projection is for Mississippi at 2.2 percent. Remote work in the U.S. grew by 30 percent in the past decade. It is projected to grow by 16 percent by 2028. Details are at <https://www.careercloud.com/news/best-states-for-remote-jobs>.

• **Utah** is the No. 6-worst state for nurses and aides when factoring in wages, job opportu-

nities and cost of living, according to a study by **TheSeniorList.com**. It analyzed data from the Bureau of Labor Statistics, Census Bureau and Zillow Rent Index. The rankings were determined by comparing each state across nine categories and scoring them. Massachusetts was the highest-ranked best state. Oklahoma was ranked last.

• **Salt Lake City** is ranked No. 5 among "**Best Cities for Electric Car Owners**," a list compiled by **LawnStarter**. It compared the 200 largest U.S. cities across 11 key factors, including the number of state electric vehicle laws and incentives, average insurance premium and the number of charging stations per capita. Salt Lake City was ranked No. 2 for infrastructure and No. 3 for most electric vehicle charging stations per 100,000 residents. Irvine, California, topped the overall list. Midland, Texas, was bottom-ranked. Details are at <https://www.lawnstarter.com/blog/studies/best-cities-to-own-an-electric-car/>.

• **Utah** is ranked sixth-best overall and **Salt Lake City** is ranked No. 2 among larger cities in a study of "**Places with the Best and Worst Nursing Homes in America**," compiled by **DNP Program Studies**. It analyzed Google and Yelp reviews of more than 10,000 facilities nationwide. Vermont led the state rankings. Nevada was bottom-ranked. Arlington Heights, Illinois, led the larger-cities rankings. Details are at <https://www.dnpprogramstudies.com/news/the-places-with-the-best-and-worst-nursing-homes-in-america/>.

HEALTHCARE

• **Recursion**, a Salt Lake City-based digital biology company industrializing drug discovery, has announced the appointment of **R. Martin Chavez** as chairman of its board of directors. Chavez, who joined Recursion's board in 2020, will serve as the company's first independent chairman.



Martin Chavez

In this role, he will oversee the organization's goals with regard to investor relations and apply his career-long innovation expertise to support Recursion's mission to decode biology and radically improve lives. His experience includes serving in a variety of senior roles at Goldman Sachs, including chief information officer, chief financial officer and

global co-head of the firm's Securities Division and as a member of Goldman's management committee; serving as CEO and co-founder of Kiodex; and serving as chief technology officer and co-founder of Quorum Software Systems. He also has served as a senior advisor at Sixth Street Partners and as a board member for Paige, Banco Santander SA and Sema4.

INVESTMENTS

• **TaxBit**, a Salt Lake City-based cryptocurrency tax and accounting automation software company, has raised \$100 million in a Series A funding round led by **Paradigm** and **Tiger Global**, with additional participation from **PayPal Ventures**; **Coinbase Ventures**; **Winklevoss Capital**; investor **Bill Ackman**; **Ryan Smith**, Qualtrics co-founder and chairman; **Anthony Pompliano**; **Michael Vaughan**, former Venmo COO; **Galaxy Digital**; **Valar Ventures**; **Collaborative**; **Global Founders Capital**; **Album Ventures**; **TTV Capital**; **Original Capital** and more.

• **Traverse**, Mercato Partners' growth equity fund, has announced a \$20 million investment as part of an \$80 million Series E round for **Beam Dental**, a dental insurer based in Ohio. Also participating in the round were **Drive Capital**, **Georgian**, **Nationwide Ventures**, **Ainge Advisors** and **Breakout Capital**. Beam plans to use the proceeds from the round to extend its distribution system as well as the continued expansion of its technology platform and product offering.

• **KetoNatural Pet Foods**, a Salt Lake City-based pet food startup, has closed a \$2 million seed financing transaction led by Chicago-based fund **Corazon Capital**. KetoNatural makes Ketona, hailed as a first-of-its-kind dry pet food with the low carbohydrate and high protein content previously only found in raw or fresh pet food products. The \$2 million will be used for marketing, expanding the product line, growing the team and investing in new scientific work.

PHILANTHROPY

• Utah's 35th annual "**Scouting for Food**" Drive resulted in donations of an estimated 142,000 pounds of food at donation drop-off sites across the state. Four hundred BSA Cub Scout Packs, Scouts BSA troops and Venturing Crews across Utah, 40 community food pantries and food banks, 35 **Arctic Circle Restaurants**, 18 **Bank of Utah** locations and

11 **Red Hanger** locations distributed 59,000 Scouting for Food bags in communities throughout the state. Bank of Utah branches, Red Hanger Cleaners and local pantries and food banks served as donation sites throughout the food drive, and more than 50 local **Smith's Food & Drug** stores and a few rural grocers allowed local Scouts to collect donations from shoppers on Scouting for Food Day on Feb. 6.

• **Mountain America Credit Union**, Sandy, has donated nearly \$30,000 to location charities in connection with its college basketball three-point shot programs. It donated \$50 to a local charity for every successful three-point shot made by **Brigham Young University**, Idaho State University and Boise State University during the 2020-21 men's college basketball season. BYU's recipient charity is the **American Red Cross**, which received \$11,500.



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REAL ESTATE

• **KBS**, an investor in commercial real estate, recently signed 102,928 square feet in leases at its **Millrock Park**, a four-building, Class-A office plaza in Holladay. The transactions included five new leases and two renewals with expansions. The five new companies to sign leases include **Dyno Nobel**, involved in commercial explosives, and **WSP USA**, a global engineering professional-services firm. Other new tenants at the property include **Kensington Capital**, **Insperty** and **Banyan Venture Partners**. **Clene Nanomedicine**, a pharmaceutical company, and **Buckner Insurance Services** also recently renewed and expanded their leases at Millrock Park. Jordan Wall,

see BRIEFS next page






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Industry Briefs

from previous page

senior executive vice president of **Colliers International**, represented KBS in the leases.

RECOGNITIONS

• **Peak Awards** were recently presented by **Riverton City** and the **South Valley Chamber** to recognize outstanding businesses and individuals for their success in business and contributions to the community. Earning **Riverton Peak Awards for business** were **Chamber Ambassador of the Year, David Khwaja**, owner of First Touch Consulting; **Business Man of the Year, Monte B. Peterson**, president and chairman of Peterson's Fresh Market; **Business Woman of the Year, Leslie Mulford-Reiser**, owner of Elite Academy; and **Business of the Year, Salsa Leedos Mexican Grill**. **City awards** include **Outstanding City Employee Award, Todd Stewart**, facilities maintenance manager, Riverton City; **Mayor's Service Award, Linda Abel**, chair, Riverton City Historic Preservation Commission; and **Excellence in Public Safety Award, Chief Wade Watkins**, Unified Fire Authority. **Sandy Peak Awards** included **South Valley Chamber Sandy Ambassador of the Year, Pro Syaysith**, BBSI; **Business Person of the Year, Tom Steele** and **Stephanie Carter**; **Developer of the Year, Synergy Development**; **Innovative Company of the Year, Vascular Access Devices BD Medical**; **Public Private Partnership Award, Costco Wholesale Sandy No. 487**; **Business of the Year, Slackwater**; **Community Service Award, Children and the Earth Inc.**; **Residents' Choice Award, The Honeysuckle Coffee Co.**; and **Mayor's Excellence Award, Rush Cycle Sandy**.

• The **U.S. Small Business Administration's** Utah District Office has named the leading lenders who assist small-business owners in securing the capital they need through SBA's traditional loan programs. SBA data shows that the lending community in Utah approved almost 1,100 traditional SBA loans. Certified development companies made a record number of 504 loans in terms of dollars in fiscal year 2020, providing over \$205 million in debentures and total projects representing over \$520 million. Overall, the economic impact through traditional SBA

lending products approached \$900 million. These figures only represent the traditional loan programs and do not include the PPP or EIDL lending program results. Recipients of the **SBA Utah District Office FY 2020 Lender Recognition Awards** are **Zions Bank**, Top 7(a) Lender by Number of Approvals and Top 7(a) Rural Lender; **America First Credit Union**, Top 7(a) Lender by Dollars Approved and Top National 7(a) Credit Union Lender by Dollars Approved – Nationally; **Mountain West Small Business Finance**, Top 504 Lender, Top Lender to Minority-Owned Businesses and Top Lender to Women-Owned Businesses; **Celtic Bank**, Top 10 National 7(a) Lender – Nationally; **Mountain America Credit Union**, Top 504 Third Party Lender and Top National 7(a) Credit Union Lender by Number of Loans Approved – Nationally; **Central Bank**, Top Community Lender Based on Number of 7(a) Loans Approved; and **Rock Canyon Bank**, Top Community Lender Based on 7(a) Dollars Approved.

• The top 20 teams have been named in the **2021 High School Utah Entrepreneur Challenge**, a competition hosted by the **Lassonde Entrepreneur Institute**, a division of the David Eccles School of Business at the University of Utah, and sponsored by **Zions Bank**. Teams from high schools across the state are competing for \$25,000 in cash and scholarships. More than 130 teams applied. Each team faced the challenge of identifying a problem and proposing a creative solution. The next step is online voting, which is open to the public through March 26. The 20 finalists will give a virtual presentation to judges March 27. The finalist teams are **Acti-Vest** (Juan Diego Catholic High School), **Alteration Annie's** (West High School), **Bayern Auto** (American Fork High School), **Branch Bomb** (Woods Cross High School), **Busy Bee Box** (Woods Cross), **ConnecTeen** (Waterford School), **Eggshell Remover** (Springville High School), **Floura** (Taylorsville High School), **FoodFinds** (Park City High School), **Ivy Health** (American Fork), **Jespersion Inc.** (American Fork), **Lazorback** (Blue Peak High School), **Lending Lions** (Rowland Hall-St. Mark's), **LitFit** (West), **Mighty Mist** (Academy for Math, Engineering and Science),

Pocket Garden (Hillcrest High School), **Polaris Printing** (Park City), **Ringo Leveling the Testing Field** (West), **The Orca** (West Jordan High School), and **Voltage Electric Kart Systems** (Park City).

• **My College Laptop**, a Lehi-based education resource website that advocates for technology immersion in college, has compiled a list of community colleges that are aggressively addressing the technology gap for their students. The list is at mycollegelaptop.com/ and includes Houston Community College, Clovis Community College in California, Shoreline Community College in Washington, Mount San Antonio College in California, Western Iowa Tech Community College, Montgomery College in Maryland, Portland Community College in Oregon, Los Angeles Community College District, Everett Community College in Washington, and Harrisburg Area Community College in Pennsylvania.

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RETAIL

• **Reliable Auto Sales**, 410 W. 2100 S., Suite 9, Salt Lake City, has become a **U-Haul** neighborhood dealer. It will offer services like U-Haul trucks, moving supplies and in-store pickup for boxes.

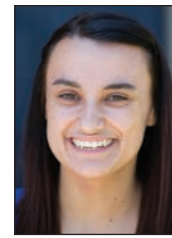
SCHOLARSHIPS

• Applications are being accepted through April 30 for two full-tuition-paid **Women in Tech Scholarships** to help women launch careers in the tech industry, to be presented by **V School**, in partnership with **RizeNext Tech-Moms**. The first scholarship is available for V School's web development or UX/UI design online programs. The second scholarship is for TechMoms.

technology programs. Details are at https://vschool.io/scholarships/tech-moms/?utm_campaign=wit&utm_source=email.

TECHNOLOGY/ LIFE SCIENCES

• **Code Corp.**, a Salt Lake City-based company focused on barcode scanning and data capture technologies, has promoted **Jessica Johnson** to director of manufacturing. Johnson has been



Jessica Johnson

with the company for 10 years, starting as an intern and steadily working her way up to greater levels of leadership and responsibility. She earned a Bachelor of Science in mechanical engineering in 2013 from the University of Utah.

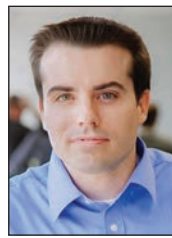
• **Pluralsight Inc.**, a Draper-based technology workforce development company, has promoted **Lindsay Bayuk** to chief marketing officer. Bayuk has



Lindsay Bayuk

been with the company since 2016, serving as the company's first vice president of product marketing and later expanded to include all brand and content marketing, social, integrated marketing, analyst relations and customer advocacy. She later served as interim CMO. Prior to joining Pluralsight, she was a product marketing and product management leader at several SaaS startups.

• **MX**, a Lehi-based connectivity and data enhancement company serving financial institutions and fintechs, has named **James Dotter** as the company's first chief business officer and



James Dotter

hired **Brian Kinion** as chief financial officer. Dotter will oversee the company's strategic initiatives and drive interdepartmental alignment, along with corporate development, legal and business operations. For the past seven years, Dotter has served as



Brian Kinion

chief financial officer. Prior to joining MX, Dotter was the vice president of finance and operations at XANT, formerly InsideSales.com; and president and founder of Provinti. Kinion will oversee the company's finance organization, including investor relations, financial planning and analysis, accounting, compensation and deal desk. Kinion has more than 30 years of experience, including taking four companies public and leading financial departments at private and public companies, including Upwork, Marketo and SuccessFactors.

TRANSPORTATION

• The **Utah Transit Authority (UTA)** recently celebrated the completion of the first phase of construction on its new bus operations, maintenance and administration facility, known as the **Depot District Clean Fuels Technology Center (DDCFTC)**. Once the project is complete, the facility will have the capacity to store, operate, maintain and service its current fleet of compressed natural gas and electric vehicles with room for future expansion. Global architecture and design firm **Stantec** is providing project management, planning, architecture, interior design, lighting design and sustainability design on the \$95 million project. During Phase I, the project team delivered the new wash building, a parking lot for employees and visitors, satellite fueling facilities for UTA's non-revenue vehicle fleet, and diesel fueling for transit buses. Phase II of construction recently started and will complete the project, with 132,892 square feet of new administration, operations and maintenance facilities, and canopied parking for 135 buses. Phase II is expected to be complete in the spring of 2023. The project is replacing a 45-year-old facility.

• **Keystone Aviation**, Salt Lake City, has again secured its designation of **Wyvern Wingman Certified Operator** following an audit conducted by Wyvern in November. The Wyvern Wingman Standard, the first air charter audit standard in the aviation industry, provides a safety benchmark that allows air charter customers to assess performance expectations against recognized industry best operating practices before purchasing air charter services. This is Keystone's 18th consecutive time to attain the designation. Keystone Aviation provides private jet charter, aircraft management and aviation maintenance.

Succeeding in Your Business

How to destroy a thriving medical practice

"I am a young (mid-30s) physician who has just completed his residency and wants to buy a sub-urban general medicine (internist) practice.

"I have been a fan of your YouTube videos for years and wonder if you have any advice for me — not so much on how to buy the practice but how to keep the patients on board after I do."



CLIFF ENNICO

terminated my relationship with my personal care physician after almost 15 years. I had been a patient of the physician whose practice he acquired 15 years ago and I stayed with the practice despite a very rocky transition in which I understand almost 50 percent of patients went elsewhere within a year.

Here are some of the things he did wrong which you should avoid:

He Didn't Have a Good Attorney Representing Him. He bought the practice without the assistance of an attorney experienced in business sales. By conceding too quickly to the seller's demand for an "all-cash" deal, he left the seller without any incentive to stick around, introduce patients to the new doctor and

otherwise smooth the transition process.

There Was No Communication with the Patients. The seller's longtime patients were never notified of their doctor's retirement and became aware of it only when they called to schedule an appointment and a total stranger answered the phone. There was no letter from the retiring doctor announcing the sale and encouraging patients to stay with the new doctor.

He Changed Too Much, Too Fast. He fired the seller's office staff and moved the practice from a convenient ground-floor location (preferred by senior citizens) to a cramped office on the fifth floor of a nearby building with only one creaky elevator.

He Made His Spouse His Office Manager. To save money, he appointed his wife — a non-

practicing lawyer with zero experience in managing a medical practice — as the practice's office manager and hired only part-time nursing and office staff. Employee turnover soared, to the point where patients never saw the same nurse or physician's assistant more than once.

He Made Lifestyle Changes the Practice Couldn't Keep Up With. Shortly after buying the practice, he bought a \$2 million house in a wealthy neighborhood and proceeded to have three children in almost as many years.

But that's not all. After settling into the practice, he began doing things that at first were merely irritating but ultimately cost him many more patients.

He Withdrew into An Ivory Tower and Became Unresponsive. His voice message discouraged patients from calling after hours, saying that if they had an emergency, they should call 911. There was no answering service or other means of contacting the doctor directly after noon two days a week or during the staff's daily lunch break. If a patient went into the hospital, the doctor never visited on his rounds and did not call to ask how the patient was doing.

When the COVID-19 pandemic hit, instead of sending out information bulletins to his patients with advice and reassurance, he changed his voice message to say, "If you suspect you have COVID-19, please don't visit the office."

He Went into an Unrelated Specialty That Ate Into His Practice Time. He began offering Botox treatments and marketed them aggressively as a higher-margin service.

He Performed Unnecessary Services to Maximize Medicare Reimbursement. When a patient turned 65, the doctor insisted on making monthly "wellness" calls

that rarely lasted for more than a few seconds but generated more than \$100 each for the practice. If a patient refused the calls, he or she was required to visit the practice at least once a month or else the doctor wouldn't approve prescription renewals. The doctor's bills to Medicare frequently included services the patients didn't recall receiving during their office visits.

He Ignored His Reviews on Social Media. Patients complained, even to the point of questioning whether the doctor was engaged in Medicare/Medicaid fraud, but the doctor never responded. He ended up with the lowest ratings on social media of any doctor in the county.

Don't get me wrong: I understand completely that a medical practice is a business and that physicians should be entitled to a decent living after the grueling apprenticeship they go through. But always remember that most patients still see you as a professional, not an entrepreneur. They expect you to care about them as human beings and to make decisions based on what you think is medically right for them. This is especially true of older people, who account for most of a typical medical practice's revenue.

This doctor is highly competent and (when you finally get to see him) has a good bedside manner. But by sending his patients strong signals that he cares more about his practice's revenue than his patients' well-being (intentionally or not), he continues to struggle after 15 years by driving patients away. Including — finally — me.

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

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First of all, let me congratulate you on making the difficult decision to become an internist; far too many young doctors are seduced by the siren call (and higher income) of specialty practices, to the point where in many parts of the country, there is a shortage of general practitioners.

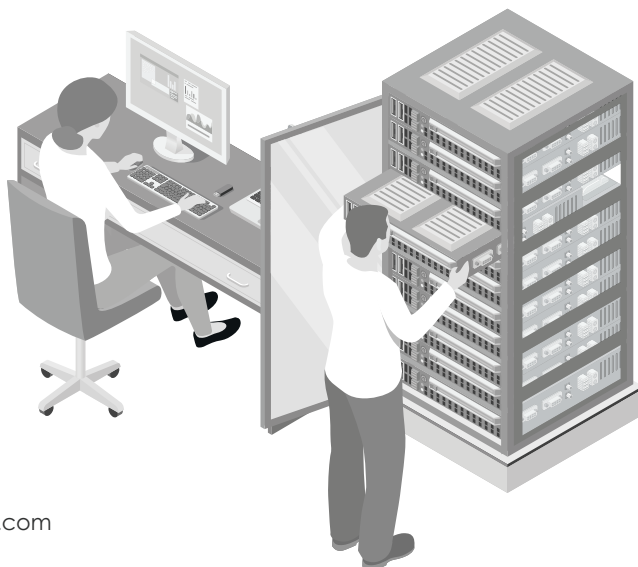
This is an extremely timely message for me: I recently



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EARNINGS

from page 6

or 61 cents per share, for 2019.

Sales in 2020 totaled \$224 million, down from \$229.4 million in 2019.

Clarus develops, manufactures and distributes outdoor equipment and lifestyle products focused on the climb, ski, mountain and sport markets. Its brands include Black Diamond, Sierra, Barnes, PIEPS and SKINourishment.

"Our momentum from the third quarter carried through to the end of the year, demonstrating

the strength of our brand portfolio and the resilience of our 'super-fan' brand strategy," John Walbrecht, president, said in announcing the results.

"The strong year-over-year sales growth we generated during the fourth quarter of 2020 outperformed our previously stated outlook and drove an even more robust improvement in our fourth-quarter adjusted EBITDA (earnings before interest, taxes, depreciation and amortization). This performance in a dynamic retail environment is a testament to the hard work of our team and our commitment to our strategic priorities."

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. NOTE: Because of concerns with the coronavirus, events listed here may be postponed or canceled. Check with organizers to determine if individual events are taking place.

March 15, 10-11 a.m.

“Monday Mashup with Amber;” a Women’s Business Center of Utah open discussion event taking place each Monday. Moderator is Amber Murray, WBCUtah business advisor and owner of See Your Strength. Event takes place online via Zoom. Details are at wbcutah.org.

March 15, noon-1 p.m.

“The Ethics of Employment: COVID-19 and Utah’s Workforce;” part of the “Ethics Week” series presented by the Hinkley Institute at the University of Utah, in partnership with the Kem C. Gardner Policy Institute and the David Eccles School of Business’ Daniels Fund Ethics Initiative. Speakers are Silvia Castro, executive director, Suazo Business Center; Theresa Foxley, president and CEO, the Economic Development Corporation of Utah; Peter Philips, professor and labor economist, University of Utah Economics Department; Heidi Walker, chief operating officer, Salt Lake Chamber; and Natalie Gochnour (moderator), director of the Gardner Institute. Event takes place online. Details are at <https://gardner.utah.edu/events/>.

March 16-17

Utah Safety Conference & Expo, a Utah Safety Council event. The fifth annual conference will feature breakout sessions, keynote speakers, and an expo highlighting the latest in safety products and services. Keynote speakers are Lorraine M. Martin, president and CEO, National Safety Council; Jack Jackson, senior safety consultant, SafeStart; Col. Janise M. Carroll, commander, 75th Air Base Wing, Hill Air Force Base; and Danny Smith, senior safety consultant, SafeStart. Event takes place online. Cost is \$200 for members, \$300 for nonmembers. Details are at <https://web.cvent.com/event/46b1ef12-a856-401a-8424-98295545b784/summary>.

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

“Business Writing;” part of the Salt Lake Community College Frontline Leader Workshop Series and focusing on critical writing skills to achieve clarity, organization, readability and accuracy in business messaging. Location is

SLCC’s Westpointe Campus, 1060 N. Flyer Way, Salt Lake City. Virtual participation is available. Cost is \$250. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

March 16, 9-10 a.m.

“Pitching Investors Like a Pro;” a “Bagels & Business” event presented by The Mill at SLCC (Salt Lake Community College). Event features information about how to approach investors in the most effective way, how to understand the most important elements of a pitch, and how to craft a pitch deck. Presenter is Tim Cooley, vice president of product and investor relations at ViaCap and general manager at Park City Angels. In-person location is Salt Lake Community College’s Miller Campus, Corporate Partnership Center, Building 5, third floor, 9690 S. 300 W., Sandy, with registration through constantcontact.com. Event also is available online at <https://www.youtube.com/watch?v=y1BCDQkbXao>.

March 16, 10 a.m.

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

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

Business Women’s Forum 2021. Kristen Edwards, executive director of Better Days 2020, will discuss “She Started It For All of Us: Looking to the Past to Inspire Our Future.” Event takes place online via Zoom. Cost is \$10 for members, \$20 for nonmembers. Details are at slchamber.com.

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

Leadership Luncheon, a Cache Valley Chamber of Commerce event. Speaker Heidi Nebeker Bullock, president and CEO of The Bullock Agency, will discuss “Everything You Wanted to Know About Women in the Workplace and Were Afraid to Ask.” Location is The Riverwoods Conference Center, 615 Riverwoods Parkway, Logan. Cost is \$20 for members and \$22 for nonmembers; \$16 for members and \$17 for nonmembers preregistered. Details are at cachechamber.com.

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

Southwest Valley Women in Business. Location is Incline & Anthem, 11901 Freedom Park Drive, Herriman. Details are at southvalleychamber.org.

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

Business Alliance Networking

Luncheon, a Davis Chamber of Commerce event. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Cost is \$12 with lunch. Details are at davischamberofcommerce.com.

March 16, noon-1 p.m.

“Can You Build a Better Utah? Addressing Utah’s Housing Crisis;” part of the “Ethics Week” series presented by the Hinkley Institute at the University of Utah, in partnership with the Kem C. Gardner Policy Institute and the David Eccles School of Business’ Daniels Fund Ethics Initiative. Speakers are Ivis Garcia Zambrana, assistant professor, University of Utah City and Metropolitan Planning Department; Beth Martial, 211 managing director, United Way of Salt Lake; Michael Parker, vice president of public affairs, marketing and senior economist, Ivory Homes; Jim Wood, Ivory Boyer Senior Fellow, Kem C. Gardner Policy Institute; and Dejan Eskic (moderator) senior research fellow, Kem C. Gardner Policy Institute. Event takes place online. Details are at <https://gardner.utah.edu/events/>.

March 16, noon

“Building Women Up” Virtual Women’s Conference Series presented by V School, Silicon Slopes and Tech-Moms. Speaker Trina Limpert, CEO and founder, RizeNext, will discuss “Women in the Tech Industry.” Details are at <https://vschool.io/blog/building-women-up-virtual-conference-series/>.

March 17, 8-9:30 a.m.

Executive Forum, a South Valley Chamber event. Location is Mountain America Credit Union, 9800 S. Monroe St., 11th floor, Sandy. Details are at southvalleychamber.com.

March 17, 8-10 a.m.

M.A.C.H. Speed Networking, a Murray Area Chamber of Commerce event that takes place online via Zoom. Free. Details are at murraychamber.org.

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

“Lean Office with Simulation;” a Salt Lake Community College Employee Development Workshop focusing on a strategic business approach for improving overlooked processes that have an impact on every system, activity, employee and customer within an organization. Location is SLCC’s Westpointe Campus, 1060 N. Flyer Way, Salt Lake City. Cost is \$300. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

March 17, 9-10 a.m.

“How to Protect and Grow the Value of Your Business During a Pandemic;” a Women’s Business Center of Utah event that takes place online (available statewide). Free. Details are at wbcutah.org.

March 17, 10 a.m.-noon

“China’s Geopolitical Ambitions & What It Means for the United States;” part of the “China Paradox” series presented by World Trade Center Utah, the Orrin G. Hatch Foundation and the U.S.-China Business Council. Other sessions are “China’s Economic & Trade Policy and What It Means for U.S. Businesses,” March 24, 10-11 a.m.; and “Actionable Advice on What U.S. Businesses Should Do About China,” April 7, 10-11 a.m. Free. Details and registration are available at https://wtcutah.formstack.com/forms/china_paradox.

March 17, noon-1 p.m.

“The Moral Imperatives of Health: Creating Equitable Healthcare in Utah;” part of the “Ethics Week” series presented by the Hinkley Institute at the University of Utah, in partnership with the Kem C. Gardner Policy Institute and the David Eccles School of Business’ Daniels Fund Ethics Initiative. Speakers are Dulce Díez, director, Utah Department of Health’s Office of Health Disparities; Lisa Nichols, AVP of community health, Intermountain Healthcare; Dr. José Rodríguez, AVP for health, equity, diversity and inclusion, the University of Utah; Laura Summers, senior healthcare advisor, Kem C. Gardner Policy Institute; and Dr. Sam Finlayson, associate vice president for clinical affairs and chief clinical officer, University of Utah Health. Event takes place online. Details are at <https://gardner.utah.edu/events/>.

March 17, 3:30-4:30 p.m.

“Business Connections;” a ChamberWest event that takes place online. Free, but registration is required. Details are at chamberwest.com.

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

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

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

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

March 18, 7:45-9:15 a.m.

“Coffee and Connections;” a Murray Area Chamber of Commerce event that takes place the first Thursday of each month at Kings Peak Coffee Roasters and the third Thursday of each month online via Zoom. Details are at murraychamber.org.

March 18, 8 a.m.-5 p.m.

“Intermediate Excel;” a Salt Lake Community College Employee Development Workshop focusing on organizing, formatting and calculating data using Microsoft Excel software. This course builds upon “Intro to Excel” concepts. Location is SLCC’s Miller Campus, 9750 S. 300 W., Sandy. Cost is \$249. Virtual participation is available. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

March 18, 10-11 a.m.

Summit Speaker Series, an extension of the Utah Outdoor Recreation Summit and presented by the Utah Office of Outdoor Recreation, in partnership with Snowsports Industries America (SIA), the Economic Development Corporation of Utah (EDCUtah) and the Utah Outdoor Association (UOA). Session is titled “The Outdoors, Mental Health & Suicide Prevention.” Panelists are BreeAnn Silcox, suicide prevention coordinator at the Salt Lake County Health Department (moderator); Kristy Jones, senior consultant for mental well-being at Community Health/Intermountain Healthcare; Melissa Hansen, executive director of Continue Mission; and Josh Allred, co-founder and guide with Pivot Adventure. Event takes place online. Free. Registration can be completed at Eventbrite.com.

March 18, 11 a.m.-1 p.m.

Women in Business, a Murray Area Chamber of Commerce event. Speaker Heather Ferrari will discuss “Navigation: Speaking the Language Your Client Will Understand.” Location is Prohibition, 151 E. 6100 S., Murray. Cost is \$30. Details are at murraychamber.org.

March 18, 11:30 a.m.-12:30 p.m.

“Legislative 2021 Updates;” a Davis Chamber of Commerce event featuring Sen. Todd Weiler. Event takes place online via Zoom. Free (no registration required). Details are at davischamberofcommerce.com.

CALENDAR

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March 18, 1:30-2:30 p.m.

“Salt Lake Chamber-Business Live!” a virtual networking event. Free for members, \$10 for nonmembers. Details are at slchamber.com.

March 19, 7:30-8:30 a.m.

“Eggs and Issues,” a Murray Area Chamber of Commerce event. Details to be announced at murraychamber.org.

March 19, 8 a.m.-12:30 p.m.

Box Elder Business Summit, a Box Elder Economic Development Alliance event that is focused on the manufacturing industry in Box Elder County. Speakers include representatives from P&G, Storm Bowling and Nucor Steel. Event will include an update on the Utah Inland Port and a workforce/economy update from the Utah Department of Workforce Services. Event takes

place both online and in-person at the Brigham Academy Center, 58 N. Main St., Brigham City. Cost is \$40 in-person, \$20 online. Registration can be completed at Eventbrite.com.

March 22, 1-1:30 p.m.

“Preferred Stock Explained: What VCs Forgot to Tell You,” part of the Startup Ignition Express series. Presenter is John Richards, Startup Ignition instructor, founder and CEO. Event takes place online. Free. Registration can be completed at Eventbrite.com.

March 23, 11 a.m.

“The Powerful Significance of One,” an Urban Land Institute (ULI) Utah event. Speaker is Amy Wilde, author, marketing professional and motivational speaker. Event takes place online via Zoom. Details are under “Events” at utah.uli.org.

March 23, 11:45 a.m.-1 p.m.

Women in Business Luncheon, an Ogden-Weber Chamber of

Commerce event. Location is The Monarch, 455 25th St., Ogden. Cost is \$20 for WIB members, \$30 for nonmembers. Details are at ogdenweberchamber.com.

March 23, 11:30 a.m.-1 p.m.

Women in Business Luncheon, a South Valley Chamber event. Speaker is Patricia W. Jones, CEO of the Women’s Leadership Institute. Location is Gail Miller Conference Center, Salt Lake Community College, 9750 S. 300 W., Sandy. Cost is \$20. Details are at southvalleychamber.com.

March 23, noon

“Building Women Up” Virtual Women’s Conference Series presented by V School, Silicon Slopes and Tech-Moms. Speaker Tara Spaulding, president and founder, Hen House Ventures, will discuss “Entrepreneurship & Business Resources.” Details are at <https://vschool.io/blog/building-women-up-virtual-conference-series/>.

March 23, 3:30-4:30 p.m.

“Panel Discussion: Benefit Company Why (and How),” an Impact Hub Salt Lake event, in partnership with P3 Utah and part of a monthly series on benefit companies in Utah. Event focuses on benefit corporations and how to build a purpose-driven business. Panelists are Lewis “Smokey” Peck, president and co-owner of Pro Group Recycling Solutions; Steve Klass, executive director of P3 Utah; and Keven Stratton, managing partner at Stratton Law Group and general counsel at Stratton & Brett LLC. Event takes place online. Free. Registration can be completed at Eventbrite.com.

March 24, 10-11 a.m.

“China’s Economic & Trade Policy and What It Means for U.S. Businesses,” part of the “China Paradox” series presented by World Trade Center Utah, the Orrin G. Hatch Foundation and the U.S.-China Business Council. Speakers are Craig Allen, president of the U.S.-China Business Council; Gary Rieschel, founding managing partner of Qiming Venture Partners; and Matthew Turpin, visiting fellow at the Hoover Institution and former national security council director of China affairs at the White House. Remaining session is “Actionable Advice on What U.S. Businesses Should Do About China,” April 7, 10-11 a.m. Free. Details and registration are available at https://wtcutah.formstack.com/forms/china_paradox.

March 24, noon-1 p.m.

“Solve the Business Puzzle: Customer Management Systems,” a Women’s Business Center of Utah event that takes place online via Zoom. Free. Details are at wbcutah.org.

March 24, 1-5 p.m.

Defense Manufacturing Research Symposium, a World Trade Center event hosted by the Utah Advanced Materials and Manufacturing Initiative (UAMMI) and Utah Defense Manufacturing Community and featuring defense manufacturing research opportunities in which manufacturing companies can participate. Speakers include Angie L. Tymofichuk, deputy assistant secretary of the Air Force for logistics and product support; Col. Nathan Diller, director of AFWERX (future Air Force Programs for Agility Prime and Space); Robert O’Brien, director, advanced design and manufacturing, Idaho National Laboratory; and Tom Lockhart, director of engineering, Air Force Nuclear Weapons Center. Event takes place online. Free. Details are at <https://www.uammi.org/events/defense-mfg-symposium-mar2021>.

March 25, noon-1 p.m.

Women in Business Meeting, a Box Elder Chamber of Commerce event taking place online. Cost is \$10. Details are at boxelderchamber.com.

March 25, 5:30-7 p.m.

Chamber Mixer, a West Jordan Chamber of Commerce event. Location to be determined. Cost is \$5 for chamber members, \$10 for nonmembers. Details are at westjordanchamber.com.

March 25, 6-7 p.m.

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

March 25, 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>.

March 25, 7-9 p.m.

Ladies in Business Networking Night, a Women’s Business Center of Utah event. Location is Kendra Scott at City Creek Center, 50 S. Main St., Suite 271, Salt Lake City. Free. Details are at wbcutah.org.

March 26, 7:30-8:30 a.m.

“Eggs and Issues,” a Murray Area Chamber of Commerce event. Details to be announced at murraychamber.org.

March 29, 4:30-5 p.m.

“How to Pitch to Investors,” part of the Startup Ignition Express series. Presenter is John Richards, Startup Ignition instructor, founder and CEO. Event takes place online. Free. Registration can be completed at Eventbrite.com.

March 30, 11 a.m.

“Building Women Up” Virtual Women’s Conference Series presented by V School, Silicon Slopes and Tech-Moms. Speaker at 11 a.m. is Sarah Vaughn, founder and CEO, Melanin Squad, discussing “Finding Your Voice & Building Your Community.” Speaker at noon is Robyn Cohen, director of client relationships, Search Group Partners, discussing “The Power of Networking & Building Relationships.” Speaker at 1 p.m. is Tessa White, reformed human capital executive, discussing “The Lies That Got You Here: How to Reframe and Reclaim Your Workplace Satisfaction.” Details are at <https://vschool.io/blog/building-women-up-virtual-conference-series/>.

see CALENDAR next page

#WeBuildUtah

and the communities where families and business live, work, and thrive. Join our industry and engage in a promising and fulfilling career as you make a difference in your own community.



Scan to watch a short video

CALENDAR*from previous page***April 1, 9-10 a.m.**

Morning Speaker Series, an Ogden-Weber Chamber of Commerce event that takes place online via Zoom. Free for chamber members and first-time guests. Details are at ogdenweberchamber.com.

April 1, 7:45-9:15 a.m.

"Coffee and Connections," a Murray Area Chamber of Commerce event that takes place the first Thursday of each month at Kings Peak Coffee Roasters and the third Thursday of each month online via Zoom. Details are at murraychamber.org.

April 1, 1:30-2:30 p.m.

"Salt Lake Chamber-Business Live!" a virtual networking event. Free for members, \$10 for nonmembers. Details are at slchamber.com.

April 1, 6-8 p.m.

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

April 6, 10 a.m.

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

April 6, 11:30 a.m.-1 p.m.

Business Alliance Networking Luncheon, a Davis Chamber of Commerce event. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Cost is \$12 with lunch. Details are at davischamberofcommerce.com.

April 6, 6:30-8 p.m.

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

April 7, 10-11 a.m.

"Actionable Advice on What U.S. Businesses Should Do About China," part of the "China Paradox" series presented by World Trade Center Utah, the Orrin G. Hatch Foundation and the U.S.-China Business Council. Speakers are Tim Stratford, chairman emeritus at the American Chamber of Commerce in China and managing partner at Covington & Burling LLP Beijing; Bill Zarit, chairman of the American Chamber of Commerce in China and senior counselor at The Cohen Group; and Jeremie Waterman, president of the U.S.

Chamber China Center. Free. Details and registration are available at https://wtcutah.formstack.com/forms/china_paradox.

April 7, 3:30-4:30 p.m.

"Business Connections," a ChamberWest event that takes place online. Free, but registration is required. Details are at chamberwest.com.

April 9, 8-9 a.m.

Women in Business Networking, an Ogden-Weber Chamber of Commerce event that takes place online via Zoom. Free for WIB members. Details are at ogdenweberchamber.com.

April 13, 7:30 a.m.-noon

Women & Business Spring Conference, a ChamberWest event. Keynote presenters are April Townsend of Townsend Consulting; Aimee Winder Newton, Salt Lake County councilwoman and 2020 gubernatorial candidate; and Michelle McCullough of DreamBoard Media. Location is the Utah Cultural Celebration Center, 1355 W. 3100 S., West Valley City, as well as online. In-person cost is \$75 through April 6 and \$95 thereafter and for nonmembers; virtual cost is \$50. Details are at chamberwest.com.

April 13, 4:30-6 p.m.

"YEA Shark Tank," a South Valley Chamber event. Location is Loveland Living Planet Aquarium, 12033 S. Lone Peak Parkway, Draper. Details are at southvalleychamber.com.

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

"Let's Do Lunch," a South Valley Chamber event. Location to be determined. Details are at southvalleychamber.com.

April 15, 7:30-10 p.m.

2021 Annual Gala, an Ogden-Weber Chamber of Commerce event that was originally the 2021 Annual Gala & After Party scheduled for Feb. 17, 5:45-10 p.m. Annual chamber awards will be presented. Official change in Ogden-Weber Chamber board officers also will take place. Location is Peery's Egyptian Theater, 2415 Washington Blvd., Ogden. Cost is \$25. Details are at ogdenweberchamber.com.

April 15, 7:45-9:15 a.m.

"Coffee and Connections," a Murray Area Chamber of Commerce event that takes place the first Thursday of each month at Kings Peak Coffee Roasters and the third Thursday of each month online via Zoom. Details are at murraychamber.org.

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

"Intro to Excel," a Salt Lake

Community College Employee Development Workshop focusing on organizing, formatting and calculating data using Microsoft Excel software. This introduction discusses the ribbon, mini toolbar, ranges, formulas, charts and basic spreadsheets. Location is SLCC's Miller Campus, 9750 S. 300 W., Sandy. Cost is \$249. Virtual participation is available. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

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

"Coaching For Results," part of the Salt Lake Community College Frontline Leader Workshop Series and focusing on developing coaching relationships to help the people on your team improve performance and ensure productivity and profitability for your organization. Location is SLCC's Westpointe Campus, 1060 N. Flyer Way, Salt Lake City. Cost is \$250. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

April 20, 11:30 a.m.-1 p.m.

BusinessAllianceNetworking

Luncheon, a Davis Chamber of Commerce event. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Cost is \$12 with lunch. Details are at davischamberofcommerce.com.

April 20, 1-5 p.m.

Business to Business Expo, a Davis Chamber of Commerce event. Keynote speaker Rob Ferre will discuss "Be the First One on the Dance Floor: How to Create a Movement in Your Business." Location is Davis Conference Center, 1651 N. 700 W., Layton. Free for attendees. Details are at davischamberofcommerce.com.

April 21, 8 a.m.-4 p.m.

"Lean Manufacturing 101," a Salt Lake Community College Employee Development Workshop focusing on gaining a clear understanding of eight wastes in manufacturing and real-world approaches for reducing wastes in a factory simulation. Location is SLCC's Miller Campus, 9750 S. 300 W., Sandy. Cost is \$300. Virtual participation is available. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

www.slcc.edu/workforce/courses/index.aspx.

April 21, 8-10 a.m.

M.A.C.H. Speed Networking, a Murray Area Chamber of Commerce event that takes place online via Zoom. Free. Details are at murraychamber.org.

April 21, 3:30-4:30 p.m.

"Business Connections," a ChamberWest event that takes place online. Free, but registration is required. Details are at chamberwest.com.

April 22, 8 a.m.-5 p.m.

"Intermediate Excel," a Salt Lake Community College Employee Development Workshop focusing on organizing, formatting and calculating data using Microsoft Excel software. This course builds upon "Intro to Excel" concepts. Location is SLCC's Miller Campus, 9750 S. 300 W., Sandy. Virtual participation is available. Cost is \$249. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.



SOUTH VALLEY CHAMBER

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



SouthValleyChamber.com

TELLURIUM

from page 1

els. Thin films made of this compound can efficiently convert sunlight into electricity. Tellurium can also be used as an additive to steel and copper to improve machinability, making these metals easier to cut. It can also be added to lead to increase resistance to sulfuric acid, vibration and fatigue.

“The minerals and metals we produce are essential to accelerate the transition to renewable energy,” said Gaby Poirier, Rio Tinto Kennecott managing director. “Adding tellurium to our product portfolio provides customers in North America with a secure and reliable source of tellurium produced at the highest environmental and labour standards with renewable energy. Rio Tinto is committed to using innovation to reduce waste in our production process and extract as much value as possible from the material that we mine and process.”

“With abundant natural resources, Utah is ideally positioned to help supply the critical minerals essential to maintain American manufacturing competitiveness,” said Gov. Spencer Cox. “Rio Tinto’s smelter at Kennecott is one of only two that is capable of producing copper and other critical minerals. The new tellurium plant is another valuable contribution to critical mineral independence and energy security in the U.S.”

Along with producing almost 20 percent of U.S. copper,



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CAREERS

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Kennecott’s smelting process also recovers gold, silver, lead carbonate, platinum, palladium and selenium, while molybdenum is recovered from the Copperton concentrator. In total, nine products are currently recovered from the ore extracted at Kennecott.

CAREERS

RELIABILITY ENGINEERS

Micron Technology, Inc. has openings for **Reliability Engineers** in Lehi, Utah. Responsible for performing and analyzing wafer level process reliability tests and experiments. Using data from reliability tests to drive changes to manufacturing processes or testing procedures in order to meet product reliability requirements. Mail resume to Nate Burt, 4000 N Flash Drive, MS 2-702, Lehi, Utah 84043. Please reference Job #10878.3118.

SENIOR SOFTWARE DEVELOPER

Senior Software Developer (Overstock.com Inc., Midvale, UT) Multiple openings available. Work on significant critical projects & responsible for all phases of dev process. Participate in evaluation, change, & tracking of project reqs. Plan & design software components, services, & processes. Min Reqs: Bachelors degree or US equiv in Comp Apps, Comp Eng, Comp Sci, Info Sys, Info Tech, Elec Eng or rel, plus 5 yrs exp in software dev in system design &/or dev phases. Must also have: 3 yrs prof exp in Java, Scala or Python; 3 yrs prof exp using SQL/NoSQL databases; any prof exp building web services (incl using REST or SOAP); any prof exp using build systems (incl Jenkins), build tools (incl Gradle or Maven), security frameworks, Spring & ORM frameworks (incl Hibernate) & building enterprise web systems; any prof exp performing software dev using Unix/Linux; any prof exp using Source code mgmt tools (incl GIT, SVN or CVS); any prof exp using messaging systems (incl RabbitMQ); any prof exp using container tech (incl Tomcat or Jetty) & using containers (incl Docker); any prof exp in performing Agile Development; any prof exp using Unit/Integration Testing Tools (incl JUnit or TestNg); any prof exp using Enterprise Architecture, Data Structures & Algorithms, & Object Oriented Design; any prof exp in multi threading, concurrent programming, Scaling apps for performance & availability & engaging in Peer programming/ Code review; any prof exp using CI/CD for continuous integration, continuous delivery, & continuous deployment; any prof exp using Cache tech. In lieu of Bachelors degree plus 5 yrs exp, will accept Masters degree or US equiv in Comp Apps, Comp Eng, Comp Sci, Info Sys, Info Tech, Elec Eng or rel, plus 3 yrs exp in software dev in system design &/or dev phases. Must also have: 3 yrs prof exp in Java, Scala or Python; 3 yrs prof exp using SQL/NoSQL databases; any prof exp building web services (incl using REST or SOAP); any prof exp using build systems (incl Jenkins), build tools (incl Gradle or Maven), security frameworks, Spring & ORM frameworks (incl Hibernate) & building enterprise web systems; any prof exp performing software dev using Unix/Linux; any prof exp using Source code mgmt tools (incl GIT, SVN or CVS); any prof exp using messaging systems (incl RabbitMQ); any prof exp using container tech (incl Tomcat or Jetty) & using containers (incl Docker); any prof exp in performing Agile Development; any prof exp using Unit/Integration Testing Tools (incl JUnit or TestNg); any prof exp using Enterprise Architecture, Data Structures & Algorithms, & Object Oriented Design; any prof exp in multi threading, concurrent programming, Scaling apps for performance & availability & engaging in Peer programming/ Code review; any prof exp using CI/CD for continuous integration, continuous delivery, & continuous deployment; any prof exp using Cache tech. Submit resume online at: https://overstock.wd5.myworkdayjobs.com/Overstock_Careers/job/Midvale-Utah/Senior-Software-Developer_R0004628 or via email: overstockcareers@overstock.com. Specify ad code NKWM. EOE. MFDV.

Every day is a great day . . .

**MMMM...
Mondays!**

**TASTY
Tuesdays!**

**WOW
Wednesdays!**

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DEALSOURCE

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company where he is founder and executive chairman. The two-decades-old company did not take venture capital or outside capital for its first 10 years. In 2018, the founders sold the company to SAP, but last year worked with SAP to take Qualtrics public in Utah's largest initial public offering on record — all while Smith was working out the transition of the Jazz ownership.

Now Smith hopes the Jazz deal will be a model for teams in the NBA and other leagues when they transition ownership, legacy and stewardship. As for the Jazz, he said he wants to make Utah proud, continue the legacy left by the Miller family "and hopefully we'll have it for the next 35 years, right?"

During that time, Smith said he wants to use the Jazz as a platform to effect change in the community. "Qualtrics is 15 times to 20 times bigger than the Jazz, but the Jazz are much more visible than enterprise software. That's just the way it is," he said.

The goal is to set a standard for the rest of the now-fractured world to follow.

"I think that if we can look back 30 years from now and say, 'Whoa, Utah managed the world differently, we all rallied behind one common goal of unity and love,' like, man, that would be worth it all," Smith said.

"We want to be the most loving, inclusive, friendly place. Everyone tells me Utahns are happy; let's go be happy. We're full of love; let's go be that to everyone.

... We have so much going for us. We just need to unite and say, 'Hey, this is what we want Utah to be.'"

Lucid was launched in 2010 with Lucidchart and in 2020 passed \$100 million in annual recurring revenue; launched new product LucidSpark in only four months; and opened its second global office in Melbourne, Australia. Lucid is also the creator of Lucidpress, a web-based desktop publishing software app used to create brochures, flyers, newsletters, magazine layout and design, and more.

Sun, co-founder and CEO, noted that the idea for the company began when Dilts and his team were struggling on a complicated product when using a diagramming software available at the time.

"Over the last decade, we've realized that that struggle that Ben had to working with his team to really get on the same page and really distill complicated, complex ideas and processes into clarity, was something that they were struggling with but it's what a lot of teams struggle with," Sun said. "And that's where we've come. That's why our mission is to help teams see and build the future."

While those two award-winners were highlighted during the summit, ACG Utah also underscored the successes of the Utah deal community last year despite the impacts of the COVID pandemic. In 2020, more than 300 transactions were completed, including more than two dozen public offerings, as well as nearly 100 mergers and acquisitions and nearly 200 private placements.

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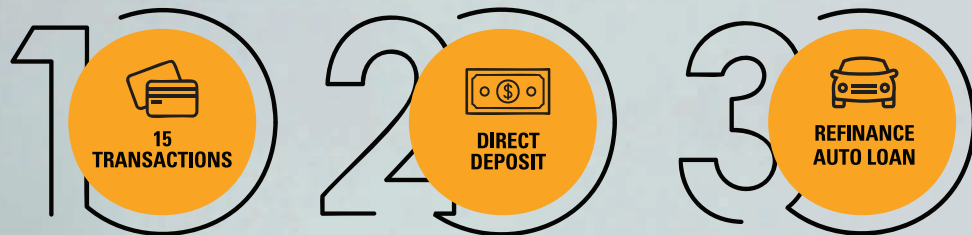
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