

OF NOTE



Getting your charge

A study from driving education website Zutobi has looked at the number of electric vehicles in America and the number of charging stations and found that Utah is the third-most-equipped state for EVs, with 67 charging points per 100,000 vehicles. Vermont has the most stations with 123.7 and Alaska and Louisiana are tied for last with just 8.3 charging stations for each 100,000 EVs.

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Utah's economic outlook best in U.S. for 14th straight year

Brice Wallace
The Enterprise

On the bright side, Utah has a 14-year winning streak. On the down side, it has some competition.

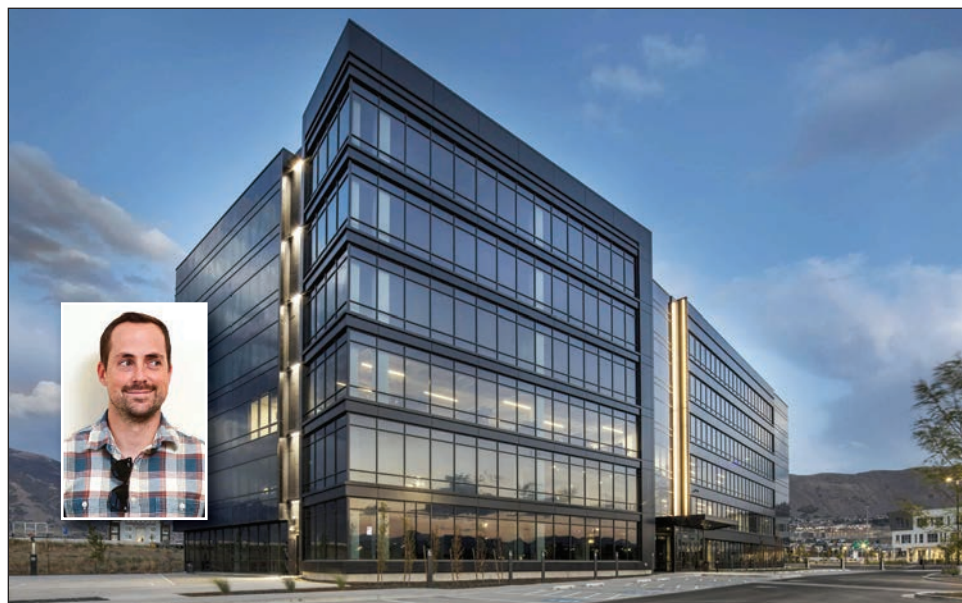
That's the case with the "Rich States, Poor States" ALEC-Laffer State Economic Competitive Index, in which Utah has topped the state rankings for economic outlook every year the report has been issued.

Published by the American Legisla-

tive Exchange Council Center for State Fiscal Reform, the report ranks the economic competitiveness of states using 15 equally weighted policy variables. Generally, states that spend less and tax less experience higher economic growth rates than states that tax and spend more, ALEC says.

"It's an extreme honor to be No. 1 for 14 years in a row," Utah Senate President Stuart Adams told the report co-authors dur-

see OUTLOOK page 15



Blake Murray (inset), CEO and co-founder of financial technology company Divvy, moved his company into its massive new headquarters building in Draper in November. The company is just over 3 years old and now California software company Bill.com has purchased Divvy for an estimated \$2.5 billion.

Draper fintech startup Divvy sold to California company for \$2.5B

Draper-based financial technology company Divvy is being purchased by Bill.com, a San Jose, California, company. Bill.com produces cloud-based software to automate back-office financial operations. Divvy's platform automates the way businesses keep track of expense accounts.

The deal entails a stock and cash transaction valued at approximately \$2.5 billion. Pending regulatory approval, the deal should finalize by October, Bill.com said.

Utah investors in Divvy include Album Venture Partners, Pelion Ventures Partners, Josh James of DOMO and Aaron Skonnard of Pluralsight.

"We are excited to be joining forces with Bill.com to help SMBs (small and medium-sized business) grow and thrive by modernizing and transforming their financial

see DIVVY page 14

Herbert to join UV Chamber as executive chair

Former Utah Gov. Gary Herbert has found a new gig.

The Utah Valley Chamber of Commerce has announced that Herbert will serve as the chamber's executive chair with specific responsibilities to cultivate



Gary Herbert

potential new relationships and nurture current ones with the chamber while assisting in executing its strategic plan.

"There is no individual more qualified in the state — or the nation, for that matter — to help Utah County navigate the tremendous opportunities and unique challenges of explosive growth while keeping an eye on economic prosperity than Gov. Herbert," said Curtis Blair, president and CEO of the Utah Valley Chamber of Commerce. "We welcome him as a member of our executive leadership team."

"Herbert brings a legacy of experience crucial for Utah Valley's future. He grew up, raised a family and worked in Orem," the chamber said in a release. Herbert served as a Utah County commissioner for 14 years, Utah lieutenant governor for four years and governor for nearly 12 years. "Herbert's exceptional legislative and community experience to navigate the issues facing Utah Valley is unsurpassed," the release said.

"I am thrilled to assist the Utah Valley Chamber in its mission to influence business and community prosperity," said Herbert. "Utah County holds the promise to be the epicenter of economic growth for the state for decades to come."

Herbert's responsibilities in his new role begin immediate, Blair said.

"Gary Herbert has proven to be a champion for the state," said Janae Moss, board chair for the Utah Valley Chamber of Commerce and co-owner of RBM Building Services. "We look forward to his focus and energy in support of Utah Valley and continued growth at the Utah Valley Chamber of Commerce."



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

Payroll Protection Program runs out of cash, quits accepting applications

The Paycheck Protection Program (PPP) has run out of money. According to a U.S. Small Business Administration update, the PPP portal has stopped accepting applications for loans from most lenders.

Some of the money is still available through minority depository institutions (MDIs) and community development financial institutions. The SBA has also set aside money to fund previously submitted loan applications subject to hold codes.

The funding cutoff comes nearly four weeks before PPP was slated to end. Lawmakers in late March extended the program's application deadline to May 31 and gave the SBA until June 30 to close pending PPP applications.

"After more than a year of operation and serving more than 8 million small businesses, funding for the bipartisan Paycheck Protection Program has been exhausted," SBA spokesperson Carol Wilkerson said. "The SBA will continue funding outstanding approved PPP applications, but new qualifying applications will only be funded through community financial institutions, financial lenders who serve underserved communities. The SBA is committed to delivering economic aid through the many COVID relief programs it's currently administering and beyond."

It's not the first time the PPP has run out of funds. PPP's first iteration, launched in April 2020 with \$350 billion in available funds, was drained in 13 days. A second infusion of cash kept the small-business relief program afloat through August.

The program relaunched in January, and much like last year's version, it saw several midstream changes — many aimed at ensuring smaller lenders and businesses see the benefits of participating. For two weeks in late February and early March, the White House announced the SBA would only accept PPP applications from businesses with fewer than 20 employees.

Program offers broadband discounts during pandemic for eligible users

A coalition of state agencies have joined forces with Utah Communities Connect, an organization promoting digital equity in the state, to help build consumer awareness about the Emergency Broadband Benefit (EBB), a new Federal Communications Commission (FCC) program that helps lower the cost of broadband service for eligible households during the COVID-19 pandemic. Enrollment for the program began on May 12.

The Utah Governor's Office of Economic Development (GOED), divisions of the Utah Department of Cultural and Community Engagement and the Utah State Board of Education have joined Utah Communities Connect in the effort.

"Broadband Internet is vital for Utahns' economic well-being, including participation in and access to online work, school, healthcare and other essential services," said Dan Hemmert, GOED's executive director. "We know there are households that need to connect to the Internet for essential services but can't afford it. The Emergency Broadband Benefit will help to ensure every household in Utah has access to the benefits of online connection as we complete our pandemic recovery."

The \$3.2 billion program provides a discount of up to \$50 per month toward broadband service for eligible households and up to \$75 per month for qualifying households on qualifying tribal lands. Additionally, the benefit provides up to a \$100 per household discount toward a one-time pur-

chase of a computer, laptop, or tablet if the household contributes more than \$10 and less than \$50 toward the purchase through a participating broadband provider.

Consumer can find eligibility requirements and the application process at GOED's Emergency Broadband Benefits webpage: <https://business.utah.gov/broadband/emergency-broadband-benefit/>.

Hotel market shows signs of recovery heading into second half of the year

The continued rollout of COVID-19 vaccinations and additional stimulus funds have strengthened the foundation for the recovery of the U.S. lodging industry, according to the February 2021 edition of *Hotel Horizons*. For the hotels in the Salt Lake City metropolitan statistical area (MSA), occupancy is forecast to average 52 percent in 2021, an increase of 9.5 percent over 2020. This still is well below the market's pre-pandemic occupancy in 2019 of 70.9 percent, but it marks the beginning of a recovery in the sector.

Nationwide, CBRE Hotels Research is forecasting an average national occupancy level of 43 percent during the first half of 2021, accelerating to 55.1 percent in the second half of the year.

"The quicker-than-anticipated national rollout of COVID-19 vaccines coupled with the December COVID relief bill have improved the outlook for the U.S. hotels market," said Julie Pernell, executive vice president, at CBRE Hotels Advisory. "We expect hotels and drive-to destination resort areas catering to leisure travelers to continue to see the fastest gains in occupancy. We anticipate business travel to pick up in the latter half of the year, benefiting urban and suburban upper-priced properties."

The Salt Lake City MSA's average daily room rate (ADR) is expected to average \$84.11 this year, an increase of 1.9 percent from 2020. Resulting revenue per available room is expected to grow to \$43.70 by year-end 2021, an increase of 11.6 percent from the close of 2020. The Salt Lake City MSA hotel market is projected to be nearly fully recovered in 2023, with an expected ADR of \$106.10, just 2.8 percent less than the ADR achieved in 2019.

More Utahns like Biden's handling of COVID than his overall job performance

While only 44 percent of Utahns approve of the overall job that Joe Biden is doing as president, 52 percent approve of the way he is handling the coronavirus pandemic. Those are the findings of a new *Deseret News*/Hinckley Institute of Politics poll reported last week.

Among those who have been vaccinated against the coronavirus or will be as soon as possible, 68 percent approve of the president's handling of the pandemic, the *Deseret News* reported. Among those who will never be vaccinated, only 9 percent approve. In the middle, people who have not been vaccinated but are not opposed to vaccination, 30 percent approve of the way Biden has handled the pandemic.

"The successful rollout of the vaccines in Utah has kept his approval ratings steady. This continued support shows he is hitting the mark for a majority of Utahns, including a significant number of Republicans. Consequently, there seems to be a direct correlation between willingness to get vaccinated and support for President Biden," said Jason Perry, director of the University of Utah's Hinckley Institute of Politics.

In the poll, 98 percent of Democrats approve of how Pres. Biden is dealing with COVID-19, compared to 33 percent of Republicans.

Some restrictions being eased as state reaches legislated 'endgame'

Utah has achieved the three metrics established by the state Legislature that signal the beginning of the end of COVID-19 pandemic. HB294, nicknamed the "endgame bill," established benchmarks for removal of restrictions established by public health orders. Those benchmarks were recently achieved, meaning that certain restrictions have now been lifted.

The bill required restrictions to be lifted once the state achieved a two-week coronavirus case rate of less than 191 per 100,000 people, less than 15 percent of intensive care unit beds be occupied by COVID-19 patients over a seven-day average, and 1,633,000 prime doses of the COVID-19 vaccine be allocated to the state. All three requirements have now been met, according to state officials.

"I understand HB294 has been controversial. Important, legitimate arguments having been made on all sides of the issues," health department executive director Rich Saunders said in a letter addressed to the Utah Legislature. "But today should give all of us reason to celebrate. No matter which side someone falls on, we can all be proud of the outcomes we have achieved so far."

Meeting the standards terminates health orders that require a mask for gatherings of 50 people or more and terminates local government health orders requiring masks in places such as Salt Lake City and Grand County.

Though most health orders will end, the bill allows the state health department's orders pertaining to Utah's K-12 schools to continue. The mask mandate for K-12 schools will continue through June 15 or the last day of school, whichever comes first.

Utah women report fewer career advancement chances amid COVID-19

According to a new report from the Utah Women and Leadership Project, the COVID-19 pandemic has created career advancement challenges for Utah's women. The program has been studying the impact COVID-19 has had on Utah women, especially their ability to advance in their careers.

Fifty-nine percent of the women respondents said the pandemic negatively impacted their career advancement — a number that's left researchers concerned for the "long-term implications on women's career advancement," the report said.

Of the 3,542 women who completed the survey, 2,744 took the time to fill out answers to the open-ended questions. Susan Madsen, director of the project, noted it's important to put the findings into context, considering the sampling underrepresented some key groups in the state, including women of color and lower-income women with less formal education.

These experiences aren't exclusive to women. National research shows that women are more likely to be employed in affected industries and therefore have disproportionately experienced negative economic impacts from COVID-19, Madsen explained.

"It feels as though the pandemic has been a large 'hold' button on career advancement," one survey respondent wrote. "Until it is over, it feels like survival."

"Women really have to work hard to make sure they're seen and their work is seen, because a lot of times we're behind the scenes" Madsen said. "Men tout their own stuff a lot more than women; naturally, women, we get hit down if we tout our stuff because we're breaking social norms."

Seattle business consulting firm Slalom to open SLC office, will grow to 100 employees

Slalom, a Seattle-based business consulting firm, has opened a Salt Lake City office and expects to bring 100 jobs to the area in its first few years in Utah. Slalom said its business concentrates on helping other businesses accelerate digital transformation by enhancing cloud-based capabilities and creating more customer-centric organizations.

"Salt Lake City and Silicon Slopes are driving innovation worldwide and we're committed to accelerating that growth," said Troy Johnson, Slalom's chief growth officer and co-founder. "In the past year, we've seen newer entrepreneurial organizations rapidly scaling, while other businesses and public-sector organizations are reinventing themselves to better serve customers in a digital age. Businesses need a partner to help them speed up transformation, and

Slalom is the ideal partner."

"Slalom will be the largest full-suite consulting firm with a dedicated physical presence in Utah, offering strategy, technology, and business transformation capabilities for both private- and public-sector clients," said Isla Bragg, Slalom's general manager of Salt Lake City. "What also makes Slalom unique is our team lives and works in the Salt Lake City community. We have a vested interest in the region and want to join with others to build and shape a better future."

Slalom has offices in 40 markets around the world and its clients include more than half the Fortune 100 and a third of the Fortune 500, along with startups, not-for-profits and other innovative organizations. Founded in 2001 the company has over 9,000 employees.

Christensen to head Arctic Circle

Arctic Circle, the Midvale-based fast-food restaurant chain, has named Kasey Christensen as president.

"I am pleased to announce the promotion of Kasey Christensen to president of Arctic Circle restaurants," said Gary Roberts, CEO of Arctic Circle. "Kasey's proven leadership skills, thorough knowledge, work ethic, creativity, people skills and open-mindedness make him a respectable, visionary and worthy leader for the Arctic Circle family."

Christensen's connection to the Arctic Circle brand when his parents opened an Arctic Circle in Soda Springs, Idaho, in 1971. Christensen said he started as a boy, peeling and cutting potatoes for french fries every morning and picking up trash from the parking lot. His payment for helping in the restaurant was all the ice cream he could eat. The Soda Springs location is still owned and operated by his family.

Christensen earned a Bachelor of Science degree in business finance from Utah State University in 1991. After a short time as a loan officer, he rejoined the Arctic Circle family and managed an Arctic Circle franchise location in Hyrum. The franchisee opened additional locations in Tremonton and Logan, where Christensen was promoted to the franchisee's area supervisor. He joined Arctic Circle's corporate team in 1994 and progressed

into roles of product development, national ServSafe instructor, national training director, vice president of purchasing and has served as Arctic Circle's chief operations officer since 2015. In the past year, Christensen has developed seven new Arctic Circle restaurants, with more openings planned. In his new role, he will be more deeply involved with daily functions, plans and strategies for the future performance of the company.

In 2016, Christensen introduced Arctic Circle's charitable giving structure known as Arctic Cares, which supports local nonprofits; helps the homeless; and assists families experiencing loss, medical expenses and other hardships.

Arctic Circle's roots date back to 1924 and original owner Don Carlos Edwards opened the nation's first Arctic Circle in Salt Lake City in 1950. Arctic Circle's operations now span seven states in the West, with 70 total stores in Utah, Idaho, Oregon, Washington, Nevada, Wyoming and Arizona.

SBA, UAMMI sign pact to unify efforts

The U.S. Small Business Administration Utah District Office and the Utah Advanced Materials Manufacturing Initiative have signed a strategic alliance memorandum (SAM) to unify the efforts of the two organizations, share information and align essential services and resources to serve Utah's small-business owners.

"We continue to build relationships with key organizations that assist small-business owners, because it's these entrepreneurs who play a significant role in Utah's economic growth and recovery," said Marla Trollan, SBA Utah District director. "The SAM will help up coordinate and leverage our resources to further our reach to small businesses across the state."

SBA and UAMMI kicked off the new relationship with a COVID-19 update webinar highlighting the extension of the SBA COVID-19 program deadlines to May 31.

"The organizations share a common mission to assist small-business owners by providing financial, contractual and business development counseling," a statement from the SBA said. The SAM outlines how they will work together to maximize their different services, providing maximum benefits to the small-business communities when delivered in coordination with each other.

Specific ways the organizations will collaborate include sharing programs and services materials, marketing materials, and other publications, as well as sharing information on each organization's websites and providing presenters to participate in workshops, conferences, seminars and

other activities to discuss SBA financing, government contracting and other business topics.

"This partnership will work to provide needed assistance to entrepreneurs who are starting and growing small businesses," Trollan said. "We hope to hear feedback soon about the resources businesses are using and what programs they are most interested in."

UAMMI is a nonprofit that brings together public, private, community, industry and educa-

tion partners to assure growth and sustainability of Utah's advanced material and manufacturing industry. The mission of UAMMI is to ensure that Utah is the global leader in value-added advanced materials, manufacturing, technology development and design by integrating industry, academic and government contributors in ways that enhance collaboration, promote business opportunities, share knowledge resulting from relevant research and engage a skilled and trained workforce.

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UTAH'S BUSINESS JOURNAL
USPS # 891-300

Published weekly by:
Enterprise Newspaper Group
825 North 300 West Ste. NE220
Salt Lake City, Utah 84103
801-533-0556 FAX 801-533-0684
www.slenterprise.com

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Subscription Rates:
Online only, \$65 per year
Print only, \$75 per year
Online and Print, \$85 per year

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Periodical postage paid at Salt Lake City, Utah
POSTMASTER: Send address corrections to:
P.O. Box 11778, Downtown Station
Salt Lake City, Utah 84147

Orem's Avetta to acquire Australian software company Pegasus

Orem-based supply chain management software company Avetta has agreed to acquire Pegasus of Newcastle, Australia. Pegasus is a supplier of worker competency management software and services. Its products are used by more than 100 hiring clients, including BHP, Lendlease and Otis, to manage 3.5 million workers employed by 70,000 suppliers.

Avetta said combination of the two companies will help accelerate Avetta's global growth strategy and is expected to create the largest provider of supply chain risk management and compliance solutions, with nearly 170,000 suppliers and 4 million managed workers.

"The events of the past year have highlighted that risks to an organization extend into its supply chain and on-site contractors," Avetta said in explaining the acquisition. "In order to ensure safer operations, corporations must ensure these essential workers have sufficient training and accreditation to perform their jobs without injury,

and monitor access to hazardous areas and equipment. The powerful Pegasus online platform has helped manage these trade-specific compliance requirements since its inception in the mining industry in 1987."

"Together, Avetta and Pegasus will provide our clients the largest and most complete supply chain risk and worker competency management solution in the world," said Arshad Matin, Avetta CEO and president. "The Australian government and businesses have led the way in monitoring contractor safety and compliance programs. We are excited to add this pioneering software innovator and take those insights and capabilities worldwide."

"Pegasus and Avetta both share a vision to ensure workforces are competent and safe, and risk is being managed globally," said Adam Boyle, Pegasus CEO. "Our worker competency expertise complements Avetta's world-class supply chain risk management product and will benefit our peo-

ple, clients and contractors as they access an even greater international network in a single provider."

In addition to its Australian headquarters, Pegasus has offices in New Zealand and channel partners in Germany, England and Scotland. The company provides worker competency management, induction and learning management, supplier prequalification, site access and asset management. It serves a diverse range of industries, including construction, energy, healthcare, government, manufacturing, mining, retail and facilities, transportation and utilities.

Pegasus will become the base of operations for Avetta in Australia. Boyle will join Avetta and continue to lead the Pegasus business and help Avetta expand further in the Australia-New Zealand market. Boyle and current Pegasus investor Accel-KKR will become equity investors in Avetta.

Avetta's technology platform, Avetta Connect, helps companies worldwide manage risk and build

resilience in their supply chains — from increasing visibility within the network to ensuring safety and sustainability, the company said. The Avetta Marketplace provides suppliers and contractors discounts on insurance and safety-related products and services. The company is majority-owned

by Welsh, Carson, Anderson & Stowe with key investments from Technology Crossover Ventures and Norwest Venture Partners.

The acquisition is expected to close after receipt of regulatory approvals. Until that time, both companies will continue to operate independently.

Long new CEO of Veritas Funding

Bryce Long has been promoted to CEO of Salt Lake City-based mortgage lender Veritas Funding. Long will move up from his current position as the company's president and chief operating officer effective Oct. 1, when co-founders and current co-CEOs Tim and Elizabeth Roush step down and become co-chairs of the company's board.

"Bryce has consistently proven himself as a highly effective leader with boundless energy, innovative ideas and fresh strategic thinking," Tim and Elizabeth Roush said in a statement. "He is the right person at the perfect time to propel Veritas Funding into its next stage of growth and success. We could not be more pleased to have Bryce as the new leader of Veritas Funding."

"I'm very excited for this next chapter in my career. This is an incredible opportunity for me to partner with all our team mem-

bers so we can shape the future of this great organization together," said Long. "I am looking forward to Veritas thriving under my leadership and continuing the legacy of success that Tim and Elizabeth have achieved. With the continued collaboration of our team members, sales professionals and executive team, Veritas will continue to set the bar in lending excellence."

Long joined Veritas Funding in 2013 and is a financial services veteran with over 25 years of entrepreneurial and leadership experience. He attended Oregon State University with an area of study in marketing and finance.

Veritas Funding was founded in 2004 and currently has retail branch offices throughout the U.S. The company provides a broad range of products, including construction, jumbo, fixed-rate, ARMs, interest-only, asset-based, FHA, VA and conventional financing.

Atlas R.E. buys Black Aspen

Atlas Real Estate, a Denver-based full-service real estate company specializing in investment brokerage, property management and institutional acquisition, has acquired Black Aspen Management Corp., a property management company based in Holladay. Under terms of the transaction, Atlas assumes full management of Black Aspen single-family rental homes and apartments in the region.

David Galant has been named senior property manager, and will oversee operations in the Salt Lake City metro area.

"We are excited to enter the Salt Lake City real estate market and are looking forward to serving clients in this rapidly expanding metro area," said Vincent Deorio, vice president of corporate development for Atlas. "Our entrance in the region comes on the heels of our announcement to form a joint venture partnership with DivcoWest to acquire and renovate single-family rentals in the Western region of the U.S."

"In Utah and all of the regions Atlas serves, we are on a mission to 'Uplift Humanity Through Real

Estate' by assisting first-time home buyers, providing educational resources to homeowners about saving for retirement, and building generational wealth through real estate investing." Deorio added. "With a booming economy, strong rental market, world-renowned entertainment options and cultural experiences, as well as a low unemployment rate, the Wasatch Front is an ideal location to invest in single-family rentals."


"Black Aspen Property Management has provided high-quality service to investors and residents in the community for four years, and we are poised to carry on that tradition under the Atlas Real Estate brand," said Galant, who was previously the regional property manager and associate broker for Kier Management Corp. "We provide best-in-class property management services by focusing on preserving our clients' assets, ensuring a maximum return on their investment all while delivering an outstanding customer service experience to our residents."

Atlas has offices in eight U.S. markets with more than 4,500 residential units under management.

Wasatch I.T.'s Headquarters Moving to Downtown Salt Lake City

Utah's largest locally owned outsourced I.T. provider is moving its headquarters downtown. Wasatch I.T. provides on-site support along Utah's Wasatch Front, Southern Utah, Mesquite, and Boise. Remote technical support available nationwide.

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Women's Business Center launches women-owned business directory

A directory of women-owned businesses in Utah — hailed as the first of its kind in the state — has been launched.

The Women's Business Center of Utah (WBCUtah) unveiled the directory at UtahWomenOwned.com as a free resource in support of Utah's small-business community.

"The pandemic has disproportionately impacted women-owned businesses more than the average business due to the industries they are involved in, the lack of access to capital and childcare," said Ann Marie Wallace, WBCUtah's state director.

"We believe it is important to support women-owned businesses, and the economy in general, by encouraging people and organizations to buy women-owned, promote women-owned, to mentor them, and invest in them."

At an online event to mark International Women's Day in March, Wallace mentioned that such a women-owned business directory was in the works "because it's important to know where they are and who they are so we can support them."

WBCUtah said the directory will showcase women-owned businesses in Utah, serve as a tool to support those businesses, and assist in locating businesses and facilitating collaboration with other businesses.

The directory will list for-profit businesses that are women-owned and operated, including home-based businesses, "solopreneurs," side businesses, brick-and-mortar, online, e-commerce, service-based or product-based businesses, and franchise businesses.

Among businesses that will not be in the directory are those

that are women-owned but without the owner running the business or making day-to-day decisions, and businesses affiliated with MLM or network marketing companies.

The directory is searchable by both city and county throughout the state, making it both localized and easy to locate women-owned businesses across industries, WBCUtah said.

Creation of the directory was funded by federal money through the CARES Act from the U.S. Small Business Administration (SBA).

The directory permits its listed businesses to get further support from the Women's Business Center of Utah through training, business counseling and other resources.

"There is no membership required to be in the directory or our organization," Wallace said. "It is free to any women-owned business in the state. Promoting this list will help us recover from the pandemic. Women in Utah do well at running businesses, and this is an opportunity for us to promote those businesses to our communities that would support them if they knew where to find them."

WBCUtah is a nonprofit organization with a statewide mission to help Utah women build confidence, create opportunities, and experience business ownership success through business advising and entrepreneurial skills training. The center has offices in Salt Lake City and Cedar City, is online at wbcutah.org, and has a dozen virtual centers hosted on chamber of commerce websites. WBCUtah is funded in part through a cooperative agreement between the Salt Lake Chamber and the SBA.



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Succeeding in Your Business

When worlds collide: Seller financing and SBA loans

"I read your recent column on selling a business and found it very useful when someone approached me a month ago offering to buy my small retail business. My wife and I have been thinking about retiring in Florida for some time now, so we felt that now was the time to make the move.



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"Except we hit a snag and don't know what to do about it.

"The buyer told us he was willing to pay the purchase price in full, but then told us later on that he wanted to get a Small Business Administration loan to finance working capital for the business going forward. We told him this was fine, even though it

probably would delay the closing of the sale for a while.

"He then told us he would get a more favorable deal with his SBA lender if my wife and I deferred a portion of the purchase price; he offered to pay 10 percent of the purchase price in monthly installments over three years with interest at 6 percent per annum. Again, we said OK.

"We just received the closing documents from the SBA

lender and they say we have to wait 10 years before the buyer could begin making his monthly payments of the deferred 10 percent.

"Needless to say, my wife and I are not happy. We are both in our 70s and are not sure we can wait 13 years to get the full purchase price for our business. The buyer was very apologetic but said the bank wouldn't be flexible and that this was a requirement for them to get a loan guarantee from the government.

"Is this true, and if so, how do we deal with it?"

Section 7(a) loans are frequently used to finance the purchase of existing small businesses, but SBA regulations create a particular challenge in acquisitions where the seller of the business is financing a portion of the purchase price.

In such situations, the buyer delivers a promissory note to the seller, agreeing to pay the deferred portion of the purchase price over a period of time (usually three to five years).

In the past, Section 7(a) borrowers had to put 20 percent to 25 percent equity down if they wanted to purchase a new business, but with recent changes in SBA acquisition guidelines, the SBA can fund up to 90 percent of a business acquisition, with a seller note being able to fund 5 percent. Borrowers must still contribute 5 percent equity at closing. As a result, the seller holding a promissory note must be put on "full standby" until the SBA loan is fully paid off. As SBA loans typically have a maturity of between five and 10 years, this means the seller does not see a penny of the deferred purchase price for that period of time (except perhaps for payments of interest during that period).

Needless to say, most sellers are not happy about this.

I wouldn't beat up on this buyer too badly; whoever sold him on an SBA loan did not mention this important detail (as promoters frequently don't). Instead, see if you and the buyer can reach a "deal on the side" that will get you paid quicker without violating his loan agreement.

One way to solve the problem is to structure the seller's

promissory note as if it were a 10-year obligation but with a "balloon payment" at the end of the third year. This will give the buyer the benefit of a much lower payment during the first three years while giving you some assurance that you won't have to wait until Doomsday to get paid.

Another possible solution is for the buyer to sign the SBA standard form of 10-year note but then hire you and your spouse as consultants for three years for a monthly consulting fee that — by sheer coincidence and happenstance — is the same as the monthly principal and interest payment on a three-year promissory note at 6 percent per annum (to figure out the monthly payment amount, go to the Bankrate website). At the end of the three-year period, the consulting agreement would expire, and the fees paid under that agreement would be credited, dollar for dollar, against the buyer's liability under the "standby" promissory note, effectively liquidating the latter obligation.

What about taking a lien on the business assets to secure the seller note? A Section 7(a) SBA lender will never allow a seller to have a prior, or even co-equal, lien on the borrower's collateral. Any seller note secured by the business assets must be clearly subordinated to the SBA lender's lien. This means that if there is a default under either note (yours or the SBA lender's), the SBA lender will be able to foreclose on the business assets and make itself whole before you are even allowed to get into court.

Of course, you can always insist on an "all cash" deal and forget the seller note. That may create problems for the SBA lender if it believes your business' cash flow can't support a loan and turns down your buyer. Since potential buyers aren't flocking to your door, a bird in the hand is always better than two in the field.

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

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CORPORATE FINANCIAL REPORTS

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

Nu Skin

Nu Skin Enterprises Inc., based in Provo, reported net income of \$47.4 million, or 91 cents per share, for the first quarter ended March 31. That compares with \$19.7 million, or 36 cents per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$677 million, up from \$518 million in the year-earlier quarter.

Nu Skin is focused on consumer products, product manufacturing and controlled environment agriculture technology. Its family of companies includes Nu Skin, which develops and distributes beauty and wellness products; and Rhyz, a strategic investment arm that includes a collection of sustainable manufacturing and technology innovation companies.

"We are very pleased with a strong start to 2021 with our highest-ever first-quarter revenue and earnings per share," Ritch Wood, CEO, said in announcing the results. "Our innovative beauty and wellness product initiatives powered by our social commerce business model led to 34 percent growth in our customer base over the prior year and a 22 percent increase in global sales leaders."

The company's manufacturing segment also achieved record results, with 69 percent year-over-year revenue growth, he said.

Clarus

Clarus Corp., based in Salt Lake City, reported net income of \$5.7 million, or 17 cents per share, for the first quarter ended March 31. That compares with \$36,000, or zero cents per share, for the same quarter a year earlier.

Sales in the most recent quarter totaled \$75.3 million, up from \$53.6 million in the year-earlier quarter. The increase includes a

revenue contribution of approximately \$8.5 million from Barnes, an acquisition Clarus completed in October.

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.

"We had another quarter of double-digit revenue growth driven by continued robust demand across all of our brands and product categories," John Walbrecht, president, said in announcing the results. "Additionally, we substantially improved gross margins and earnings thanks to the strength of our 'super-fan' brands, our capabilities to fulfill demand and our consistent pricing strategy. Overall, the first quarter was another quarter where we not only did what we set out to do, but we also exceeded our expectations."

Varex Imaging

Varex Imaging Corp., based in Salt Lake City, reported net earnings of \$3.1 million, or 8 cents per share, for the second quarter ended April 2. That compares with a net loss of \$1.9 million, or 5 cent per share, for the same quarter a year earlier.

Revenues in the most recent quarter totaled \$203.5 million, up from \$197 million in the year-earlier quarter.

Varex is a designer and manufacturer of X-ray imaging components, which include X-ray tubes, digital detectors and other image processing solutions that are key components of X-ray imaging systems.

"Financial results for the second quarter of fiscal year 2021 were stronger than our expectations and exceeded pre-COVID revenue levels," Sunny Sanyal, CEO, said in announcing the results. "Driving this was continued strong global CT tube sales and higher sales of industrial digital detectors. We also had high-

er demand for our other medical imaging products related to certain elective medical procedures. We also continued to have strong expense management, which led to excellent bottom-line results."

Nature's Sunshine

Nature's Sunshine Products Inc., based in Lehi, reported net income attributable to common shareholders of \$4 million, or 20 cents per share, for the first quarter ended March 31. That compares with \$3 million, or 15 cents per share, for the same quarter a year earlier.

Sales in the most recent quarter totaled a company-record \$102.4 million, up from \$95.9 million in the year-earlier quarter.

The company markets and distributes nutritional and per-

sonal care products in more than 40 countries.

"We are pleased to announce that the first quarter of 2021 delivered the largest sales in the 49-year history of the company," Terrence Moorehead, CEO, said in announcing the results. "In fact, this marked the third consecutive quarter of net sales over \$100 million, which demonstrates the strength of our global strategy and our ability to effectively drive transformation."

"Growth was especially strong in our Asian and Latin America markets, and we saw solid performance in Europe with continued progress in North America despite a tough comparable due to the stockpiling we saw at the start of the pandemic last March."

CleanSpark

CleanSpark Inc., based in Salt Lake City, reported net income of \$7.4 million, or 28 cents

per share, for the quarter ended March 31. That compares with a net loss of \$5.8 million, or \$1.13 per share, for the same quarter a year earlier.

Revenues in the most recent quarter totaled \$8.1 million, up from \$3.6 million in the prior-year quarter.

CleanSpark provides software, controls and technology solutions to solve modern energy challenges.

Lipocine

Lipocine Inc., based in Salt Lake City, reported a net loss of \$3.4 million, or 4 cents per share, for the first quarter ended March 31. That compares with a loss of \$5.8 million, or 14 cents per share, for the same quarter a year earlier.


Lipocine is a clinical-stage biopharmaceutical company focused on metabolic and endocrine disorders using its proprietary drug delivery technologies.



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Industry Briefs

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

ARTS/ENTERTAINMENT

• **Utah Olympic Park**, Park City, will open May 28 with summer activities available until Sept. 6. A list of operation hours and rates is at utaholympiclegacy.org.

ASSOCIATIONS

• **The Economic Development Corporation of Utah** (EDCUtah) has announced a couple of staff changes. **Katherine Morrell** has joined the Business Development Team as a business development manager. She began at EDCUtah in 2017 as a member of the community strategy team. As a community strategist, Morrell oversaw the Utah Mega Site Program, the EDCUtah Community Match Grants Program, and supported Alan Rindlisbacher with the Development Ready Communities (DRC) efforts. She graduated from the University of Utah with a Master's of City and Metropolitan Planning. **Elvon Farrell** has joined the community strategy team as the new community strategist. He started with EDCUtah's research team in 2019, performing research for EDCUtah projects and supporting the DRC program by providing community assessments to participating communities. He has a bachelor's degree in political science from Brigham Young University.



Katherine Morrell



Elvon Farrell

• **Michael Brodsky**, president of Hamlet Development, will become chairman of the ULI (Urban Land Institute) Utah advisory board chair. He succeeds **Dave Ward**, who will continue to serve on the board.



Michael Brodsky

• **Sunwest Bank**, a privately held, California-based entrepreneurial business bank, has added **Chris Tillack** as its Utah market area president. Prior to joining Sunwest Bank, Tillack held leadership roles at Wells Fargo Bank NA and Zions Bank. He served



Chris Tillack

as the commercial banking leader at Wells Fargo Bank in Salt Lake City, where he was responsible for managing, leading, and motivating an inclusive and diverse group of managers and team members in all aspects of the business banking function.

CORPORATE

• **Extra Space Storage Inc.**, a Salt Lake City-based owner and operator of self-storage facilities in the United States, has announced that its operating partnership, **Extra Space Storage LP**, has priced a public offering of \$450 million aggregate principal amount of 2.55 percent senior notes due 2031. The notes were priced at 99.849 percent of the principal amount and will mature on June 1, 2031. The offering was expected to close on or about May 11, subject to customary closing conditions. **J.P. Morgan, BofA Securities, Citigroup, PNC Capital Markets LLC, TD Securities, US Bancorp and Wells Fargo Securities** acted as the joint book-running managers for the offering. **BBVA, BMO Capital Markets, BNP PARIBAS, BOK Financial Securities Inc., Fifth Third Securities, Morgan Stanley, Regions Securities LLC, Ramirez & Co. Inc. and Truist Securities Inc.** acted as the co-managers for the offering. The operating partnership intends to use the net proceeds of this offering to fund potential acquisition opportunities, to repay amounts outstanding from time to time under its lines of credit, and for other general corporate and working capital purposes.

DIVIDENDS

• The board of directors of **Nu Skin Enterprises Inc.**, Provo, has declared a quarterly cash dividend of 38 cents per share. The dividend will be paid June 9 to shareholders of record May 28.

Nu Skin is focused on consumer products, product manufacturing and controlled-environment agriculture technology.

ECONOMIC INDICATORS

• **Utah** is ranked No. 9 on a list of states with the **least entrepreneur regulatory barriers**, compiled by the **Cato Institute**, a libertarian think tank. It used 17 variables to rank the states on their barriers to startup businesses. Its index provides a rough overall gauge of the regulatory environment faced by new business ventures. Georgia is ranked as having the lowest regulatory barriers, while Connecticut has the highest. Details are at <https://www.cato.org/policy-analysis/entrepreneurs-regulations-removing-state-local-barriers-new-businesses>.

• **Salt Lake City** is ranked No. 90 on a list of the **"Best Cities for New Moms,"** compiled by **LawnStarter**. It ranked 174 of the biggest U.S. cities based on 43 signs of new mom-friendliness, including access to OB/GYNs, pediatricians and lactation spaces; the quality of hospitals with maternity services; the amount of extra paid leave allowed for pregnancy and childbirth; and delivery costs. Salem, Oregon, led the rankings. Detroit was No. 174. Details are at <https://www.lawnstarter.com/blog/studies/best-cities-new-moms/>.

GOVERNMENT

• The **Utah Department of Workforce Services** has selected **Kevin Burt** as its new assistant deputy director. Burt will also oversee legislative affairs for the department, replacing outgoing legislative affairs director **Kathy Bounous**. For the past four years, Burt has served the department as director of the Unemployment Insurance Division. **Justin Williams** will replace Burt as the new direc-



Kevin Burt



Justin Williams

Development Division, then moving to the Eligibility Services Division prior to his role as division director for Unemployment Insurance. Burt earned a bachelor's degree in social work from Utah State University and a master's degree in business administration from Weber State University. Williams has served as an assistant director and benefits chief for the Unemployment Insurance Division for six years. He has 20 years of experience with Workforce Services, working as a claims specialist, claims center manager, program specialist and more. Williams is a graduate of the University of Utah.

• The **Governor's Office of Economic Development** has named **Vic Hockett** as director of the Talent Ready Utah Center.



Vic Hockett

Hockett will oversee the state's public-private partnerships between industry and education and also help support and grow Utah's workforce in targeted industries statewide. Hockett has over 17 years of operations and leadership experience in the manufacturing sector and more than eight years of experience in executive-level leadership and instruction in higher education. His previous professional roles include director of operations, quality manager, plant manager and executive vice president.

• **Riverton City** has launched an initiative designed to boost the local economy by incentivizing spending within the city, as part of the city's **"Local First Riverton"** marketing and public education campaign. The city will be giving away \$1,000 per week in pre-paid Visa gift cards through Aug. 29. The weekly giveaway will be divided into 10 gift cards, each with a \$100 value. Individuals age 18 and older can enter the contest weekly after making a purchase for any product or service, of any amount, at any business located in Riverton that week and uploading a photo of their receipt at rivertonutah.gov/local.

• The **Central Wasatch Commission** is seeking new members to join its **Stakeholders Council**. The application period

is open through May 31. The council is composed of community members, representing many of the diverse interests in the Central Wasatch Mountains, including community organizations, environmental groups, ski resorts, residents and property owners, and the general public. The council may gather information, conduct fact-finding, provide analysis, conduct feasibility studies, and otherwise collaborate with broader constituencies with interests in the project area in order to make suggestions, recommendations and proposals to the CWC board and the commission's staff and consultants. The application is at https://docs.google.com/forms/d/e/1FAIpQLSf_FjIORtAK_NmiyQTWu8X-z2R-j2p7JCy1ppz7cJx0kIt0Aw/view-form.

HEALTHCARE

• **Xenter Inc.**, a Salt Lake City-based startup device/data/drug healthcare technologies company, has appointed four people to its board of directors. **David J. Bearss** is a biotech industry leader and serial entrepreneur with multiple therapeutic drug company exits and senior managing director of the Utah Therapeutics Accelerator at the University of Utah.



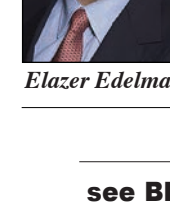
David Bearss

His experience includes serving as chief scientific officer at Montigen Pharmaceuticals and SuperGen Inc., founding co-director of the Center for Investigational Therapeutics at the Huntsman Cancer Institute, associate professor in the Department of Oncological Sciences at the University of Utah, associate professor of physiology and developmental biology at Brigham Young University, founder and CEO of Tolero Pharmaceuticals, CEO of Tolero, and global head of research and CSO of SDP Oncology.

Robert S. Langer is an institute professor at MIT and also a co-founder and board member of Moderna. **Dr. Elazer Edelman** is director of the Center for Medical Engineering and



Robert S. Langer



Elazer Edelman

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Industry Briefs

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Science at MIT, professor of medicine at Harvard Medical School, interventional cardiologist and senior attending physician in the cardiac critical care unit at the Brigham and Women's Hospital in Boston. **Mark Stautberg** is a senior commercial leader and former senior vice president of sales for Boston Scientific and life science industry executive at numerous multi-national and startup medtech businesses. Privately held Xenter is focused on developing wireless medical device technologies, innovative digital health tools and novel therapeutic drugs.



Mark Stautberg

• **CenExel Clinical Research**, Salt Lake City, has hired **Casey Orvin** as chief commercial officer. He will oversee all business development opportunities at the company. Orvin has significant experience in pharmaceutical research services, most recently serving as the senior vice president of pharmaceutical relationships at StudyKik. Orvin began his career leading pharmaceutical research site network Research Solutions. He joined Clinical Research Advantage/Radiant in 2007 as executive vice president of business development and led a network of over 75 research sites conducting clinical trials for pharmaceuticals, vaccines and medical devices. In 2015, he and the executive team at Radiant merged with Synexus, a division of PPD.



Casey Orvin

• **Epitel**, a Salt Lake City-based company focused on seizure detection technology, has named **Nico Choksi** as chief operating officer. He has more than 10 years of experience in healthcare operations and finance, scaling consumer and enterprise startups, and venture capital. He has worked with major hospital systems, payers and billion-dollar startups as part of his experience at EY.



Nico Choksi

• **Zenovate**, a Salt Lake City-based company producing technology to better understand and manage employee mental health,

has announced that it oversubscribed its \$1 million seed round. With the funding, Zenovate will be investing into more mental fitness tools for clients, including gamification and engagement tools, text-based therapy and device integrations. This will add to its service offerings, which already include teletherapy, on-demand meditations, nutrition, fitness and more.



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INSURANCE

• **Brightway, The Quinn Agency** has opened at 4685 S. Highland Drive, Salt Lake City. The insurance agency is owned and operated by **Danny Gonzalez** and **Brady Quinn**. Gonzalez is an entrepreneur with over 20 years of experience. He graduated from what is now Ensign College in Salt Lake City with an associate's in general studies. Quinn is a real estate agent with a focus on teaching his clients to leverage real estate to build wealth. He graduated with a bachelor of arts in public relations and management from Brigham Young University. He worked as a corporate communications executive and spent many years working with governments and politicians as a political consultant. Brightway Insurance is a property/casualty insurance distribution company with 300 offices across 25 states serving customers in all 50 states.



Danny Gonzalez



Brady Quinn

LAW

• **Armstrong Teasdale** has added **Nicolas Wilde** to the litigation practice in Salt Lake City. Before clerking, he worked as a research and writing specialist



Nicolas Wilde

and later as an assistant federal public defender (AFPD) in the Southern District of Texas. As an AFPD, Wilde regularly argued in federal district court, cross-examined federal agents and negotiated settlements with assistant U.S. attorneys.

• **Jones, Skelton & Hochuli PLC** has announced a virtual office presence in Utah. It is supervised by **William D. Holm**, a JSH managing partner who splits his time between Utah and Arizona. Jones, Skelton & Hochuli has more than 95 attorneys serving Arizona, New Mexico and Utah.



William Holm

MEDIA/MARKETING

• **KUER 90.1** has named **Cristy Meiners** as interim station manager through this summer. Meiners will oversee operations, programming, news and more for the NPR-member station. She is executive producer of *Radio West*. Meiners began her journalism and public radio career as an intern in Washington, D.C., on NPR's Arts Desk. She produced *The Bob Edwards Show* and *Bob Edwards Weekend* for SiriusXM Satellite Radio for eight years. She returned to Salt Lake City as the arts and entertainment editor at *The Deseret News* before joining the *RadioWest* team in 2019. Meiners has a B.A. in English from the University of Utah and an M.A. in humanities from Brigham Young University. Meiners succeeds **Joel Meyer**, who came to KUER as program director in 2018 and who is leaving the station to take a role as chief content officer at Freakonomics Radio Network. KUER's director of audience development, **Tricia Bobeda**, is also joining the Freakonomics team. Bobeda's departure created opportunities for internal promotion among current staff members. **Katherine Ellis** will step up as audience development and communications manager, **Chelsea Naughton** has been promoted to digital content manager, and **Roddy Nikpour** will take on new responsibilities as programming



Cristy Meiners

and production manager. Also, KUER's part-time digital producer, **Palak Jayswal**, moves into a full-time digital producing role.

NONPROFITS

• **Choose Mental Health**, an Orem-based nonprofit organization for children's mental health, has named **Brad Matheson** to its leadership team. Matheson's responsibilities will focus on fundraising. He will be networking and making connections with private entities and philanthropic corporations with the means to provide funding for the organization. Matheson has over 20 years of experience in mental health youth programs. After finishing his undergraduate degree in marketing, he began his career in marketing and admissions for a youth wilderness mental health program. Since then, Matheson has participated in several other wilderness and residential treatment programs.



Brad Matheson

OUTDOORS/ RECREATION

• **Black Diamond Equipment**, a Salt Lake City-based company focused on climbing, skiing and mountain sports equipment and a brand of Clarus Corp., has appointed **Anthony Rivera** as the business unit director for its apparel category. He will be responsible for creating the strategic direction of Black Diamond's apparel category, including business and product launch planning, global product line management, product

development, and the delivery of activity- and consumer-driven product initiatives. Rivera is an omni channel manager with over 12 years of knowledge buying, merchandising, team-building and managing revenue. Among his roles have been global merchandise manager at Burton, business unit manager and director of operations and strategy at Outerknown, and most recently senior manager of merchandising at Arc'Teryx.

• **SPOT**, a company focused on satellite messaging and emergency notification technologies, has identified the **most dangerous hiking trails in Utah**: The Maze at Canyonlands National Park, Angels Landing at Zion National Park, Peek-A-Boo Canyon, Frying Pan Trail and Bryce Canyon National Park.

PHILANTHROPY

• **Mountain America Credit Union** and the **Utah Jazz** have announced that **Canines With a Cause** is this season's final recipient of a \$5,000 "Pass It Along" donation. Canines With a Cause is an animal-assisted therapy, dog training program that pairs veterans suffering from PTSD and TBI with animal companions. This season, Mountain America awarded five local charitable organizations with a \$5,000 donation and recognition during a Jazz television broadcast. Since its inception in 2013, the Pass it Along program has awarded more than \$200,000 to over 40 local charities throughout Utah.

• **Mountain America Credit Union** and the **Humane Society of Utah** teamed up to save more than 85 homeless pets this spring.

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Industry Briefs

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As part of the “Spring into Love” adoption special, the credit union paid for all pet adoption fees at the Humane Society of Utah during the week of April 26-30.

REAL ESTATE

• **Dakota Pacific Real Estate**, a Salt Lake City-based real estate investment, development and management firm, has hired **Timothy M. McEntee** as managing director of multifamily development. McEntee will be responsible for continuing to build and lead the firm’s ground-up multifamily development program,



Timothy McEntee

which is focused on long-term hold projects throughout key Intermountain West markets. Prior to joining Dakota Pacific, McEntee was managing director and partner for the Colorado, Utah and Chicago operations of Wood Partners. Additional experience includes controlling principal of Hibernia Holdings and JPI. He began his multifamily career with Trammel Crow Residential. McEntee also served eight years on active duty in the U.S. Army, commanding infantry and special forces units and attaining the rank of captain. McEntee’s education includes graduating from the University of Utah with a B.A. in history and a degree from the university’s Honors College.

• **Coldwell Banker Realty in Utah** has expanded its Salt Lake Sugar House office at 2180 S. 1300 E., Suite 140, to create a more flexible and tech-focused

space for affiliated agents across the Salt Lake City market. The new office will bring together approximately 168 affiliated agents into a versatile, modern space that will increase collaboration and ensure a focus on growing the agents’ business. Coldwell Banker Realty in Utah operates 11 offices with nearly 800 affiliated agents serving the communities of the Greater Wasatch Front and Summit, Tooele and Weber counties.

• **Alliance Residential Co.**, an Arizona-based private residential real estate company, has opened an office in the Salt Lake City market. The new office is in the company’s Mountain Region and will be led by managing director **Ryan Barker**. He joins Alliance Residential after serving as director of investments for PEG Cos. In Salt Lake



Ryan Barker

City, he specialized in assembling development parcels and was a key figure in securing the under-construction Salt Lake City Convention Hotel. Barker’s education includes a bachelor of science degree from the University of Utah.

• **KeyBank Community Development Lending and Investment (CDLI)** provided a \$31.3 million private placement construction and permanent loan to the **Wasatch Residential Group**, a Salt Lake City-based real estate development, construction and asset management company, to develop an affordable multifamily housing property in Salt Lake City. The **Quade Apartments** will be a five-story

building comprising 237 units and a parking structure. All units will be restricted at 60 percent of the area median income under the low-income housing tax credit program. In addition to KeyBank’s loan, the project will be financed with low-income housing tax credits purchased by **Goldman Sachs**. The **Utah Housing Corp.** issued the tax credits and private activity bonds.

RECOGNITIONS

• **Foldax**, a Salt Lake City-based medtech company, has been named one of the 2020 “**Fierce 15**” by **Fierce Medtech**, a designation as one of the most promising private companies in the medical technology industry. Foldax focuses on heart valves, from material to design to manufacturing. Each year, **Fierce Medtech** evaluates hundreds of private companies from around the world for its annual “Fierce 15” list.

• **InXpress**, South Jordan, has been named **Global Franchise Award** winner in the **White Collar Franchise** category and also earned the top award for **Global Franchise Champion**. The Global Franchise Awards involves brands from around the world, vying for international recognition. InXpress is a business-to-business franchise company in the transportation and logistics industry with a network of almost 400 franchisees across 14 countries.

• The **COVID-19 AI Diagnostic Assistant** by **Novarad**, an American Fork-based company focused on transformative imaging technologies, has been selected as the winner of the “**Best New Radiology Solution**” award in the fifth annual **MedTech Breakthrough Awards** program conducted by

MedTech Breakthrough, an independent market intelligence organization that recognizes the top companies, technologies and products in the global health and medical technology market. The awards program honors excellence and recognizes the innovation, hard work and success in a range of health and medical technology categories. This year’s program attracted more than 3,850 nominations from over 17 countries around the world.

TECHNOLOGY/LIFE SCIENCES

• **Code Corp.**, a Salt Lake City-based company focused on scanning and data capture technologies, has promoted **Joe Croce** to vice president of sales for North America. Croce will continue to streamline the sales cycles and work with the channel team to enhance the program for resellers and partners as well. He has been with Code Corp. for four years. Croce has more than 20 years of experience in sales, working for Comcast SportsNet Philadelphia, Comcast Spectacor, NovaCare Rehabilitation and others.



Joe Croce

• **Guard Dog Solutions Inc.**, doing business as guardDog.ai, has appointed **Rich Wickham** as senior vice president of ecosystems. The Salt Lake City-based company is focused on cyber security solutions for consumers and businesses. Wickham will advance guardDog.ai’s growth in the U.S. and worldwide. He has experience in general manager roles for globally distributed teams of 300-plus and P&L



Rich Wickham

targets of more than \$1.2 billion. His background includes management of Microsoft Dynamics global sales, channel/partner, product and business development teams and leading the team managing core Microsoft interactive entertainment franchises. He also was a U.S. Air Force judge advocate and senior attorney at two international law firms, and led teams focused on complex commercial transactions and large-scale litigation in the U.S., U.K. and EMEA. The company also announced the appointment of **Stephen O’Donnell** as a member of its advisory board. O’Donnell is a business transformation executive and author of *What Every CIO Wants: A Guide for Global Technology Salespeople*.



Stephen O'Donnell

He has experience in building and restructuring systems, teams and processes within the banking, insurance, construction, professional services, telecommunications, retail and payments industries. O’Donnell served as CEO at GreenBytes Inc.; founder at DCMI; managing director at ESG; global head of data center operation at British Telecom; CIO at Coventry Building Society, Gallagher and G4S plc; CTO at MS Amlin; and in senior roles at Barclays, Cable & Wireless (Vodafone) and Deutsche Bank. He has also served on the advisory board of Fusion-io.

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Calendar

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

May 17, 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.

May 18, 8 a.m.-4 p.m.

“Applying Leadership Principles,” part of the Salt Lake Community College Frontline Leader Workshop Series and focusing on maximizing performance as you practice coaching, employee development and non-performance conversations in a legal and effective manner. 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>.

May 18, 8:30-10 a.m.

Better Your Business Employer Seminar, presented by the Utah Department of Workforce Services’ Workforce Development. Speaker Jonathan K. Driggs will discuss the latest developments in federal and local employment laws, COVID-19 issues, and more. Event takes place online. Free. RSVPs can be completed by emailing jlay@utah.gov.

May 18, 9-10 a.m.

“Bagels & Business,” a Mill at Miller Campus event. A funding panel including Sara Day from Utah Microloan Fund and Kimberly Holley with Mountain West Small Business Finance will discuss the best way to build a good relationship with a lender and get funded. Location is The Mill at Miller Campus, Building 5, Room 333, 9690 S. 300 W., Sandy. Event also is available online at <https://www.youtube.com/watch?v=742U4qjZ528>.

May 18, 10 a.m.

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

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

Business Women’s Forum 2021. Speaker John Bates, CEO of Executive Speaking Success, will discuss “The Science Behind Being a Powerful Speaker.” Event takes place online. Cost is \$10 for members, \$20 for nonmembers. Details are at slchamber.com.

May 18, 11:25 a.m.-1 p.m.

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

May 18, 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.

May 18, 11:30 a.m.-1 p.m.

Athena Leadership Award Ceremony and Luncheon, an Ogden-Weber Chamber of Commerce event featuring Athena Leadership Award presentation to Danielle Croyle, public information officer and training coordinator at the South Salt Lake Police Department. Location is Timbermine Steakhouse, 1701 Park Blvd., Ogden. Cost is \$30. Details are at ogdenweberchamber.com.

May 18, 1-2 p.m.

“Virtual Lunch & Learn: Supporting the Mental Health of Employees,” a Park City Chamber/Bureau event for members only. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

May 18, 6:30-8 p.m.

“How to Make Your Website Sell, So You Don’t Have To,” a Small Business Development Center (SBDC) event that takes place online. Free. Details are at <https://clients.utahsbdc.org/events.aspx>.

May 19 and 20, 10-11:30 a.m.

Employment Law for Managers, a Salt Lake Community College event featuring realistic scenarios to give supervisors and managers the tools to avoid discrimination, respond to complaints and conduct effective, legal job interviews. Event takes place online. Cost is \$149. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

May 19, 8 a.m.-noon

“Lean Pit Crew Challenge,” a Salt Lake Community College Employee Development Workshop focusing on strengthening a team and learning how to eliminate wasteful processes while physically active in a racing pit stop simulation. Location is SLCC’s Westpointe Campus, 1060 N. Flyer Way, Salt Lake City. Cost is \$325. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

May 19, 8:30-10 a.m.

M.A.C.H. Speed Networking, a Murray Area Chamber of Commerce event. Location is Home 2 Suites, 4927 S. State St., Murray. Cost is \$10. Details are at murraychamber.org.

May 19, 9-10 a.m.

“Wildfire & Vandalism & Poop, Oh My!” part of the Summit Speaker Series that is an extension of the Utah Outdoor Recreation Summit presented by the Utah Office of Outdoor Recreation, in partnership with Snowsports Industries America (SIA), the Economic Development Corporation of Utah (EDC Utah) and the Utah Outdoor Association (UOA). Representatives of organizations across the state will discuss what they are doing to prevent or respond to wildfires, vandalism, and human waste issues. Panelists include Tara McKee (moderator), program manager in the Utah Office of Outdoor Recreation; Ginger Allen, Americorp VISTA with the Southeast Utah Health Department; Kaitlyn Webb, statewide prevention and fire communications coordinator with the Utah Division of Forestry, Fire & State Lands; and Soren Simonsen, executive director of the Jordan River Commission. Event takes place online. Free. Registration can be completed at Eventbrite.com.

May 19, 9-11 a.m.

Mental Health Academy, a South Valley Chamber event. Location is Salt Lake Community College’s Miller Campus, Free Enterprise Building No. 3, Room 203, 9750 S. 300 W., Sandy. Details are at southvalleychamber.com.

May 19, 10 a.m.-noon

Spring Business Growth Summit, presented by Weave and focused on helping business owners leverage insights to acquire new customers and bring in more business. Keynote speaker is Ken Jeong, doctor, actor and producer. Event takes place online. Recordings will be available on

demand to registered attendees after the event. Free. Details are at businessgrowthsummit.com.

May 19, 2-6 p.m.

Job Fair, presented by the South Valley Chamber, Visit Salt Lake and the Salt Lake Area Restaurant Association and designed to support hard-hit area businesses in filling vital job vacancies important for the full recovery of the hospitality community from the effects of COVID-19. More than 50 hospitality-centric businesses will participate. Location is Boondocks, 75 Southfork Drive, Draper. Details are available by emailing Michele Corigliano at michele@slara.org. Businesses may register by May 17 at <https://www.visitsaltlake.com/rsvp/?action=details&noredirect=1&eventId=1121>.

May 19, 3-4 p.m.

“Jump Start: Intro to Entrepreneurship,” presented by the Women’s Business Center of Utah. Presenter is Ann Marie Wallace, WBCUtah state director. Training will include how to efficiently do market research, write a winning business plan and make plans to offer a product or service to people. Event takes place online via Zoom. Free. Details are at wbcutah.org.

May 19, 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.

May 19, 5:30-6:30 p.m.

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

May 19, 5:30-6:30 p.m.

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

May 20, 7:30 a.m.-noon

Spring Nubiz Symposium. Attendees will hear three perspectives from about “Instilling Vision and Trust Through Leadership.” Speakers are Kym Buttschardt, owner, Roosters/Union Grill; Glen Keysaw, vice president of distribution, Associated Food Stores; and Col. Jenise Carroll, commander, 75th Air Base Wing, Hill Air Force Base. After the three presentations, a moderated panel discussion about the Stakeholder Trust Model will take place. Event takes place online via Zoom. Free for all employees of chamber members,

first-time guests, students and faculty. Details are at ogdenweberchamber.com.

May 20, 7:45 a.m.-5 p.m.

Employer Tax Workshop, a Small Business Development Center (SBDC) event. Location is Salt Lake Community College, Building 5, Room 333, 9750 S. 300 W., Sandy. Virtual participation is available. Free. Details are at <https://clients.utahsbdc.org/events.aspx>.

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

Women in Business, a Murray Area Chamber of Commerce event. Speaker Phil Danielson will discuss “How to Become a ‘Bold Negotiator.’” Location is Home 2 Suites, 4927 S. State St., Murray. Cost is \$25. Details are at murraychamber.org.

May 21, 7:30-8:30 a.m.

“Eggs and Issues,” a Murray Area Chamber of Commerce event. Location is Mimi’s Café, 5223 S. State St., Murray. Registration can be completed at Eventbrite.com.

May 21, 8-10 a.m.

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

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

“2021 Small Business Series for Success: Employee Attraction and Retention,” part of the Small Business Series presented by ChamberWest, in partnership with the Small Business Development Center, the city of West Jordan, West Valley City Economic Development and the city of Taylorsville Economic Development. Location is Jordan Valley Water Conservancy District, Conservation Garden Park Education Center, 8276 S. 1300 W., West Jordan. Remaining sessions are “Financial Success and Tax Strategies” on June 29; “Lean Product Development” on July 27; “Sales, Marketing and Advertising” on Sept. 28; “Funding, Financing and Cash Flow” on Oct. 26; and “Five Ways to Grow Your Business” on Nov. 30. Cost is \$99 for the series or \$20 per session for members, \$160 for the series or \$30 per session for nonmembers. Details are at chamberwest.com.

May 25, 11:30 a.m.-1 p.m.

Women in Business Luncheon, a South Valley Chamber

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event. Speaker is Samira Harnish, founder and executive director of Women of the World. Location is Old Dome Meeting Hall, 1452 W. 12600 S., Riverton. Cost is \$20. Details are at southvalleychamber.com.

May 26, 11 a.m.-noon

“Mental Health in the Workplace,” part of the “In the Know” Series, a South Valley Chamber event with Blunovus. Location is Salt Lake Community College’s Gail Miller Conference Center, 9750 S. 300 W., Sandy. Details are at southvalleychamber.com.

May 26, noon-1 p.m.

“Solve the Business Puzzle: Elevator Pitch and Your Brand: How to Storytell Them,” a Women’s Business Center of Utah event. Presenter is Jana Hassett, owner of Jana’s Journals. Event takes place online via Zoom. Free. Details are at wbcutah.org.

May 26, 4-7 p.m.

Downtown SLC Crane Crawl, a ULI (Urban Land Institute) Utah event in partnership with the Downtown Alliance. Event features small-group walking tours of four major projects under construction. Tours take place 4-6 p.m., followed by full-group networking at Squatters from 6-7 p.m. Cost is \$20 for YLG members, \$25 for public/private members, \$35 for nonmembers. Tour begins at 95 State, 95 S. State St., Salt Lake City. Details are at <https://utah.uli.org/events-2/>.

May 27, 10-11 a.m.

“Financial Foundations: Cryptocurrency as Payment for Your Business,” a Women’s Business Center of Utah event. Speaker is Jen Greyson, a global advocate for crypto’s empowerment of women. Event takes place online via Zoom (available statewide). Free. Details are at wbcutah.org.

May 27, noon-1 p.m.

Women in Business, a Box

Elder Chamber of Commerce event. Cost is \$10. Details are at boxelderchamber.com.

May 27, 1-2 p.m.

“Virtual Lunch & Learn: Chamber 101,” a Park City Chamber/Bureau event. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

May 27, 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>.

May 27, 6-7 p.m.

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

May 28, 7:30-8:30 a.m.

“Eggs and Issues,” a Murray Area Chamber of Commerce event. Location is Mimi’s Café, 5223 S. State St., Murray. Registration can be completed at Eventbrite.com.

May 28, 9 a.m.

“Resources for Veteran-Led Startups,” a VentureCapital.Org event that takes place online. Cost is \$30. Registration can be completed at Eventbrite.com.

June 2, 9-10 a.m.

“QuickBooks Basics: Account Set-Up Tips and Tricks,” a Women’s Business Center of Utah event. Presenter is Amy Henry, wife, mother and business owner. Event takes place online (available statewide). Free. Details are at wbcutah.org.

June 3, 7:30 a.m.-4 p.m.

Greater Cache Valley Economic Development Summit. Location is The Riverwoods Conference Center, 615 Riverwoods Parkway, Logan. Event also takes place online via Zoom. Details are at cachechamber.com.

June 3, 9-10 a.m.

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

June 3, 11 a.m.-noon

“Start a Business with Little to No Capital,” a Women’s Business Center of Utah event. Presenter is Sara May of Rome Abroad. Event takes place online via Zoom. Free. Details are at wbcutah.org.

June 4, 7:30-8:30 a.m.

“Eggs and Issues,” a Murray Area Chamber of Commerce event. Location is Mimi’s Café, 5223 S. State St., Murray. Registration can be completed at Eventbrite.com.

June 4, 8 a.m.-2 p.m.

Box Elder Chamber of Commerce Golf Tournament. Event is four-person scramble format. Location is Eagle Mountain Golf Course, 960 E. 700 S., Brigham City. Cost is \$300 per foursome. Sponsorships are available. Details are at boxelderchamber.com.

June 8, 10 a.m.

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

June 8, 11:55 a.m.-12:55 p.m.

Monthly WIB Luncheon, a Cache Valley Chamber of Commerce event. Location to be announced. Cost is \$14 for WIB members, \$16 for nonmembers. Details are at cachechamber.com.

June 9, 10-11 a.m.

“Marketing 101: Facebook and Instagram Advertising,” a Women’s Business Center of Utah. Speaker is Rebecca Babicz, founder of Fall Line Digital. Event takes place online via Zoom (available statewide). Free. Details are at wbcutah.org.

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

“Let’s Do Lunch,” a South Valley Chamber event. Location is All-Star Bowling & Entertainment, 12101 S. State St., Draper. Details are at southvalleychamber.com.

June 9, 5-7 p.m.

“Business After Hours,” an Ogden-Weber Chamber of Commerce event. Location is Warren’s Craft Burger, 258 25th St., No. 2302, Ogden. Free for chamber members and first-time guests, \$10 for nonmembers. Details are at ogdenweberchamber.com.

June 11, 7:30-8:30 a.m.

“Eggs and Issues,” a Murray Area Chamber of Commerce event. Location is Mimi’s Café, 5223 S. State St., Murray. Registration can be completed at Eventbrite.com.

June 11, 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.

June 11, 9 a.m.

“Setting Up Your Startup with the Right Foundation,” a VentureCapital.Org event featuring experts who have advanced knowledge in laying the proper business foundation, including cap table considerations, employee options, legal entity structure, and other key structural issues. Event takes place online. Cost is \$20 through May 29, \$30 thereafter. Registration can be completed at Eventbrite.com.

June 15, 8 a.m.-4 p.m.

“Effective Presentations,” part of the Salt Lake Community College Frontline Leader Workshop Series and focusing on planning, designing, developing and delivering coherent and convincing oral presentations. 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>.

June 15, 11:25 a.m.-1 p.m.

Leadership Luncheon, a Cache Valley Chamber of

#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

WE BUILD UTAH

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Pure announces leadership changes

Pure Healthcare, the Salt Lake City parent company of Pure Infusion Suites, has announced changes to its senior leadership team. Joshua D. Smith has been appointed CEO and Joshua T. Tandy, who has been acting CEO, will continue as a member of the company's board of directors.

Pure Infusion provides medical infusions and injections in private suites in Montana, Idaho, Colorado, Washington, Oregon, Nevada and Utah.

Smith has more than 15 years of senior management experience, including over a decade leading strategic development and strategy at national healthcare services companies. In less than a year as chief growth and strategy officer for Pure, he oversaw the expansion of the company into three states, helped to develop and open two specialty medical clinics and was largely responsible for a year-over-year revenue increase of over 600 percent, the company said.

Prior to joining Pure, Smith was vice president of strategy and business development at Multispecialty Physician Partners an outpatient infusion services

company. Before that, he was a director at Davita Healthcare Partners.

"Josh is the right leader for Pure," said Tandy. "Josh's extensive healthcare background and business development skills will help Pure strengthen channel partnerships, develop strategic alliances and expand our ambulatory infusion center footprint."

"I am very excited to be taking on this new role at Pure," said Smith. "I believe we have a great business model and a talented management team that uniquely positions us to capitalize on the changing biologic infusion industry. Our mission to provide an exceptional patient experience while simultaneously reducing the high cost of infusion therapy to both the patient and health plans are a powerful force to drive positive change in this part of healthcare."

Pure also announced that Aaron "Trey" Gardner, current chief business development officer, will assume the role of chief growth officer and Daniel Smith, senior vice president of operations, has been promoted to chief operations officer.

Drought relief funds available

Small nonfarm businesses in 13 Utah counties and neighboring counties in Colorado and Wyoming are now eligible to apply for low-interest federal disaster loans from the U.S. Small Business Administration, said Tanya N. Garfield, director of SBA's Disaster Field Operations Center-West. These loans offset economic losses because of reduced revenues caused by current drought situations.

The primary affected Utah counties are Daggett, Piute and Summit and neighboring counties of Beaver, Duchesne, Garfield, Morgan, Rich, Salt Lake, Sevier, Uintah, Wasatch and Wayne are also eligible for the loans. Moffat County in Colorado and Sweetwater and Uinta counties in Wyoming are also eligible.

"SBA eligibility covers both the economic impacts on businesses dependent on farmers and ranchers that have suffered agricultural production losses caused by the disaster and businesses directly impacted by the disaster," Garfield said.

Small nonfarm businesses, small agricultural cooperatives, small businesses engaged in aquaculture and most private nonprofit organizations of any size may qualify for Economic Injury Disaster Loans of up to \$2 million to help meet financial obliga-

tions and operating expenses which could have been met had the disaster not occurred.

"Eligibility for these loans is based on the financial impact of the disaster only and not on any actual property damage. These loans have an interest rate of 2.88 percent for businesses and 2 percent for private nonprofit organizations, a maximum term of 30 years and are available to small businesses and most private nonprofits without the financial ability to offset the adverse impact without hardship," Garfield said.

By law, SBA makes Economic Injury Disaster Loans available when the U.S. Secretary of Agriculture designates an agricultural disaster. The secretary declared this disaster on May 3.

Businesses primarily engaged in farming or ranching are not eligible for SBA disaster assistance. Agricultural enterprises should contact the Farm Services Agency about the U.S. Department of Agriculture assistance made available by the Secretary's declaration. However, nurseries are eligible for SBA disaster assistance in drought disasters.

Disaster assistance information and applications are available at <https://disasterloanassistance.sba.gov/>.

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Commerce event. Speaker is Paul Borup of Sentry West Insurance Services. Location is The Riverwoods Conference Center, 615 Riverwoods Parkway, Logan. Cost is \$20 for members, \$22 for nonmembers; online cost is \$16 for members, \$17 for nonmembers. Details are at cachechamber.com.

June 15, 5-8:30 p.m.

Annual Awards Gala, a ChamberWest event with the theme "Greatest Show in the West: Celebration of Business Community and Connections." Location is Maverik Center, 3200 S. Decker Lake Drive, West Valley City. Details to be announced at chamberwest.com.

June 16-17

StartFEST, focused on Utah's startup ecosystem and providing education, entertainment, collaboration and fun. Speakers include entrepreneurs, investors, leaders and small-business owners throughout Utah, plus the StartMadness startup pitch competition. Details are at silicon-slopes.com.

June 16, 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.

June 16, 11:30 a.m.-2 p.m.

Kickoff Session of the "Lunch & Learn" Series, sponsored by Cache Valley Chamber of Commerce and the Utah State University Center for Student Engagement, which will guide you through the steps in a five-week course held every other week. This course will provide attendees with the tools to successfully find, hire and retain employees and navigate through the guidelines and tax regulations required of a nonprofit organization. Other sessions are June 30, July 14, July 28 and Aug. 11. Location to be determined. Details are at cachechamber.com.

June 17-18, 8:30 a.m.-12:30 p.m.

2021 Employment Law Update, an Employers Council event. HR experts and labor law attorneys will strip away the legalese and provide practical, timely and critical advice to minimize employment law liability. Conference is designed for business owners, managers, supervisors, in-house counsel and human resources professionals. Cost is \$350 for nonmembers and \$250 for members for the live conference only; \$325 for members and \$425 for nonmembers for the live conference and access to session recordings for 30 days. Details are at employerscouncil.org.

June 17, 5:30-7 p.m.

Member Appreciation Barbecue, a South Jordan Chamber of Commerce event. Location is City

Park Pavilion, 11000 S. Redwood Road, South Jordan. Details are at southjordanchamber.org.

June 18, 7:30-8:30 a.m.

"Eggs and Issues," a Murray Area Chamber of Commerce event. Location is Mimi's Café, 5223 S. State St., Murray. Registration can be completed at Eventbrite.com.

June 18, 8-10 a.m.

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

June 18, 9-10 a.m.

"Health & Wellness as a Business Owner: Creating a Workflow that Works For You," a Women's Business Center of Utah event. Speaker is Natasha Fett, a doctor of physical therapy, Pilates instructor and strength coach. Location to be determined. Cost is \$10. Details are at wbcutah.org.

June 21, 6:30 a.m.-2 p.m.

2021 Annual Golf Tournament, a Davis Chamber of Commerce event. Location is Valley View Golf Course, 2501 E. Gentile St., Layton. Sponsorships are available. Details to be announced at davischamberofcommerce.com.

June 22, 11:30 a.m.-1 p.m.

Women in Business Lunch-

eon, a South Valley Chamber event. Location is Juan Diego Catholic High School, 300 E. 11800 S., Draper. Details are at southvalleychamber.com.

June 22, 11:45 a.m.-1 p.m.

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

June 23, noon-1 p.m.

"Solve the Business Puzzle: Systems: Make More Money and Free Up Your Time," a Women's Business Center of Utah event. Presenter is Kara Laws, co-owner and CEO of Small Town Hub. Event takes place online via Zoom. Free. Details are at wbcutah.org.

June 23, 3-4 p.m.

"Balancing Your Team's Needs with Your Business Goals," a Women's Business Center of Utah event that takes place online (available statewide). Free. Details are at wbcutah.org.

June 24, noon-1 p.m.

"Reasonable Suspicion Programs: Drugs and Alcohol," a South Valley Chamber event. Location is BBSI, 75 W. Towne Ridge Parkway, Suite 175, Sandy. Registration can be completed at [http:// https://bbsiutahlunchandlearn.eventbrite.com](http://https://bbsiutahlunchandlearn.eventbrite.com).

June 24, noon-1 p.m.

Women in Business, a Box Elder Chamber of Commerce

event. Cost is \$10. Details are at boxelderchamber.com.

June 24, 4-7 p.m.

"Bikes, Buildings and Brews," co-hosted by ULI (Urban Land Institute) Utah and WTS (Women's Transportation Seminar) and featuring a bike ride along Parley's Trail in Sugar House and South Salt Lake to hear from the women and men who have helped shape the built environment along the iconic trail. Ride begins at Sugar House Park and concludes at Wasatch Brewery in Sugar House with socializing and networking. Cost is \$25 for ULI and WTX members, \$35 for nonmembers. Attendees will need to provide their own bicycles, helmets and locks. Details are at <https://utah.uli.org/events-2/>.

June 24, 6-9 p.m.

"Giant in Our City 2021," a Salt Lake Chamber event honoring Katharine and Robert Garff. Location is Grand America Hotel, 555 S. Main St., Salt Lake City. Cost is \$250. Details are at slchamber.com.

June 25-27

Outside Adventure Expo, presented by the Utah Office of Outdoor Recreation, in partnership with Tread Lightly, Visit Salt Lake and Lodestone Events. Event will feature gear vendors, outdoor demos, education and

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inspirational speakers and films. Location is Utah State Fairpark, Salt Lake City. Details are at <https://business.utah.gov/news/outdoor-adventure-expo-coming-to-utah/>.

June 25, 7:30-8:30 a.m.

"Eggs and Issues," a Murray Area Chamber of Commerce event. Location is Mimi's Café, 5223 S. State St., Murray. Registration can be completed at [Eventbrite.com](https://www.eventbrite.com).

June 28, 7 a.m.-2 p.m.

Classic Golf Tournament 2021, a Salt Lake Chamber event. Registration and breakfast begin at 7 a.m. Shotgun start is at 8 a.m. An awards luncheon follows golf. Location is Jeremy Ranch Golf & Country Club, 8770 Jeremy Road, Park City. Cost is \$1,800 per foursome, \$450 for individuals. Sponsorships are available. Details are at [slchamber.com](https://www.slchamber.com).

June 29, 8:30-10 a.m.

"2021 Small Business Series for Success: Financial Success and Tax Strategies," part of the Small Business Series presented by ChamberWest, in partnership with the Small Business Development Center, the city of West Jordan, West Valley City Economic Development and the city of Taylorsville Economic Development. Location is Jordan Valley Water Conservancy District, Conservation Garden Park Education Center, 8276 S. 1300 W., West Jordan. Remaining sessions are "Lean Product Development" on July 27; "Sales, Marketing and Advertising" on Sept. 28; "Funding, Financing and Cash Flow" on Oct. 26; and "Five Ways to Grow Your Business" on Nov. 30. Cost is \$99 for the series or \$20 per session for members, \$160 for the series or \$30 per session for nonmembers. Details are at [chamberwest.com](https://www.chamberwest.com).

June 29, 10 a.m.

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

July 2, 3:30-4:30 p.m.

"Strategies to Win Customers for Life," a Women's Business Center of Utah event that takes place online (available statewide). Details are at [wbcutah.org](https://www.wbcutah.org).

July 7, 9-10 a.m.

"How Did She Do It? Authenticity in Your Business and Life," a Women's Business

Center of Utah event. Presenter is Michelle Kelly, founder and CEO of POW Therapy: Place of Optimal Wellness. Event takes place online (available statewide). Free. Details are at [wbcutah.org](https://www.wbcutah.org).

July 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](https://www.ogdenweberchamber.com).

July 13, 8-10 a.m.

Women in Business Golf Clinic, a South Valley Chamber event. Location is Mulligans Golf & Games, 692 W. 10600 S., South Jordan. Details are at [southvalleychamber.com](https://www.southvalleychamber.com).

July 13, 11:55 a.m.-12:55 p.m.

Monthly WIB Luncheon, a Cache Valley Chamber of Commerce event. Location to be announced. Cost is \$14 for WIB members, \$16 for nonmembers. Details are at [cachechamber.com](https://www.cachechamber.com).

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

"Let's Do Lunch," a South Valley Chamber event. Location is All-Star Bowling & Entertainment, 12101 S. State St., Draper. Cost is \$15 for members, \$25 for nonmembers. Details are at [southvalleychamber.com](https://www.southvalleychamber.com).

DIVVY

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operations," said Blake Murray, Divvy CEO and co-founder. "At Divvy, our customers are our true north, and they always have been. As we listened to our customers, we heard them ask for a comprehensive payments platform so that they don't have to use multiple software systems to manage their finances. Today I'm proud that Divvy is joining Bill.com to bring the one-stop-shop platform that our customers and the market have been asking for."

"Since founding Bill.com, I have been driven by the desire to build solutions that make a real difference for small and mid-sized businesses," said René Lacerte, Bill.com CEO and founder. "Customers have been asking us to help them with their spend management, and I am excited that together with Divvy, we can deliver on that ask, furthering our vision to transform SMB financial operations. Our expanded platform will provide more automation and real-time information to SMBs, enabling them to make more informed decisions. We are excited to work with the talented Divvy team. We

July 16, 8-10 a.m.

"Friday Connections Speed Networking," a ChamberWest event. Location is Megaplex Theatres Valley Fair, 3620 S. 2400 W., West Valley City. Cost is \$5 for chamber members, \$10 for nonmembers. Details are at [chamberwest.com](https://www.chamberwest.com).

July 20, 11:25 a.m.-1 p.m.

Leadership Luncheon, a Cache Valley Chamber of Commerce event. Location is The Riverwoods Conference Center, 615 Riverwoods Parkway, Logan. Cost is \$20 for members, \$22 for nonmembers; online cost is \$16 for members, \$17 for nonmembers. Details are at [cachechamber.com](https://www.cachechamber.com).

July 21, 5-7 p.m.

"Business During Hours: Pioneer Days Rodeo," an Ogden-Weber Chamber of Commerce event. Free for employees of chamber members and first-time guests, \$10 for nonmembers. Details are at [ogdenweberchamber.com](https://www.ogdenweberchamber.com).

July 22, noon-1 p.m.

Women in Business, a Box Elder Chamber of Commerce event. Cost is \$10. Details are at [boxelderchamber.com](https://www.boxelderchamber.com).

have a shared passion for helping SMBs succeed and both companies are driving our customers' digital transformations. Together, we can further empower SMBs to transition quickly and easily."

Since launching in February 2018, Divvy said it has signed more than 9,000 customers, a company blog post said. The startup, named a Forbes Next Billion Dollar Startup in 2019, offers an alternative to the corporate credit card for small businesses who don't have the means to dole them out to staff. With Divvy, customers receive credit cards with limits predetermined by their finance managers, who set a budget for a project to "divvy" up among workers, eliminating the need for expense reports from competitors like Concur or Expensify, *Forbes* reported.

Founded by Murray and Alex Bean in 2015, Divvy took in more than \$32 million in revenue in 2019, the company told *Forbes* in a 2020 profile. The pandemic boosted Divvy, which has said new customers sign-ups surged 500 percent from March 2020 through Jan. 5, 2021. The company announced a \$165 million funding round that month, after raising \$200 million in April 2019.

**CAREERS****SR. TECHNICAL INTEGRATION MGR.**

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**PUBLIC NOTICE****Montrose Regional Airport
Montrose, Colorado
Terminal Expansion**

Sealed bids, subject to the conditions contained herein, for improvements to Montrose Regional Airport, Montrose, Colorado, Terminal Expansion project will be received at the Montrose Regional Airport, Director of Aviation, 2100 Airport Road, Montrose, Colorado 81401, until 1:30 pm local time, June 25, 2021, and then publicly opened and read aloud.

Work will be completed to expand and improve the existing airport facilities and includes both building and site improvements. The north addition is approximately 20,000 square feet and the south addition is approximately 5,000 square feet. The proposed additions will be fully-sprinklered, type II-B construction. Areas of the existing terminal will also be renovated.

Construction for this project is expected to start in September 2021. The contract time is 21 months.

The bidder must bid on all items in all schedules, but it is not guaranteed that all schedules will be awarded. Montrose County will award whichever combination of schedules funding permits. The Contract will be awarded to the lowest qualified bidder at the time of Contract Award on the Federal Schedule(s) funding permits.

Contract Documents: Complete digital project bidding documents will be available at <https://www.montrosecounty.net/Bids.aspx> on May 28, 2021.

Pre-Bid Conference: The mandatory pre-bid conference for this project will be held at 9:00 AM local time on June 8, 2021 at Montrose Regional Airport, 2100 Airport Road, Montrose, Colorado 81401.

Bids may be held by Montrose County for a period not to exceed ninety (90) days from the date of the bid opening for the purpose of evaluating bids prior to award of contract. The right is reserved, as Montrose County may require, to reject, any and all bids and to waive any informality in the bids received.

Bid Bond: Guarantee will be required with each bid as a certified check on a solvent bank or a bid bond in the amount of five (5) percent of the total amount of the bid, made payable to JoeMontrose County.

All bidders are advised that the right is reserved by the Sponsor to waive any informality in, or to reject any or all bids.

All questions regarding the bid are to be directed to Molly McGuire with Jacobs Engineering Group, Molly.McGuire@jacobs.com. All questions must be submitted by 2:00 PM local time June 17, 2021.

Montrose County
Montrose, Colorado



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OUTLOOK

from page 1

ing an online news conference last week. "I wanted to let you to know, Utah is not tired of winning."

Stephen Moore, an economist at FreedomWorks, told Adams that Florida "is right on your heels."

"I heard that," Adams replied, "but they're not going to take us, OK?"

Utah and Florida were followed by Oklahoma, Wyoming and North Carolina. The bottom-ranked state is New York, with Vermont, New Jersey, Illinois and Minnesota making up the rest of the bottom five.

The report also looked at economic performance from 2009 to 2019. Utah was ranked No. 4 on that list, which was topped by Texas. Among the factors considered for that ranking, Utah was No. 1 among states for absolute domestic migration, No. 3 for state gross domestic product, and No. 13 for non-farm payroll.

Utah was boosted in the rankings for having the nation's top population growth, a low unemployment rate, high upward mobility rates, a low poverty rate, and being one of only two states with employment increases during the pandemic, Adams said.

"People vote with their feet," he said of the state's strong immigration. "We think have great tax policies, a great regulatory environment, and as I look around and see what other states are doing, we're going to have to keep working because I think there's a lot of people nipping at our heels,

but we're not going to give up."

Moore said census statistics are showing that people are leaving places for economic and political reasons, including an exodus from high-tax, high-cost states.

Adams said Utah is seeing a lot of New York and California car license plates, and the trend likely will be accelerated as remote work allows people to, for

example, maintain a job with a California company while living and enjoying the high quality of life in Utah.

"And why wouldn't you do that," he asked, "when you have a [California] regulatory environment that is just so difficult for people to have a decent quality of life?"

Speaking generally, co-au-

thor and Reagan economist Arthur B. Laffer said that Utah had again showed "that the tried and true policies really work."

Jonathan Williams, ALEC's chief economist and executive vice president of policy, called Utah's top ranking for 14 consecutive years "just an incredible, incredible accomplishment."

Among the reasons, Williams

said, are property tax reform, pension reform and Utah "getting ready for the day" that the federal government decides to reduce federal aid to the states.

"And," he said, "the prudence in how Utah's prepared themselves and been ahead of the policymaking curve is, I think, the secret sauce to Utah's success now for 14 years at No. 1."



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