

OF NOTE



Department stores R Us

Toys R Us officials announced last week that the iconic brand is teaming up with department store Macy's to open toy shops in more than 400 of the chain's stores in 2022. Officials expect the move to more than quadruple Macy's toy business and give it access to the toy company's private brands that haven't been available since Toy R Us closed its stores in 2018.

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Not many surprises in 10-year Go Utah vision strategy draft

Brice Wallace
The Enterprise

An early version of the state's 10-year economic strategy contains several initiatives and ideas that have been discussed by Gov. Spencer Cox and other parts of state government in the past.

Under the title "Economic Vision Strategy 2030," a draft version of the document was discussed during the August meeting of the Governor's Office of Economic Opportunity (Go Utah) board. Go Utah is charged under recent legislation with developing the

strategy and reviewing the state's economic incentive programs, with recommendations to be submitted to the newly formed Unified Economic Opportunity Commission. The commission then will make recommendations to legislative interim committees in October.

The strategy draft uses broad language. For example, the vision says the state should "create the strongest economy in the global community, while maintaining world-class quality of life and cultivating

see GO UTAH page 19

Few job seekers means state has a labor shortage

Utah's unemployment rate took another tick down in July, from 2.7 percent to 2.6 percent. Meanwhile, joblessness nationwide dropped a full half of a percentage point to 5.4 percent for the month.

With fewer workers looking for jobs, the state is facing a significant labor shortage, with many jobs going unfilled, particularly in the service, food and hospitality sectors. Industry analysts expect the scheduled September end of some pandemic-related unemployment benefits to help the labor shortage situation as some workers relying on the benefits will return to the workforce.

"Labor shortages have been a buzz word recently, but despite that, the Utah economy has grown significantly over the past three months," said Mark Knold, chief economist at the Department of Workforce Services (DWS). "By late spring Utah commerce had reverted to its pre-COVID levels. Job openings were abundant. Labor, however, did not return as quickly and thus the call of labor shortages. But labor has been responding. Otherwise, the Utah economy would not have been able to produce two full percentage points of job growth in just the past three months."

The DWS released figures last week comparing July employment numbers with those two years ago, before the COVID-19 pandemic began. In July, Utah's nonfarm payroll employment increased an estimated 4.2 percent since July 2019. The state's economy added a cumulative 65,100 jobs since during that period, bring the current employment level to 1,606,600.

Utah's July private-sector employment recorded a two-year expansion of 5.2 percent. Seven of Utah's 10 major private-sector industry groups posted net two-year job gains, led by professional and business services (up 20,100 jobs); trade, transportation and utilities (up 18,900 jobs); construction (up 13,300 jobs); and manufacturing (up 8,900 jobs). The three industry groups with fewer employees than two years ago are leisure and hospitality services (down 3,700 jobs), natural resources and mining (down 1,500 jobs) and information (down 800 jobs).



Vobev, a new Salt Lake City company, is opening a plant later this year where it will make aluminum cans, fill them with a variety of beverages, label them and then ship the finished product. The company said it will be the only facility in North America to perform the full process under one roof.

Startup will make the can, fill it & ship it, all from one SLC facility

A new Utah company intends to reinvent the beverage canning industry when it opens the doors to its huge facility in Salt Lake City later this year. Vobev is being touted as the first all-in-one aluminum canning facility in North America. When up and running, the company said its new plant on the city's west side will manufacture cans, fill them, label them and ship them, all in the same facility.

In a prepared statement, Eric Cudnohoske, Vobev's general manager, said the

Vobev business model of combining everything under one roof will significantly shrink production lead times by weeks or months, reduce costs and decrease the product carbon footprint. Cudnohoske said the new plant will employ at least 400 people when under production.

"From our headquarters in Salt Lake City, our business model is efficient and

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

Cox answers administration threat to sue states over mask mandate ban

The Biden administration has threatened to use “all available tools,” including legal action, against Republican-led states that have blocked school mask mandates and other public health measures as the COVID-19 pandemic picks up steam with the delta variant becoming prevalent. Following Pres. Joe Biden’s order that Education Secretary Miguel Cardona explore possible legal action, the U.S. Department of Education raised the possibility of using its civil rights arm to fight policies in states like Utah that have barred public schools from requiring masks in the classroom. The Utah Legislature outlawed school mask mandate in its session earlier this year.

And Utah Gov. Spencer Cox has a response for the president.

Cox blasted the administration’s threat of litigation as “out of touch.”

“The letter from the U.S. Department of Education is extremely unhelpful,” Cox said in a statement. “Utah has been praised for safely keeping schools open last year and for making better masks available to students and teachers this year. As we continue conversations with legislators, public health leaders, school leaders, parents and local health departments about the best way to safely return to schools given the unique circumstances in Utah, the last thing we need is threats from out-of-touch bureaucrats at the U.S. Department of Education.”

In a recent announcement on its website, the Department of Education said policies that ban mask mandates could amount to discrimination if they lead to unsafe conditions that prevent students from attending school. The agency can launch its own investigations into potential violations, and it also responds to civil rights complaints from parents and the public.

“The department has the authority to investigate any state educational agency whose policies or actions may infringe on the rights of every student to access public education equally,” Cardona said in a statement. He added that states banning mask mandates are “needlessly placing students, families and educators at risk.”

SLC company launches cash lottery to encourage employee vaccinations

AlSCO Uniforms, a Salt Lake City based uniform and linen rental company, has launched an employee lottery to encourage COVID-19 vaccination among its workers. The company has set aside \$130,000 for the project and dubbed its lottery “Vax to the Future.”

In a prepared statement, the company said, “For several months, COVID-19 vaccines have been widely available across the United States. AlSCO remains committed to working closely with public health agencies in facilitating

the vaccination of our employees. AlSCO understands and embraces the responsibility it has in fostering trust in the safety of the vaccination process, and it strongly encourages every employee to receive the vaccine.”

The lottery for AlSCO employees runs for six weeks and gives employees who receive at least the first shot of the vaccination the opportunity to win up to \$35,000 over several drawings. The first three drawings offer opportunities to win \$10,000 to one newly vaccinated employee each drawing. The grand prize drawing for one of four chances to win \$25,000 will be held in October and will be for all vaccinated employees, including those vaccinated prior to the lottery.

“We’re excited to offer this vaccination lottery to all AlSCO Uniform employees,” said Robert Steiner, AlSCO co-CEO. “It’s a win-win for employees still sitting on the fence. By getting vaccinated, you either can win a lot of money, but more importantly you keep yourself, your family, co-workers and community healthy and safe.”

Co-CEO Kevin Steiner said, “AlSCO Uniforms is not just offering this vaccination lottery but has previously given paid time off, cash bonuses and sick days to employees who get the vaccine. We’re doing all we can to fight COVID-19.”

“From Day One of the COVID-19 lockdowns, AlSCO Uniforms has been deemed an essential service,” the company said. “Its uniform and linen laundry services are vital to the operation of restaurants, healthcare facilities and industrial businesses. The hygienically clean linen, uniforms and cleaning supplies they produce are critical to keeping businesses open and safe. Promoting the vaccine with incentives will not only keep our employees healthy but also keep our customers and their guests healthy. AlSCO Uniforms is committed to preventing the spread of COVID-19.”

Biden ties federal healthcare payments to nursing home staff vaccine status

Reuters has reported that Pres. Joe Biden has announced his administration will require employees at nursing homes to be vaccinated against COVID-19 as a condition of the facilities participating in the Medicare and Medicaid government healthcare programs.

Biden cited a study showing that the effectiveness of COVID-19 vaccines for residents of nursing homes and long-term care facilities has dropped since the delta variant became dominant in the United States. Residents of nursing homes have been hard hit during the pandemic, with many facilities experiencing high death tolls — particularly early in pandemic. Nursing homes were among the first to be given shots once COVID-19 vaccines became available.

However, some nursing homes have not required staff members to be vaccinated against COVID-19 — and some employees have opted not to get the shots amid vaccine

skepticism among some Americans.

“I’m using the power of the federal government as a payer of healthcare costs to insure we reduce those risks to our most vulnerable seniors. These steps are all about keeping people safe and out of harm’s way,” Biden said.

FEMA provides an additional \$6.7M to Utah for C-19 disaster response

The U.S. Federal Emergency Management Administration (FEMA) has approved more than \$6.7 million in additional public assistance funding for the COVID-19 response in Utah. The assistance was made available under a major disaster declaration issued April 4, 2020. FEMA has provided a total of \$108 million for the Utah COVID-19 response to date.

The \$6.7 million was received by the Utah Department of Health for associated costs, contracts and facilities to set up mobile testing centers statewide and transport COVID tests to the state laboratory for specimen testing. Additionally, the department purchased personal protective equipment, supplies and equipment to protect and assist with the work performed by the emergency response teams and state laboratory personnel. All costs for this project were accrued between April 13, 2020, and Feb. 28, 2021.

‘Resume anxiety’ keeping 20% of C-19 job losers from going back to work

One in five workers who are still unemployed due to COVID-19-related layoffs are not looking for a job because they don’t want to update their resumes. Gen Xers, ages 45 to 54, are most reluctant to revise their resumes, with 26 percent citing that reason, according to a survey conducted by ResumeBuilder.com.

Researchers evaluated responses from 1,250 unemployed Americans who lost their jobs during the pandemic.

Twenty-two percent of Americans, ages 18 to 24, represent the second-largest group to express anxiety about resume writing. However, only 15 percent of baby boomers say they dread updating their resumes.

“The data from this study shows there are a multitude of reasons why people aren’t re-entering the workforce,” said Stacie Haller, career counselor at ResumeBuilder.com. “Concerns about COVID-19, childcare or even how to update a resume can trigger job-search anxiety and make it challenging for people to continue looking for work.”

The most cited reason for not job hunting is the fear of contracting COVID-19. Thirty-one percent of respondents say they are concerned about getting the virus, 23 percent cite a lack of access to childcare and 22 percent say they make more money on unemployment than they would be working.

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More companies, fewer jobs as COVID year a mixed bag for EDCUtah

Brice Wallace
The Enterprise

The 2020-21 fiscal year was a mixed bag for the corporate recruitment and retention efforts of the Economic Development Corporation of Utah (EDCUtah).

Despite the COVID-19 pandemic, the organization won 37 projects for the state during the July-through-June fiscal year, topping the prior year's 32 wins. However, those projects are expected to create or retain 8,306 jobs over the next few years, far short of the 13,489 jobs reported

for the 2019-20 fiscal year.

"A great year, by any measure," Theresa Foxley, president and CEO, said of the 37 wins while briefing the Governor's Office of Economic Opportunity (Go Utah) board during a recent meeting. "But certainly a far better year than we would have expected, given all of the turmoil related to the pandemic."

Capital investments from the 37 projects are expected to reach \$912 million, down from \$1.22 billion in the prior fiscal year. The amount of square footage occupied by the projects is projected at 4.3 million, up from 3.1 million.

And the organization had 164 net new projects, thanks to a boost in February and April, compared with 153 the prior year.

"Our average month prior to the pandemic, we would have anywhere between 12 and 13 projects ... so really the first half of our last fiscal year stayed pretty flat and close to average, with the first quarter of the calendar year really picking up," Foxley said.

"I think what happened during this period of time that you saw was vaccines began to roll out, [and] consumer and business confidence was increasing as a result of some of the changes to the

pandemic. We're, of course, monitoring that now as new variants are coming into play."

The pandemic is still having impacts on corporate recruitment. A recent site visit by prospective new company into Utah was converted to a virtual visit. "So a lot of the logistics and work flow of our team, we're just continuing to adapt to these changes and remaining flexible," Foxley said.

Foxley said two themes emerged during the fiscal year. "One, it was much better than we ever expected, and, two, it was better than we expected because of the types of projects that we had which were primarily manufacturing," she said.

Before the pandemic, about 30 percent of EDCUtah's active projects involved manufacturing. Now the figure is well over 50 percent.

But technology-based projects shrunk as prospective companies had employees working from home and were "trying to understand how the ongoing work-from-anywhere dynamics would impact location decisions," Foxley said. Still, the number of tech projects in the pipeline grew as the fiscal year advanced.

Likewise, there was an increase in interest from international firms due to the pandemic's impacts. They included firms trying to address COVID and supply-chain disruptions "and those firms that are trying to bullet-proof their supply chain through additional facilities," she said.

EDCUtah's fiscal year matches that of the state. Go Utah, at the time known as the Governor's Office of Economic Development (GOED), said in June that its 2020-21 fiscal year featured smaller numbers across the board when compared to the prior fiscal year but higher figures than those

of the years prior to that. For 2020-21, GOED had 19 companies receive tax credit incentives, with job creation projected to be 8,595 over the next few years. Capital investment was projected at about \$456.3 million.

EDCUtah and Go Utah numbers differ because not all of EDCUtah projects go through the state incentive process.

EDCUtah's plans for the current fiscal year include corporate recruitment missions to San Francisco, New York City, Southern California, Chicago and Austin. It also hopes to return to in-person meetings with companies and their site selectors. Foxley said she is "super-excited" to resume the in-person program. While virtual meetings worked better than expected, they were still virtual.

"I think we can do that for some period of time," she said of virtual work, "but really there's nothing quite like the contacts and connections that you can make in-person."

SL County home sales down for second month

Fewer available listings and higher home prices slowed home sales for the second consecutive month in July in Salt Lake County.

In July, there were 1,602 overall homes sold — including single-family, condominiums, townhouses, mobile and recreational — down 25 percent from 2,131 sales in July 2020, according to UtahRealEstate.com. July 2020 set a record for the most homes sold in a single month. In June, overall home sales fell 8 percent compared to June 2020.

Home sales were also down by double-digit percentages in Utah, Davis and Weber counties, the site reported.

"Home sales in July were down 6 percent compared to the five-year July sales average, 2015 through 2019, excluding July 2020, which was an outlier," said Matt Ulrich, president of the Salt Lake Board of Realtors. "Multiple offers have slowed but the Salt Lake housing market remains very competitive. Instead of 30 or 40 offers on a listing, there are now usu-

ally five to 10 offers on a home."

In Salt Lake County, the median price of all housing types in July was \$475,000, up 24 percent from \$383,000 a year ago. The median price of a single-family home increased to \$550,306, up 28 percent from \$430,000 in July 2020. The median price of a multifamily home reached \$380,000, up 27 percent from \$299,950 last year.

The typical Salt Lake area home was on the market just six days before it sold in July, down from 12 days in July 2020.

Fidelity National launches Utah title operations

Fidelity National Financial of Jacksonville, Florida, is launching a title insurance operation in Salt Lake City under the name Fidelity National Title Agency of Utah LLC. Although the company has operated in Utah for many years, the new operation will have a physical presence in the state.

Joshua Hall has been named to lead the Utah office as presi-

dent of Fidelity National Title Agency of Utah, overseeing the transition and continued growth of the operation.

"I am excited to represent the Fidelity National title family in Utah and to directly provide commercial and residential services to the real estate community," Hall said.

"Joining an already strong

and expanding team, Hall is bringing years of experience and leadership to help Fidelity National Title's operations grow and evolve throughout the state of Utah," a company statement said.

Fidelity National Financial operates throughout the United States with more than 23,000 employees. It writes more title insurance policies than any other U.S. underwriter.



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Utah Inland Port Authority to build first private supply chain LTE/5G network

The Utah Inland Port Authority (UIPA) has announced a partnership with QuayChain Technologies of Los Angeles to build and operate the world's first private LTE/5G network dedicated to the supply chain. The Intelligent Crossroads Network (ICN) aims to create the foundation for

a more resilient, secure and sustainable supply chain for Utah, according to a release from UIPA.

"Creating this new digital public-private partnership with QuayChain is the perfect way to build the digital infrastructure to achieve our goal of sustainable logistics across Utah," said

Jack Hedge, executive director of UIPA. "Having world-class connectivity combined with artificial intelligence solutions will enable greater operational efficiency, which is a key component to leading the transition of commercial fleets to clean energy which serves UIPA's environmental and

community objectives."

QuayChain's solution digitizes information and connectivity gaps in the supply chains with port and logistics centers. QuayChain's partners include Intel, Athonet and the Wireless Industrial Group.

QuayChain Technologies' CEO Andrew Scott said, "The challenges in the global supply chain over the last two years has highlighted the need for new approaches that address both business and environmental objectives without any trade-offs. QuayChain will enable the ICN and Utah's supply chain to truly democratize data and power new partnerships and solutions, including automated vehicles, equipment, visibility and fin-tech."

Developing the ICN will help create new logistics jobs using technologies based on Industry 4.0 and 5G. It will also bridge the digital divide for many industries and essential workers that support a robust supply chain.

"Private wireless network and new-edge computing-based applications at transportation hubs such as ports and across the supply chain will bring much-required optimization and efficiency in the transportation and logistics processes," said Caroline Chan, vice president of the Net-

work and Edge Group and general manager of the Network Business Incubator Division at Intel. "We have been working closely with QuayChain and UIPA to support the vision of harnessing data for intelligent port use cases and believe this collaboration across the ecosystem will help catalyze wider digital transformation and address vital environmental and community needs."

Suppliers, logistics providers and port operators are more dependent on technology to track, coordinate and manage cargo than ever before, UIPA said. With increasing demand and velocity, 5G can help address historical obstacles with the ability to support thousands of devices or sensors in a small area and reduce latency to capture data in real-time. ICN will connect artificial intelligence devices across the network, providing new and unique insights to cargo movements.

"We are finalizing the initial coverage area and solutions for Intelligent Cross Network with the long-term objective of expanding the ICN across Utah," said Jill Flygare, UIPA's chief operating officer. "We are committed to working with stakeholders across the state and the global supply chain to ensure the ICN offers the world-class digital infrastructure that Utah and our residents need for the future."

State launches apprenticeship website

Utah's commissioner of apprenticeship programs announced the launch of the state's first comprehensive apprenticeship website, apprenticeship.utah.gov.

"As businesses struggle to hire enough workers and as many Utahns are striving to earn a living wage, there is no better time to consider apprenticeships," said Melisa Stark, commissioner of apprenticeship programs. "Em-

ployers can hire employees to start right away and learn on the job, and workers can get paid to train for a lucrative career."

Apprenticeships are industry-driven, high-quality career pathways that are beneficial to both businesses and workers, Stark said. Workers get paid, on-the-job and related training, job security and portable credentials, certificates or degrees. Employers pre-

pare their future workforce while reducing costs for recruitment, enjoying a 94 percent retention rate.

"Apprenticeships are an under-utilized pathway to a great, in-demand career," said Rep. Mike Winder (R-West Valley City), who sponsored the state legislation that created the new commissioner role. "A four-year degree is not the only way."

Allegiant adds warm-weather flights from Provo

Las Vegas-based Allegiant has added nonstop service from Provo to two warm-weather locations with one-way fares as low as \$39, the airline announced.

The new destinations include Houston via the William P. Hobby Airport beginning Nov. 18

and Palm Springs, California, via Palm Springs International Airport beginning Nov. 19.

"A hallmark of Allegiant's service is to connect travelers to warmer destinations where they can enjoy a variety of outdoor leisure activities," said Drew Wells,

Allegiant's senior vice president of revenue and network planning. "And we've continued that tradition with this expansion by giving customers more affordable, non-stop options to visit Florida, Arizona, Texas and California during the fall and winter seasons."

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Sorensen to head Fortis Utah office

Fortis, a state-chartered bank headquartered in Denver and with a Utah office, has named Jeremy Sorensen as the commercial market president for the Utah market. As market president, Sorensen will lead the strategy and management of the bank's commercial banking team in Utah in partnership with Josh Peters, chief lending officer for Fortis.

"I am very pleased to welcome Jeremy to Fortis as the leader of our Utah market," said Fortis CEO Chris Luce. "His depth of banking and leadership experience and passion for the local community will be an instrumental asset to our team in this growing market."

Sorensen joins Fortis with more than 12 years of banking experience, having served in key management, lending and credit roles with two national banks, most recently as the business

banking sales manager at U.S. Bank in Salt Lake City. He has built trusted relationships with business owners in the Utah market and is skilled in the areas of strategic planning, key account management, financial analysis and business development, Luce said.

"I am thrilled to be joining Fortis during this key period of growth in commercial and specialty lending in Utah. The team has created a unique brand in the market, and I look forward to continuing to strengthen this through flexibility, awareness and alignment with the goals of our clients," said Sorensen.

Fortis is an FDIC-insured bank that provides business and personal clients with a suite of loan, treasury management and deposit products, with an emphasis on commercial and specialty clients.



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Mo'Bettahs names Ertmann as president

As it prepares to more than double in size by the end of 2022, Hawaiian fast casual restaurant chain Mo'Bettahs has announced the appointment of a new president. Co-founders and brothers Kalani and Kimo Mack have named Rob Ertmann to lead the company as it ramps up expansion efforts in three new markets.

"Rob Ertmann joins us at such a crucial time in our business as we continue to grow into new markets," Kalani Mack said. "His experience and multi-unit growth pedigree are the perfect fit to help Mo'Bettahs spread our authentic brand of 'Aloha' to those customers looking for that true island taste."

Ertmann's hire comes as Mo'Bettahs announces its intentions for a massive expansion, adding 26 new locations to its existing 22 locations in Utah and Idaho. The brand plans to open

its first stores in Texas, Oklahoma and Kansas City.

Mo'Bettahs was acquired by Savory Fund in 2017, a management group that infuses startup brands with capital and pairs them with its team of 65 industry veterans, who have experience in real estate, development and construction, store operations, technology, recruiting, training and finance.

"After reviewing and meeting with several dozen impressive leaders within the food and beverage industry, Rob Ertmann really stood out because of his genuine personality, his humility and his willingness to be a servant leader," said Andrew K. Smith, managing partner of Savory Fund.

Ertmann has more than 25 years of experience in the restaurant and retail industries. He most recently served as chief operating officer at Philz Coffee, a fast-

growing specialty coffee company based in San Francisco. He also held leadership roles at Einstein Noah Restaurant Group, where he was responsible for more than 200 company-owned locations and revenue in excess of \$170 million, and Peet's Coffee, where he oversaw 250 company-owned locations and revenue in excess of \$269 million.

"I am thrilled to join this incredible brand, shaped by Kimo and Kalani to serve incredible food inspired by their growing up in Hawaii," Ertmann said. "It is an exciting time to be a part of this journey as we grow the number of communities that get to share this delicious island food, both in Utah and into new markets that have yet to experience Mo'Bettahs."

Mo'Bettah's opened its first store in Bountiful in 2008.

CORPORATE FINANCIAL REPORTS

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

Security National Financial

Security National Financial Corp., based in Salt Lake City, reported after-tax earnings from operations of \$11.3 million for the quarter ended June 30. That compares with \$20.6 million for the same quarter a year earlier.

Revenues in the most recent quarter totaled \$116.8 million, down from \$118.7 million in the year-earlier quarter.

The company has three business segments: life insurance, cemeteries/mortuaries and mortgages.

"I think we have to be pleased with the operational performance of our company," Scott M. Quist, president, said in announcing the results. "Q2 2021 represents the company's second-best second-quarter performance, and Q1 and Q2 2021 represent our best first-half performance."

LifeVantage

LifeVantage Corp., based in Salt Lake City, reported net income of \$4.9 million, or 35 cents per share, for the fourth fiscal quarter ended June 30. That compares with \$3.8 million, or 26 cent per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$54.8 million, down from \$59.4 million in the prior-year period.

For the full fiscal year, the company reported net income of \$12.9 million, or 90 cents per share. That compares with \$11.5 million, or 79 cents per share, for the prior fiscal year. Revenue in the most recent fiscal year totaled \$220.2 million, down from \$232.9 million in the prior year.

LifeVantage is focused on the identification, research, development, formulation and sale of nutrigenomic activators, dietary supplements, nootropics, pre- and pro-biotics, weight management, skin and hair care, bath and body, and targeted relief products.

"Fourth-quarter revenues results were in line with our expectations and earnings were slightly ahead as we continued to focus on our core strategies for driving long-term growth and operational improvement," Steve Fife, CEO and chief financial officer, said in announcing the results.

"Adjusted earnings per share increased 11 percent despite an 8 percent decline in net sales. The sequential improvement in the number of customers was particularly encouraging and the first positive inflection in the past year. Our initiatives to drive active account growth through distributor enrollment and increased retention continue to gain traction and we expect to show further progress over the next several quarters."

Reflect Scientific

Reflect Scientific Inc., based in Orem, reported net income of \$170,781 for the second quarter ended June 30. That compares with a net loss of \$25,454 for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$707,133, up from \$502,906 for the year-earlier quarter.

Reflect develops and markets technologies in cryogenic cooling for the biotechnology, pharmaceutical, medical and transportation markets. Among its products are low-temperature freezers and refrigerated systems for laboratory, transportation and computer server room uses.

"Revenues were up second quarter year over year, we kept expenses under control, and our R&D budget has done its job creating new cryogenic products for the marketplace," Kim Boyce, CEO, said in announcing the results.

"Our cash position has increased, and spending on R&D is down, giving Reflect the ability to invest in new marketing and sale programs. The pandemic has caused some shipping issues; however, we have addressed them head-on. I am pleased with our second-quarter performance."

Superior Drilling Products

Superior Drilling Products Inc., based in Vernal, reported a net loss of \$67,000, or zero cents per share, for the second quarter ended June 30. That compares with a loss of \$1.2 million, or 5 cents per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$3.4 million, up from \$2 million in the year-earlier quarter.

The company designs and manufactures drilling tool tech-

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As frequent readers of this column know, I am not the biggest fan of email.

Each day I find myself answering at least 40 emails on matters relating to my law practice, the books I've written, upcoming speaking engagements and messages from old high school friends who are preparing to attend our 50-year reunion this year, to say nothing of (ahem) this column.



CLIFF ENNICO

Last year, I made a resolution to check emails only twice a day — once in the late morning and again in the late afternoon — as some of the popular “time management” books recommend. When I was answering emails, I did nothing but answer emails. I did not respond to emails between my two timeslots, and any email that came in after “working hours” didn't get a response until the following morning.

Well, you know what happens to New Year's resolutions.

When I'm in the middle of doing a “rush” deal for a law client or a reporter is “on deadline” and needs to interview me in the next 10 minutes or a meeting planner needs to book a keynote speaker fast (yes, that's starting to happen again post-pandemic) and has sent identical messages to 10 of my competitors, responding to emails only “twice a day” simply doesn't cut it. I would lose too much business if I didn't respond to certain emails in “real time,” and that's just a fact of life.

So this year I'm trying an-

other tactic to keep my email traffic under control, at least as much as I can. Since I cannot seem to manage my email traffic by budgeting my time, I'm going to do the next best thing:

I'm going to charge for reading and responding to certain emails from my law clients.

Yes, that's right.

Since it takes me at least six minutes (one-tenth of an hour) to read and respond to most email messages,

I am billing my law clients one-tenth of my hourly rate for each email exchange on their particular matter. When I send a retainer agreement out to a new client, I now include a statement that “A minimum charge of \$X (one-tenth of an hour) will be applied for each email or IM text response relating to your matter.” In bold face type, just so the client can't claim they never saw it.

Similarly, when I send out my monthly invoice to the client, the last line item reads “email exchanges w/client during month — \$XXX (13 email exchanges at \$Y each).”

Needless to say, some of my law clients aren't too happy about this. They seem to have the idea that anything happening on the Internet is free of charge, even if their email is a request for legal advice running to 10 or more paragraphs.

But they are paying the fee, however reluctantly, and I am finally being compensated fairly for an activity that takes a goodly chunk out of every working day.

Even better, I am receiving fewer email messages each day. My clients are calling me more often with their thorny, complex legal questions, which is what I would prefer them to do. Not only do they get a better-quality answer that way, but I'm not committing something to writing that may get posted all over the Internet (“Hey, everybody, see what Cliff Ennico thought of this!”).

Now, of course, there are some rules about when I do and do not charge for email responses. Here are some of the ones I've come up with:

- I charge only my law clients — I never charge editors, meeting planners, speakers' bureaus, journalists, friends, relatives or any reader of this

column who wants to ask a question (although with my long-winded old high school chums, it's tempting).

- I charge only those law clients who are paying me by the hour — if I am charging a flat fee for a particular matter, that will include email responses up to a certain point (usually one to two hours' worth).

I only charge for “substantive” email responses — confirming a lunch date by email or merely forwarding another message to a client without comment will not be charged.

- I make sure (by keeping time sheets) that I am not charging more than 24 hours a day for email responses.

This approach to emails is a “work in progress,” and it may

go the way of my “twice a day” program last year.

But so far it seems to be working — I haven't lost any clients yet because of it — and it may work for your service-oriented business as well. Give it some thought.

And if it works really well, I will consider applying the same approach to my telephone calls, daily trips to the UPS Store and household chores (although sending my spouse that monthly invoice might be tricky...).

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

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Provo's invitation to all: 'Welcome home'

When I came to Provo in 1986 to attend Brigham Young University, I was struck by the beauty of this community so nicely nestled up against the mountain. As I stood on campus and looked up at the enormous "Y" on the mountain, I felt like I was home. So it is very fitting to be working as the economic development director for Provo City, where our motto is "Welcome Home."

Provo really is home, not just to me but for global influencers like Qualtrics and Vivint, as well as community staples like the oldest yarn shop in America, Heindselman's. And the world is taking note. In January, the Milken Institute named Provo the top-performing large city in the United States, noting our job growth, high-tech GDP concentration and the number of high-tech industries in Provo. The Milken study went on to mention Provo's quality of life, access to outdoor amenities and lower cost of doing business compared to other locations around the country.

Being ranked as the top-performing community is impressive, but the accolades continue. In the past year, Provo was also ranked No. 1 Youngest City, No. 3 Most Dynamic Metropolitan, No. 3 Best College City, No. 1 Safest Big City, No. 3 Best Run City and one that speaks to who and what we are — No. 1 Most Charitable City.

But what is it that makes Provo this dynamic place to live and work? Provo is arguably the "downtown" or the central business district of Utah County — the fastest-growing county (numerically) in the fastest-growing state in the U.S. Provo is the education center of Utah County, being the home to Brigham Young University, a top private university in the United States with 33,000 students that is recognized nationally for quality education, and the adjacent Utah Valley University, the largest state-run university, with 41,000 students. Provo is the government center for Utah County, with federal and state of Utah regional centers and the center of Utah County administration.

Provo is the medical center for Utah County with Utah Valley Regional Medical Center and numerous medical offices, clinics and many other healthcare services.

Provo is the hospitality center of Utah County with the Utah County Convention Center, the Marriott Hotel complex and several thousand hotel/motel rooms. Provo is the transportation hub of Utah County with the new Provo Airport terminal to be complet-

ed in 2021, a major FrontRunner station and the UVX bus rapid transit line running from south Provo to Utah Valley University. To top it off, Provo is the only city in Utah County with a thriving, vibrant and livable downtown. And if you don't know, there are 70-plus restaurants in the Provo downtown area.

Provo is where the technology sector began in Utah in the 1980s, with WordPerfect Corp.

dom Commons in Provo now, Brandon Fugal, the chairman of Colliers International Utah and the broker for the project, said, "More than ever before, Provo is the central business district of Utah County and really plays a key role in setting the tone for economic development along the Wasatch Front." In describing downtown Provo, Fugal said, "There is no other location where you can draw from

the middle of that environment. Right now, there are over 1,000 new residential units planned or under construction in the downtown area close to offices and amenities and direct access to quality graduates that flow from BYU and UVU. As studies have shown, these graduates often stay and work locally and frequently return to work locally once they gain additional experience. This creates a dynamic labor force that is very attractive for employers. Another major reason for the thriving business development currently occurring in Provo is the widely recognized business-friendly environment that companies encounter in Provo.

Provo's startup environment continues to thrive with active programs like Rev Road, 1 Million Cups and the Startup Building. These startup incubator or accelerator environments house dozens of upcoming companies ready to take their next steps forward. Halda is an example of a software company that started with two people working at the Startup Building in their co-working space at a shared table, then grew to needing a small office and now has 15 employees and is planning to expand into its own offices. Founder and CEO of Halda, Lance Hydrick, said that proximity to an excellent labor pool from BYU and a great, livable downtown have been critical to its success and that Provo is the only location they would consider to expand their business.

For those of us who live in Provo, none of this is news. It's why we live here and what we have known all along. But the world around us is recognizing what makes Provo great and is coming to live, work and play.

And moving to Provo makes good sense. Whether you are a resident looking for a wonderful community or a business looking for access to good working capital, you'll find it here.

So, when we say, "Welcome home," we mean it. Come check us out and find out for yourself.

Keith Morey is the economic development director for Provo City. He graduated from BYU with a master's degree in public administration. He was the vice president of business development for the Economic Development Corporation of Utah.



KEITH MOREY



and Novell Inc. This technology sector continued to boom in Utah Valley with the growth of "Silicon Slopes." Provo has again positioned itself to be a major technology hub with Freedom Commons, a 230,000-square-foot Class A office building under construction. When asked why PEG chose to build Free-

70 restaurants, multiple hotels, a word-class convention facility and access to a university that has a truly global mission at Brigham Young University. To have all of those benefits combined within Provo's urban core and Utah County's central business district truly is unique."

And, people want to be in



Provo Mayor Michelle Kaufusi poses with Doug Jessop and Brandon Fugal (right) at the "topping out" ceremony for Freedom Commons.



Halda founder Lance Hydrick and co-founder Dallin Palmer pose in front of the Startup Building in Provo where their business began.

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.

BANKING

• **TAB Bank**, Ogden, has provided a chemical manufacturer in Texas with a \$9 million asset-based credit facility consisting of a \$6 million accounts receivable and inventory line plus a \$2 million equipment loan with additional equipment funding available for future capital expenditure needs. The new facility is extended through a multi-year agreement and will provide for the company's ongoing working capital needs. The company develops and manufactures chemicals for the energy and industrial markets. Products include corrosion inhibitors, surfactants and biocides.

CONSTRUCTION

• **Sinc Constructors Co.**, Centerville, has hired **Justin Allen** as the heavy transport and logistics manager. He will oversee the topsoil screening and earth-moving operations at Sinc.



Justin Allen

Allen has more than 18 years of experience in management and logistics operations.

CONTESTS

• Applications are being accepted until Sept. 20 for the **Silicon Slopes Startup Competition**, created to give startups exposure to the public, investors, press and entrepreneur-friendly venture capital. Applications may be submitted at the Founder's Hub website, <https://foundershub.ceo.com/startupcompetition>. The competition will consist of a number of rounds. In the final round, 10 teams will pitch live at the Silicon Slopes Summit, either on Oct. 13 or Oct. 14. The winner gets a \$250,000 investment from Elevation Capital in the form of a convertible note, effective with the first round of funding with traditional terms.

• **Boise Entrepreneur Week**, one of the largest business conferences in the Pacific Northwest, is inviting Utah entrepreneurs to register for its annual pitch competitions in Boise from Oct. 18-22. **Zions Bank** is an event sponsor, and this year's hybrid event (virtual and in-person) is being organized in partnership with Utah-based **VentureCapital.org**. It will provide over \$100,000 in funding to entrepreneurs. The winner of the main pitch competition also will automatically qualify for the third-season finals of Bloomberg Television Network's "2 Minute Drill" to compete for an additional \$50,000. Now in its sixth year, Boise Entrepreneur Week has provided more than \$166,000 of funding to entrepreneurs. The main pitch competition allows ear-

ly-stage entrepreneurs to compete for a chance at winning \$20,000 in prize money, with \$5,000 going to the runner-up. Applications for the main pitch competition are being accepted online until Sept. 7 at VentureCapital.org or boiseentrepreneurweek.org. The screening process will result in up to 10 finalists who will be paired with industry mentors to prepare for their final pitch. Boise Entrepreneur Week also hosts the Trailmix pitch competition to help food and beverage startups take their products from the farmers market to the supermarket. Applicants compete for a chance at winning \$20,000 in prize money and shelf space at Albertsons, with \$5,000 going to the runner-up. Trailmix applications are being accepted online until Sept. 10 at boiseentrepreneurweek.org. The screening process will result in five finalists who will be paired with industry mentors to prepare for their final pitch. Aside from the main pitch competition and Trailmix, several other pitch competitions will be held for startups and students.

• **Mountain America Credit Union**, Sandy, is accepting applications through Oct. 1 for its education grant opportunities to teachers and school leaders for the 2021-22 school year. Grants are given to support learning-based projects in K-12 classrooms. Up to \$1,500 will be awarded to 10 grant recipients. Applicants must be members of Mountain America to be eligible. Details and application information are available at <https://www.macu.com/grants>. Since 2016, Mountain America has awarded more than 40 grants to teachers and school leaders to support classroom learning.

CORPORATE

• The board of directors of **Overstock.com Inc.**, a Salt Lake City-based e-commerce home furnishings retailer, has approved a stock repurchase program of up to \$100 million of its outstanding common stock. This repurchase program is designed to return value to Overstock stockholders and to help offset the dilutive impact of recent stock issuances and future employee restricted stock vesting, the company said. Overstock expects to fund repurchases through existing cash balances and cash generated from operations. The Repurchase Committee designated by the board will determine the timing and amount of any share repurchases. The repurchase program has a termination date of Dec. 31, 2023, and may be extended, suspended or discontinued at any time by the board.

DIVIDENDS

• The board of directors of **Nu Skin Enterprises Inc.**, Provo, has declared a quarterly cash dividend of 38 cents per share. The dividend is payable Sept. 8 to shareholders of record Aug. 27. Nu Skin focuses on innovative consumer products, product manufacturing and controlled-environment agriculture technology.



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ECONOMIC INDICATORS

• **Salt Lake City** is ranked No. 23 on a list of places where it pays off to buy a long-term **rental property**, compiled by **SmartAsset**. It looked at data from the 120 U.S. cities with populations of 200,000 or more to gauge home investment favorability, home affordability and the health of the rental market in each. The top-ranked city is Port St. Lucie, Florida. Details are at <https://smartasset.com/data-studies/where-it-pays-off-to-buy-a-long-term-rental-property-2021>.

• **Weber County** leads all Utah counties where **home values have risen the most**, a list compiled by **SmartAsset**. It measured the change in home values in each county throughout a five-year period. Weber County is followed, in order, by Tooele, Box Elder, Davis, Salt Lake, Cache, Uintah, Juab, Washington and Sanpete counties. Details are at <https://smartasset.com/taxes/utah-property-tax-calculator#utah/homeValueGrowth-1>.

• Residents of **Morgan County** are the **most generous** in Utah, according to **SmartAsset**. It measured how much money people donate as a percentage of their net income and the proportion of people in a given county who make charitable donations. Morgan County is followed, in order, by Utah, Wasatch, Summit, Davis, Washington, Cache, Salt Lake, Juab and Rich counties. Details are at <https://smartasset.com/retirement/financial-advisor#Utah>.

• **Salt Lake City** is ranked No. 35 on a list of "**Best Cities to Resell Clothes**," compiled by **Lawn Love**. It ranked nearly 180 of the biggest U.S. cities based on the number of consignment stores, flea markets and thrift stores, plus buyer interest based on Google search trends. Fort Lauderdale, Florida, tops the rankings. The 177th-ranked city is Anchorage, Alaska. Details are at <https://lawn-love.com/blog/best-cities-resell-clothes/>.

EDUCATION/TRAINING

• **Weber State University** is offering several new degrees and programs starting this fall, including a new bachelor's degree in energy engineering. Weber State offers more than 225 degrees and programs. The new courses of study include Master of Social Work; Bachelor of Science in Energy Engineering; Bachelor of Science in User Experience; emphasis areas in Stack Web Development and Design; Bachelor of Arts in Geography; Associate of Applied Science in Outdoor Leadership; Associate of Science in Sound Production/Recording; Associate of Applied Science in Physical Science; and five new certificates in business, engineering and cybersecurity.

• The **Goldman Sachs "10,000 Small Businesses"** program is accepting applications at www.10ksbapply.com through Sept. 10 for the program to begin in January 2022. The program teaches business owners how to confidently lead their business, identify growth opportunities, evaluate and measure return on investment, and create a growth plan designed to immediately grow the company. Applicants must have two-plus years in business, \$150,000 in annual revenue, the equivalent of four employees (full time, part-time, contractors), and a desire to grow their company. Classes take place every other Thursday and two Fridays, with four evening clinics taking place on Tuesday evenings. Participants meet regularly with a business advisor and classmates six to eight times. More information is available by contacting Paul Wolford at paul.wolford@slcc.edu.

ENERGY

• **Salt Lake County Facilities Management** is installing seven electric vehicle charging stations at the Salt Lake County Government Center. The new stations will provide charging capacity for up to 14 vehicles.

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Industry Briefs

from previous page

HEALTHCARE

• **Recursion**, a Salt Lake City-based company focused on industrializing drug discovery, has appointed **Jordan Christensen** as vice president of engineering. In addition to leading all of Recursion's software engineering efforts in Salt Lake City and Toronto, Christensen will act as the site leader at Recursion's new Toronto office, which is slated to open this fall. Recursion aims to hire 50 people by the end of 2021 for its first multidisciplinary expansion and first expansion into Canada. Christensen has 20 years of experience as a technology and product leader building and scaling big data solutions, Internet software, web platforms and collaborative teams. He most recently was vice president of technology at Ecobee in Toronto. Prior experience includes serving as the head of engineering and data at WattPad, having previously held the position of head of data products, and serving as a founding team member at Kobo.

HOSPITALITY

• **Lodging Dynamics Hospitality Group**, a Provo-based hotel operator, has been appointed to manage the **AC Hotel by Marriott Seattle Bellevue/Downtown**. It represents the fourth new hotel management contract for Lodging Dynamics Hospitality Group this year. The hotel is seven stories and 234 rooms.

• **Airbnb** recently selected top roadside curiosities in the U.S., and the list includes the **BedrocK Homestead Grand Staircase Escalante** in Boulder. BedrocK is a private room located in a cave on a working farm.

INVESTMENTS

• **Techcyte Inc.**, with offices in Orem and Luxembourg, has closed a \$21 million funding round to accelerate commercialization of its digital clinical pathology platform. Investors in the round included **Zoetis**, **ARUP Laboratories** and investors from previous rounds. Techcyte was founded in 2013 with a mission to digitize and automate diagnostics. Proceeds from the round and revenue from its veterinary business will allow Techcyte to continue to grow its veterinary business and accelerate commercialization in the human market, completing multiple FDA 510ks and expanding the development team to further work with partners such as ARUP Laboratories.

• **401GO**, West Jordan, has

announced a \$2.5 million funding round led by **Impression Ventures**, with additional contributions from **Signal Peak Ventures** and **Stout Street Capital**, and another \$500,000 will come from angel investors. 401GO's software platform enables small businesses to offer 401(k) plans to their employees in minutes, helping them be better prepared for retirement. Impression Ventures will be taking a 401GO board seat. The funding will help 401GO enhance its platform and allow for new and seamless integrations with other small-business services providers. It also will accelerate 401GO's financial advisors partner program.

• **Moises**, a Salt Lake City-based music-tech startup, has raised an oversubscribed seed financing round of \$1.6 million, led by Utah-based **Kickstart Fund**, with participation from **Valutia**, **Verve Capital** and others. The company sought the funding to focus on growth and marketing to support its goal of leading the future of artificial intelligence in the music industry. Since its launch in 2019, the company has 4 million music creators. The company's staff is located in five Brazilian cities.

• **Traverse**, the growth-stage fund of Cottonwood Heights-based **Mercato Partners**, has announced an investment in Chicago-based **Klover**, which is democratizing access to modern financial services by leveraging consumers' permissioned data. Klover raised \$60 million in new funding; Mercato Partners Traverse Fund led the Series A with participation from new and existing investors, including **Lightbank**, **Core Innovation Capital** and **Starting Line**. With this financing, Klover will expand the sales, marketing, engineering and product teams; grow its user base; and broaden services and value to consumers.

LAW

• **Snow Jensen & Reece PC**, St. George, has announced **Devin Snow** and **Jeff Miles** as its newest shareholders. Snow has experience in real estate and local government law and represents a number of municipalities in Southern Utah. He also provides legal counsel to several of the state's top-tier real estate devel-



Devin Snow



Jeff Miles

opers and has assisted with the creation of public infrastructure districts. Snow graduated from Brigham Young University's J. Reuben Clark Law School in 2012, the same year he began as an associate with Snow Jensen & Reece PC. Miles has been an associate with the firm since 2013. He represents both individuals and businesses and regularly engages in all aspects of litigation, with primary emphasis in business, commercial litigation, deceptive practices, negligence, real estate and construction issues, and insurance disputes. Prior to joining the firm, Miles worked as a Certified Public Accountant and auditor. Miles graduated from BYU's J. Reuben Clark Law School in 2012.

PHILANTHROPY

• The **Miracle of Agriculture Foundation's "Farmers Feeding Utah"** campaign held a "Miracle Project" and delivery of free food recently to benefit families and individuals in Enoch and Cedar City harmed by recent flooding. It provided direct food donations to approximately 500 families. Additional donations and contributions for the project in Iron County were made from **Smithfield Foods**, **Intermountain Farmers Association (IFA)**, **Merrill Financial**, **Cal-Maine Foods of Delta** and **DairyWest**. The foundation is a nonprofit organization set up as the charitable arm of the **Utah Farm Bureau Federation**. Logistical and in-kind support has come from several partners.

• The **Employee Match Program** at **Mountain America Credit Union**, Sandy, has raised \$30,217 for **Operation Warm**, which will provide new winter coats and shoes to children in need in Utah and five other states. The funds will provide for more than 1,000 coats and shoes. Over the past two years, the Employee Match Program has raised over \$50,000 for local charities. In 2020, this program provided over 104,000 meals to local food banks. Since 2019, Mountain America has gifted more than 4,000 coats and shoes through its partnership with Operation Warm.

• **TruHearing**, a Draper-based company focused on hearing benefits, has launched a companywide program to encourage employees to give back to their communities. The new **TruTime** initiative provides two paid days annually to support participation in charitable or community-based causes. As part of the program, TruHearing's Diversity & Inclusion Committee will provide suggestions throughout the

year for volunteer opportunities to help employees find new ways to serve their communities, celebrate diversity and foster inclusion.

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REAL ESTATE

• **Falls at Hunters Pointe**, a 276-unit multifamily property at 11251 S. State St., Sandy, has been sold by **The Wasatch Group** to **TruAmerica Multifamily**. Financial terms were not disclosed. The property was built in 1994. The sale announcement was made by **TruAmerica** and **Institutional Property Advisors (IPA)**. Danny Shin, IPA senior managing director, and Brock Zylstra, IPA first vice president, represented The Wasatch Group and procured the buyer.

• **Parkway Village**, a shopping center at 2255 N. University Parkway, Provo, has been sold by Denver-based **Armstrong Capital Development (ACD)**, which acquired Parkway Village in August 2019. Terms were not disclosed. The 102,000-square-foot center is anchored by Walmart. Brad Lyons of **CBRE** was the transaction broker.

• **GO Industrial**, based in Phoenix, in partnership with **Crow Holdings Capital**, has purchased 28 acres of infill land in Salt Lake City's California Avenue submarket for its debut industrial development, called **5600 Logistics**. The two-building, 503,792-square-foot, fully speculative project will be at 5600 West and California Avenue. Construction is scheduled to begin in September and be completed in July 2022. The project architect is **AEUrbia**. The general contractor is **Layton Construction**. Chris Liddell, **CBRE** vice president; Tom Dishman, senior vice president; and Matt McAffe, vice president, are the project's exclusive leasing brokers.

• **Ephraim Crossing**, a mixed-use community in Ephraim, has expanded with the acquisition of 37 acres. Being developed

by Las Vegas-based **Camino Verde Group**, the community now has 128 acres. As part of the expansion, Camino Verde Group also recently received approval to update the zoning of Ephraim Crossing from industrial to commercial. As a result, Camino Verde Group is planning to include housing, office and medical facilities at Ephraim Crossing. Groundbreaking took place recently. The first building planned for the business sector at Ephraim Crossing is a two-story, 32,000-square-foot tech office and co-working facility.

RECOGNITIONS

• **Impartner**, a South Jordan-based pure-play company in SaaS-based channel management and partner relationship management technology, has announced that **Impartner Program Compliance Manager (PCM)** has been awarded Gold for **New Product or Service of the Year for Cloud Computing/SaaS/Internet** in the 2021 **American Best in Business Awards**, part of the Globe Awards. The awards program is open to all organizations with at least one or more offices in the United States. The American Best in Business Awards recognize outstanding achievement among large-to-small organizations and startups in business, government and the nonprofit sector. The 2021 awards were selected from a panel comprised of more than 35 judges.

• **Graduation Alliance**, Salt Lake City, has been placed on the **Certified B Corporation "Best For The World: List"** for 2021 in the impact area of customers, placing it among the top 5 percent of similarly sized Certified B Corporations worldwide. Honored organizations are setting the standard for serving their customers, offering services that support the greater good, and often focused on underserved populations. Graduation Alliance, which focuses on creating opportunity through the power of education, earned the Certified B Corporation designation in February. Working with government and education entities, Graduation Alliance provides flexible pathways to high school graduation for youth and adults, fosters college and career exploration, and connects job-creators to skilled and ready workers.

• **Method Communications**, a global tech public relations firm, has been named to the **Agency Elite Top 100** list by **PRNEWS**. The winning orga-

BRIEFS

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nizations exemplify exceptional work among PR agencies, as well as efforts related to building company culture, including diversity and inclusion, gender equality, career development, giving back to the community and work-life balance. The company has offices in Salt Lake City, San Francisco, New York City and London.

• **JourneyTEAM**, a Draper-based technology consultant, has achieved the **Microsoft Business Applications 2021/2022 Inner Circle Award** for outstanding sales achievement and innovation. Membership is based on sales achievements that rank JourneyTEAM in the top echelon of Microsoft's Business Applications global network of partners.

RETAIL

• **Hexeh**, Salt Lake City, has opened its own location at The Gateway at 95 S. Rio Grande, Salt Lake City. It previously sold skincare and home fragrance products at the Gradient storefront. Hexeh began in 2016. It will regularly host on-site events in the new space that focus on and promote skincare, health and wellness.

SERVICES

• **Dentist Advisors**, a Salt Lake City-based dentist-focused financial advisory firm, has hired **Amanda Bateman** as a financial advisor. She will help educate and assist dental professionals on the practice of financial health. Bateman previously was a high-net-worth financial advisor, an ultra-high-net-worth relationship manager, and a client experience manager. She also worked at other top financial firms like Northwestern Mutual as an associate financial representative, Newell Rubbermaid as a customer service coordinator, and Trone Brand Energy as a junior account finance manager.



Amanda Bateman

TECHNOLOGY

• **Lucidpress**, a Salt Lake City-based company focused on design and brand templating software, has hired **Josh Penrod** as chief experience officer and



Josh Penrod



Dave Bascom

Dave Bascom as vice president of marketing. Penrod oversees the product and engineering teams. He has over 20 years of experience in product and user experience design and most recently worked as chief product officer at Podium. Prior to that, he was vice president of user experience at Ancestry. Bascom has over two decades of marketing and business leadership experience. Prior to joining Lucidpress, he led marketing for tech startups Jump and Homie. Much of his career has been spent running digital marketing agencies, including SEO.com and Fit Marketing.

• **Canary Speech**, a Provo-based company focused on real-time vocal analysis in the speech digital biomarker industry, has hired **Jeremy McFadden** as chief financial officer. McFadden spent the past six years as CFO of two medical technology startup companies, including ACESSA Health, and 12 years at Philips Healthcare. He received a master's degree of science in financial accounting from Brigham Young University and a bachelor's degree of science in financial accounting.



Jeremy McFadden

• **Entrata**, a Lehi-based company focused on a technology platform for the multifamily industry, has appointed **Jason Taylor** as chief technology officer. Taylor has nearly three decades of technology experience building enterprise-level platforms. Previously, he was the CTO and CISO at Podium; played an integral role in building and growing the technology at Allegiance and later MaritzCX, where he was the senior vice president of engineering and CTO; led the engineering of products at Omniture, later acquired by Adobe; and managed development teams on three continents at Novell.



Jason Taylor

TRAVEL & TOURISM

• **Visit Salt Lake (VSL)**, a private, nonprofit corporation promoting Salt Lake as a travel destination, is offering travel perks of free attraction and brewery passes with its new "West of Conventional" incentive travel campaign. When booking two or more nights in participating Salt Lake lodging properties, local regional and national travelers can select either two free two-day Visit Salt Lake Connect Passes or two free three-day Visit Salt Lake Brewery Passes. The former includes 16 offerings at 14 of Salt Lake's popular urban and

mountain attractions. The latter is designed to introduce beer lovers and drinkers to the area's craft ales, lagers, porters and ciders at more than a dozen of Salt Lake's breweries and brewpubs by offering a \$5 credit toward the purchase of food, beverage or merchandise at each of the participating breweries.

EARNINGS

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nologies.

"We believe our strong growth this quarter clearly demonstrated the value of our Drill-N-Ream well bore conditioning tool as well as the growing demand for our manufacturing capabilities," Troy Meier, chairman and CEO, said in announcing the results.

"While we are not yet back to pre-pandemic levels, we continue to gain market share as markets recover. We expect that we will continue to grow through 2021 and be back on track in 2022 to resume the growth plans we had expected at the end of 2019."

Profire Energy

Profire Energy Inc., based in Lindon, reported a net loss of \$397,166, or 1 cent per share, for the second quarter ended June 30. That compares with a loss of \$602,000, or 1 cent per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$6 million, up from \$5.1 million in the year-earlier quarter.

Profire provides solutions that help energy production companies in the safe and efficient production and transportation of oil and natural gas.

"The continued reopening of most global economies during the second quarter resulted in increased demand and higher commodity prices across the oil and gas markets," Ryan Oviatt, co-CEO and chief financial officer, said in announcing the results.

"Our sequential and year-over-year revenue growth reflects increased product sales and resumption of equipment maintenance that was largely deferred during the pandemic. We continued to reinvest in our company in response to the increased demand and improved industry outlook. Additionally, I am pleased that we were able to generate operating cash flow and increase our cash and liquid investments in the first six

months of this year while remaining debt-free."

Cameron Tidball, co-CEO, said the company is "encouraged by our Q2 results, despite the challenges that remain in the petroleum industry."

PolarityTE

PolarityTE Inc., based in Salt Lake City, reported a net loss of \$3.2 million, or 4 cents per share, for the quarter ended June 30. That compares with a loss of \$12.7 million, or 33 cents per share, for the same quarter a year earlier.

Revenues in the most recent quarter totaled \$2.54 million, up from \$2.27 million in the year-earlier quarter.

PolarityTE is a biotechnology company developing regenerative tissue products and biomaterials.

"We have made great strides to position the company for the future, most recently with the submission of an IND (investigational new drug application), and I could not be more impressed by the organization's commitment to this achievement," David Seaburg, CEO, said in announcing the results.

Owlet

Owlet Inc., based in Lehi, reported a net loss of \$5.3 million, or 49 cents per share, for the second quarter ended June 30. That compares with a loss of \$1.1 million, or 10 cents per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$24.9 million, up from \$18.4 million in the year-earlier quarter.

Owlet offers a digital parenting platform.

"We had an incredible quarter, recording strong year-over-year and sequential revenue growth, with significant year-over-year margin expansion," Kurt Workman, co-founder and CEO, said in announcing the results.

Workman said international expansion is key to the company's mission, "and our second-quarter launches throughout Europe represent great progress."

CleanSpark

CleanSpark Inc., based in Woods Cross, reported a net loss of \$16.7 million, or 49 cents per share, for the third fiscal quarter ended June 30. That compares with a loss of \$8.5 million, or 77 cents per share, for the same quarter a year earlier.

Revenue in the quarter totaled \$11.9 million, up from \$3.4 million in the prior-year quarter.

CleanSpark is a clean Bitcoin mining and diversified software and services company.

Lipocine

Lipocine Inc., based in Salt Lake City, reported a net loss of \$6.8 million, or 8 cents per share, for the second quarter ended June 30. That compares with a loss of \$6.4 million, or 13 cents per share, for the same quarter a year earlier.

Lipocine is a clinical-stage biopharmaceutical company focused on metabolic and endocrine disorders.

Recursion

Recursion, based in Salt Lake City, reported a net loss of \$43.4 million, or 31 cents per share, for the second quarter ended June 30. That compares with a loss of \$18.9 million, or 88 cents per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$2.5 million, up from \$186,000 in the year-earlier quarter.

Recursion is a clinical-stage biotechnology company decoding biology by integrating technological innovations across biology, chemistry, automation, data science and engineering. The company's current construction projects include expanding its current headquarters and creating a chemistry, manufacturing and controls (CMC) site in Salt Lake City.

"We are excited with how Recursion is expanding across many fronts in order to deliver on our mission to decode biology to radically improve lives," Chris Gibson, co-founder and CEO, said in announcing the results.

"Not only is the company continuing to advance and expand the total number of its research and development programs, but we are expanding our operations to Canada to grow our capabilities and workforce, and we are enhancing our expertise in research and development by forming a Therapeutics Advisory Board."

Arena

Arena Pharmaceuticals Inc., based in Park City, reported a net loss of \$146.1 million, or \$2.40 per share, for the second quarter ended June 30. That compares with a loss of \$84.9 million, or \$1.61 per share, for the same quarter a year earlier.

The company had no revenues in both the most recent and the year-earlier quarters.

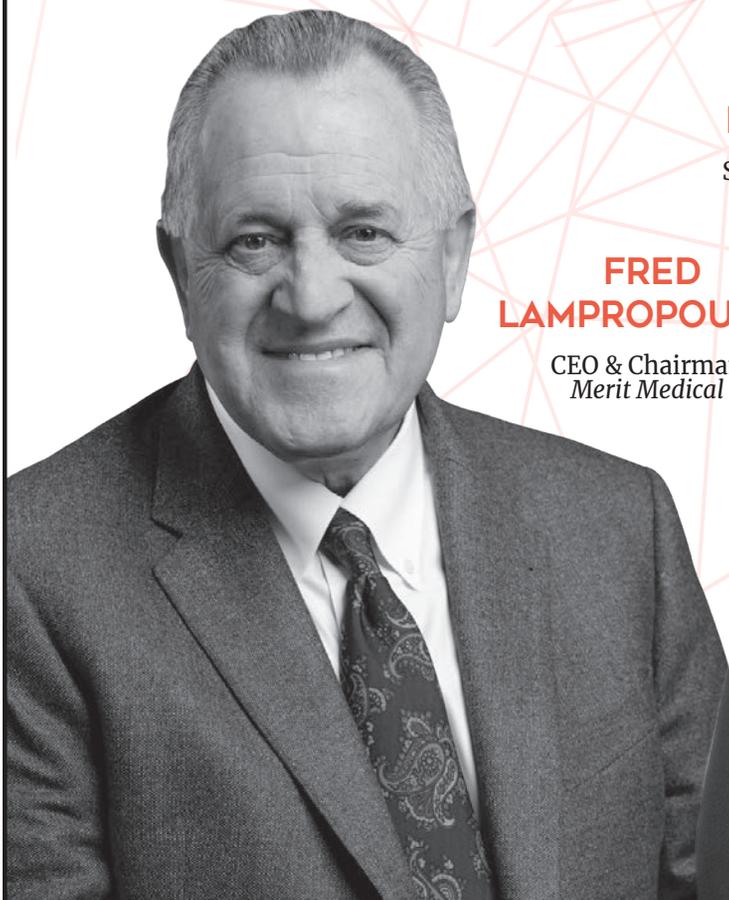
Arena is focused on delivering medicines.

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present the South Valley Chamber*

TITAN AWARDS

NOV 3RD, 2021

2021 Honorees



**FRED
LAMPROPOULOS**
CEO & Chairman
Merit Medical

**PEGGY
LARSEN**
SVP (Retired)
WCF



**MIKE
LEAVITT**
Former Governor,
Founder
Leavitt Partners



LITTLE AMERICA HOTEL

Contact Rosanne for table & sponsorship details
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GARDNER COMPANY



ZIONS BANK



Utah

Women's Leadership Initiative

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THE INFLUENTIAL WOMEN
BEHIND RENEWABLE ENERGY



THURSDAY, SEPTEMBER 9, 2021 | 11:30 AM - 1:00 PM MDT

JACOBSEN CONSTRUCTION | 5181 W AMELIA EARHART DR, SALT LAKE CITY, UT 84116

Join ULI Utah in person or virtually as we hear from this dynamic panel about commercial real estate energy trending development, design, and construction.

Who is working on sustainability, who is innovating, who is pushing the charge, what are the disruptors, and what is keeping everyone up at night?

A box lunch will be provided for in-person attendees.

Register online at utah.uli.org



THOM CARTER

Energy Advisor and Executive Director, Utah Governor's Office of Energy Development



EMILY CLOKE

British Consul General in Los Angeles, UK Foreign, Commonwealth, and Development Office



IBI GUEVARA

VP Business Development and Marketing, Hunt Electric



LAURA NELSON

Special Advisor, Green Hydrogen Coalition



TERI KLUG

Vice President Strategic Alliances, Virtual Power Systems



CANDYCE FLY LEE

Vice President-General Manager, Rockies Gathering & Processing, Williams

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.

Aug. 31

Workforce Panel Discussion and Housing Opportunity Expo, presented by the Park City Chamber of Commerce/Convention and Visitors Bureau, in conjunction with the Park City Board of Realtors. The free, two-hour panel discussion open to the business community begins at 8:30 a.m. at the Sheraton Park City, 1895 Sidewinder Drive, Park City. Titled "The Challenges, Opportunities and Best Practices to Build Success," it will address a shortage of skilled and work-ready employees. Panelists are Jeff Jones, Summit County's economic development director; Jonathan Weidenhamer, economic development director for Park City Municipal; Patrick Donegan, workforce development specialist for Utah Department of Workforce Services' WDD Division; and Worley Pace, consolidated veteran service representative for the Utah Department of Workforce Services' WDD Division. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>. The Housing Opportunity Expo begins at 4 p.m. at the Park City Board of Realtors, 1889 Prospector Ave., Park City. Free and open to the public, the expo offers access to expert advice on housing availability and options. Representatives of Mountainlands Community Housing Trust, Christian Center of Park City and Habitat for Humanity of Summit and Wasatch Counties will be on hand, along with local housing resource representatives. Details are available at <https://www.parkcityrealtors.com/housing-opportunity-expo>.

Aug. 31, 8 a.m.-noon

Lean Six Sigma Yellow Belt Training ("Lean Essentials"), presented by the Utah Manufacturers Association (UMA), MEP and Utah's Custom Fit. Yellow belt training takes place on two dates. Event takes place online. Cost is \$199 for members, \$250 for nonmembers. Green Belt training ("Lean Problem-Solving") follows with six sessions. Cost is \$999 for members, \$1,250 for nonmembers. Black Belt training follows with eight sessions. Cost is \$2,499 for members, \$3,000 for nonmembers. Details are at <https://umaweb.org/events/>.

Aug. 31, 10 a.m.

"Multi-State Compliance,"

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

Aug. 31, noon-1:30 p.m.

Annual Meeting 2021, a Salt Lake Chamber event. Theme is "Future in Focus." Location is Little America Hotel, 500 S. Main St., Salt Lake City. Cost is \$65 for members, \$75 for nonmembers. Details are at slchamber.com.

Sept. 1-2

MPO Summit, the Medical Product Outsourcing (MPO) conference series focusing on outsourcing for medical device manufacturing and innovation in the space. Location is Grand America Hotel, 555 S. Main St., Salt Lake City. Details are at <http://mposummit.com/>.

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

2021 Annual Meeting, a Park City Chamber/Bureau event featuring lunch and a behind-the-scenes look at the marketing plan for the upcoming fiscal year, plus recognition of outgoing board members and officers and presentation the prestigious 2021 Myles Rademan Spirit of Hospitality Award. Location is The Chateaux Deer Valley, 7815 Royal St., Park City. Cost is \$30. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

Sept. 1, 3:30-5 p.m.

Business Connections and Bowling, a ChamberWest event. Location is All-Star Bowling & Entertainment, 1776 W. 7800 S., West Jordan. Cost is \$15 for members, \$20 for nonmembers. Details are at chamberwest.com.

Sept. 2, 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.

Sept. 2, 6-8 p.m.

"Entrepreneur 101," a Small Business Development Center (SBDC) event that takes place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

Sept. 3, 8-9 a.m.

"First Fridays Networking," a West Jordan Chamber of Commerce event. Location is All-Star Entertainment, 1776 W. 7800 S., West Jordan. Cost is \$5. Details are at westjordanchamber.com.

Sept. 7-Nov. 2, 8 a.m.-noon

PMP Certification Exam Prep, taking place on Tuesdays. This intermediate course prepares participants to successfully pass the PMP exam by reviewing the concepts and principles of project management. Students will study project management methods in accordance with PMI requirements and a syllabus to study for the 200-question PMI PMP examination. Location is Salt Lake Community College's Westpointe Campus, 1060 N. Flyer Way, Salt Lake City. Cost is \$1,195. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

Sept. 7, 10-11 a.m.

"How to Value Your Business in 30 Minutes," a Women's Business Center of Utah event. Speaker is Ashley Micchiche, co-owner and CEO of True North Retirement Advisors. Event takes place online (available statewide). Free. Details are at wbcutah.org.

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

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

Sept. 7, 5-6 p.m.

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

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

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

Sept. 8, 5-7 p.m.

Business After Hours, an Ogden-Weber Chamber of Commerce event. Location is Golden Beverage Co., 2640 Industrial Drive, Ogden. Free for employees of chamber members and first-time guests. Details are at ogdenweberchamber.com.

Sept. 8, 6-7 p.m.

"All You Need to Know about Employee Benefits," a Small Business Development Center (SBDC) event. Location is the Orem-Provo SBDC at Utah Valley University. Details are at <https://clients.utahsbdc.org/events.aspx>.

Sept. 9-10, 8 a.m.-5 p.m.

2021 APA (American Planning Association) Utah Fall Conference. Location is

Mid-Valley Performing Arts Center, 2525 Taylorsville Blvd., Taylorsville. Costs range from \$85 to \$285. Details are at <https://apautah.org/>.

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

"enHERgy: The Influential Women Behind Renewable Energy," presented by WLI and showcasing the work that high-level women are doing in the renewable energy and sustainability space. Panelists are Ibi Guevara, vice president of business development and marketing, Hunt Electric; Laura Nelson, special advisor, Green Hydrogen Coalition, and former energy advisor to the governor; Teri Klug, vice president of strategic alliances, Virtual Power Systems; Candyce Fly Lee, vice president and general manager, Rockies Gathering & Processing, Williams; and Emily Cloak, British consul general in Los Angeles, UK Foreign, Commonwealth and Development Office. Moderator is Thom Carter, energy advisor and executive director, Governor's Office of Energy Development. Location is Jacobsen Construction, 5181 W. Amelia Earhart Drive, Salt Lake City. Cost is \$25 for ULI public/YLG/student members; \$30 for private-sector members; \$40 for ULI public/YLG/student nonmembers, \$45 for private-sector nonmembers. Virtual attendance cost is \$10 for members, \$15 for nonmembers. Details are at <https://utah.uli.org/events-2/>.

Sept. 9, 1:30-2:30 p.m.

"Salt Lake Chamber Business-Live," a Salt Lake Chamber virtual networking session that takes place online via Zoom. Free for members, \$10 for nonmembers. Details are at slchamber.com.

Sept. 9, 5-7 p.m.

Business After Hours, a Park City Chamber/Bureau networking event. Location is Hotel Pad Park City, 2670 Canyons Resort Drive, Park City. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

Sept. 9, 6-8 p.m.

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

Sept. 10, 7:30 a.m.

Patriot Day Golf Invitational, a Cache Valley Chamber of Commerce event. Registration begins at 7:30 a.m., followed by flag-raising ceremony at 8:15 a.m. and golf shotgun start at 9 a.m.

Location is Logan River Golf Course, 550 W. 1000 S., Logan. Details are at www.cachechamber.com.

Sept. 10, 7:30 a.m.

Annual Golf Classic, a Murray Area Chamber of Commerce event featuring a shotgun start/scramble format. Location is Murray Parkway Golf Course, 6345 S. Murray Parkway Ave., Murray. Cost is \$100, \$350 per foursome. Sponsorships are available. Details are at murrayareachamber.com.

Sept. 10, 8-9 a.m.

Women in Business Networking, an Ogden-Weber Chamber of Commerce event. Location is The Monarch, 455 25th St., Ogden. Free for WIB members. Details are at ogdenweberchamber.com.

Sept. 10, 6-9 p.m.

2021 Business Awards Banquet, a Davis Chamber of Commerce event. Location is Davis Conference Center, 1651 N. 700 W., Layton. Cost is \$75. Details are at davischamberofcommerce.com.

Sept. 13-22

National Small Business Week Activities, presented by the U.S. Small Business Administration (SBA). Events include Sept. 13, Utah's National Small Business Week Video Kickoff; Sept. 14, Women's Business Center's "Exploring Possibilities Women's Business Conference" in Cedar City; Sept. 15, Small Business Expo at the Mountain America Credit Union Expo Center in Sandy; Sept. 16, VOBV Veteran Business Networking Event at Salt Lake Community College's Miller Campus in Sandy; Sept. 17, International Trade Training Series Kick-Off at Salt Lake Community College's Miller Campus in Sandy; and Sept. 22, launch of the Dixie Tech Business Alliance at Dixie Tech in St. George. Details are at <http://www.sba.gov/ut>.

Sept. 14, 10-11 a.m.

"What is the Capital Ladder? Is WaFd Right for You?" a Women's Business Center of Utah event focused on the WaFd Bank, formerly known as Washington Federal. Presenter is Luke Thomas, community banking officer at WaFd Bank. Event takes place online (available statewide). Free. Details are at wbcutah.org.

CALENDAR

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

“Developing a Growth Mindset,” a ChamberWest Professional Growth Series event. Speaker is Crystal Peterson, president of Software Technology Group. Location is Embassy Suites, 3524 S. Market St., West Valley City. Zoom option is available. Cost is \$20 for ChamberWest members with registration by Sept. 9; \$30 for non-members or for members after Sept. 9. Details are at chamberwest.com.

Sept. 14, 11:55 a.m.-12:55 p.m.

Women in Business 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.

Sept. 14, 4-8 p.m.

“Exploring Possibilities Women’s Business Conference,” a third annual Women’s Business

Center of Utah event. Theme is “Innovate, Initiate, Create.” All proceeds from the conference will go toward WBCUtah training, free business advising consultations, online training, events and rural outreach. Location is Courtyard by Marriott, 1294 S. Interstate Drive, Cedar City. Cost is \$45. Details are at wbcutah.org.

Sept. 15-Nov. 17, 4-6 p.m.

“Everyday Entrepreneur Program,” designed to take ideas and turn them into businesses in 10 weeks. Location is The Mill at SLCC, Building 5, Room 101, 9750 S. 300 W., Sandy. Cost is \$600. Details are available by emailing Miranda Cask at miranda.cask@slcc.edu.

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

“Interpersonal Communication,” part of the Salt Lake Community College Frontline Leader Workshop Series focusing on verbal and non-verbal communication in the workplace and learning to interact productively with peers, supervisors, customers

and vendors, even during conflict or change. 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>.

Sept. 15, 10 a.m.-noon

Business Growth Summit, presented by Weave and designed as a resource to help small-business owners and entrepreneurs learn more ways to attract, communicate and engage with their customers. Topics include how to retain customers, increase loyalty, and keep people coming back for more. Event sessions will be available online for at least seven days following the event. Details are at getweave.com/business-growth-summit.

Sept. 15

Small Business Expo, presented by the Small Business Administration and South Valley Chamber. Theme is “Educate & Elevate.” Keynote speakers are Dave Neeleman, founder of

JetBlue, Azul and Breeze airlines, 5-6 p.m.; and Eric Rea, founder and CEO of Podium, 11 a.m.-noon. Location is Mountain America Expo Center, 9575 S. State St., Sandy. Details are at southvalleychamber.com.

Sept. 15, noon-2 p.m.

Chamber Membership Luncheon, a Utah Valley Chamber event. Location is Marriott Hotel & Convention Center, 101 W. 100 N., Provo. Cost is \$15. Open to all members and prospective members of the chamber. Details are at thechamber.org.

Sept. 15, 4-6 p.m.

“Save in Taxes, Keep Your Money,” a Women’s Business Center Utah workshop series event. Presenter is Mike Durazo of Durazo Associates. Other events in the series take place Oct. 20 and Nov. 17. Location is Church & State, 370 S. 300 E., Salt Lake City. Cost is \$20. Details are at wbcutah.org.

Sept. 15, 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>.

Sept. 15, 6:30-7:30 p.m.

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

Sept. 16

2021 Golf Tournament, an ACG (Association for Corporate Growth) Utah event. Breakfast and registration begin at 7 a.m. Shotgun start is at 8 a.m. Lunch and awards follow play. Location is Eaglewood Golf Course, 1110 E. Eaglewood Drive, North Salt Lake. Cost is \$250 for members, \$300 for nonmembers, \$1,000 for a foursome. Sponsorships are available. Details are at <https://www.acg.org/utah/events/acg-utah-2021-golf-tournament>.

Sept. 16, 7:45 a.m.-5 p.m.

Employer Tax Workshop, a Small Business Development Center (SBDC) event. Location is Salt Lake Community College, MCPC, Building 5, Room 333, 9750 S. 300 W., Sandy. Cost is \$15. Details are at <https://clients.utahsbdc.org/events.aspx>.

Sept. 16, 8:30 a.m.-5:30 p.m.

Venture Fuel Summit, a Tamarak Capital event. Activities include a startup competition; breakout sessions; and keynote presentations by Travis Chambers, chief media hacker and founder of Chamber.media; Sam Malouf, CEO and found-

er, Malouf; and Glen Sterns, CEO and founder, Undercover Billionaire. Location is The Slopes EVNTS Center, 14216 Bangerter Parkway, Draper. Details are at venturefuelsummit.com.

Sept. 16, 11:45 a.m.-1 p.m.

Connect 4 Lunch, a multi-chamber monthly networking event. Location in Lehi to be determined. Details are at the-pointchamber.com.

Sept. 16, noon-2 p.m.

Strictly Networking Luncheon, a West Jordan Chamber of Commerce event. Tentative location is Famous Dave’s, 7273 Plaza Center Drive, West Jordan. Free (pay for menu order). Details are at westjordanchamber.com.

Sept. 16, 5:30-8 p.m.

VOB (Veteran-Owned Business) Partnership Networking Event. Location is Salt Lake Community College’s Larry H. Miller Campus, Karen Gail Miller Conference Room, 9750 S. 300 W., Sandy. Cost is \$15. Details are at slchamber.com.

Sept. 16, 6-10 p.m.

“South Jordan Chamber Games,” a South Jordan Chamber of Commerce event. Location is South Jordan Equestrian Park, 2100 W. 11400 S., South Jordan. Details are at <https://www.southjordanchamber.org/events>.

Sept. 16, 6:30-7:30 p.m.

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

Sept. 17, 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.

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

Annual RevRoad Entrepreneur Competition, presented by venture services firm RevRoad and designed to create an opportunity for established companies and community members to support their local entrepreneurs and small businesses. A panel of judges will evaluate 36 semifinalists and present up to \$14,500 in cash prizes. Location is RevRoad, 1555 N. Freedom Blvd., Provo. Free. Details are at ecompany.revroad.com.

see CALENDAR next page

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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.



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WE BUILD UTAH

Eight keys to winning gold in your business

The greatest athletes in the world have returned from Tokyo where they competed for gold in the Summer Olympics. As fun as it is to watch these men and women with their super-human strength doing things most of us will never be able to accomplish, there are some important takeaways for everyone in business today.

Here are eight to pay particular attention to:

• **Success doesn't come overnight:** Olympic athletes don't wake up one day and become great. They have been training for years, many since they were young children. If you want to be successful in business, the same holds true. Put in the work. Keep getting better. Stay focused on becoming the best. Success is there for the taking, but it doesn't come easy.

They don't give up easily: How many times have you thrown in the towel or procrastinated in your business? You were thinking, "It's too hard" or "I'm not in the mood." The road to the gold med-

al isn't easy and it requires immense concentration and dedication. Same is true in business. The road to success is filled with challenges and objections, but you have to stay focused and driven if you want to win.

Learn from your failures: How many Olympic stories can you think of when athletes failed to perform their best, choked under pressure or just made a silly mistake that cost them a medal? The same happens in business. Olympic athletes don't just throw in the towel. They analyze what went wrong, learn from it and come back even stronger than before. In business, you are sure to mess up at times, but treat it as a learning opportunity to get better at what you do.

It's all about the team: Some sports like diving and gymnastics are about an individual's performance, but in the end, it's about the team — and more so — the country. Same is true in business. Your individual performance is a big part of the picture, but in the end, it's about the team.



ANGELA CIVITELLA

Olympic athletes are always working together with their teammates and helping each other improve. Stop seeing your team as competition and start collaborating.

They are coachable: As great as Olympic athletes are, they all have coaches. They know the secret to getting ahead is putting their egos aside and being open to constructive criticism. A lot of people in business believe that just because they are in the C-suite or the head of a department, that they know everything. The best in business never stop learning and are open to the many benefits that coaches bring.

They have goals: The No. 1 goal of Olympians: the gold medal. But to get there, they have all kinds of performance goals that they set in stone and that they know they must achieve to make it to the biggest stage in sports. In business, you can't wing it, either. You must have clearly laid-out objectives and goals, and you must be committed to meeting them, whether the end goal is climbing up the company ladder, securing a contract, beat-

ing your competition or whatever it is.

Mental health matters: One thing the Tokyo Olympics has showed us is that mental health is important. In business, it's easy to become stressed, anxious, depressed and a host of other emotions. It's OK to take some time off, take a break and come back when you are in the right frame of mind. All work, all the time is an unhealthy habit that many professionals have to break.

Anything is possible: There is not one Olympic athlete who believes they are going to finish in last place. Ask one of them how they will place, and you will hear that they expect to win a medal. In business, too many people lack the confidence in their own abilities or team and don't expect big things. As a result, they never finish at the top. The first rule in business: Believe in yourself, your products, your services and your company. If you don't, no one else will. Keep thinking bigger than what you think is possible.

Angela Civitella is a certified business leadership coach and founder of Intinde.

CALENDAR

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Sept. 20

The Point Challenge Golf Tournament, a Point of the Mountain Chamber event. Check-in begins at 7 a.m., followed by 8 a.m. start. Location is TalonsCove Golf Club, Saratoga Springs. Cost is \$600 per foursome before Sept. 1, \$800 thereafter. Details are at www.the-pointchamber.com.

Sept. 21, 8 a.m.

Seventh Annual Utah County Commercial Real Estate Symposium, presented by Colliers International and the Utah Valley Chamber of Commerce to highlight the most pressing issues impacting commercial growth and economic development throughout Utah County. Location is Utah Valley Convention Center, 220 W. Center St., Provo. Free. Details are at <http://view.ceros.com/colliers-salt-lake-city/utahcountysymposium2021/p/1>.

Sept. 21, 10 a.m.

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

Sept. 21, 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.

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

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

Sept. 22-23

Utah Outdoor Recreation Summit, with the theme "Outdoors Elevated." Event features five educational tracks. Location is Utah State University in Logan. Another summit takes place Oct. 27-28 in Kanab. Cost is \$175 for each summit, \$255 for both. Details are at utahoutdoor-summit.com.

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

Lean Six Sigma - Yellow Belt, a Salt Lake Community College Employee Development Workshop focusing on understanding the cost savings and personal benefit of eliminating waste through a step-by-step process to see and address problems. Location is SLCC's Westpointe Campus, 1060 N. Flyer Way, Salt Lake City. Cost is \$350. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

Sept. 22 and 24

Utah Trails Forum Annual Conference on Sept. 22, with

field workshops Sept. 24. Event is a statewide gathering of trail planners, builders, advocates, users, tourism and local government leaders who want to advance the building and care of natural surface trails. Location is Utah State University, Logan. Cost for forum (without summit ticket) is \$80, \$65 if added to summit registration. Another conference takes place Oct. 29, 8:30-11:30 a.m., at the Kanab Center, Kanab, with master trail stewards field workshops set for 11:45 a.m.-4 p.m. Details are at utahoutdoor-summit.com/utah-trails-forum/.

Sept. 23, 8:30-11 a.m.

ConnectShare B2B Networking Event designed for business leaders and decision-makers. Location is the Miller Conference Center, 9750 S. 300 W., Sandy. Details are at www.connectshare.com.

Sept. 23, 9 a.m.-6:30 p.m.

Utah LGBTQ+ Economic Summit, a Utah LGBTQ+ Chamber of Commerce event with the theme "Lead OUT Loud" and featuring education, inspiration and business development opportunities. Summit is 9:30 a.m.-4:30 p.m. Networking takes place 4:30-6:30 p.m. Location is Loveland Living Planet Aquarium, 1203 Lone Peak Parkway, Draper. Cost through Aug. 31 is \$25 for members and \$30 for nonmembers (cost doubles thereafter) \$15 for after-hours networking only; cost for virtual attendance is \$25. Details are at <https://www.utahlgbtqchamber.org/utah-lgbtq-economic-summit/>.

Sept. 23, noon-1 p.m.

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

Sept. 23, 5-6 p.m.

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

Sept. 23, 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>.

Sept. 24, 8 a.m.-5 p.m.

WeROC (Women Entrepreneurs Realizing Opportunities for Capital), a VentureCapital.Org event. Keynote speaker is Cydni Tetro, CEO of Brandless and founder and president of the Women Tech Council. Themes are "Understanding the Investor Mindset," "Understanding and Navigating Biases in Venture Capital" and "Hope and Opportunities Now and in the Future." Event features more than 20 speakers, including a keynote address by Pat Jones, CEO of the Women's Leadership Institute, and four startup pitch presentations from women-led startups to investors in the audience. In-person location is Grand America, 555 S. Main St., Salt Lake City. Cost for in-person attendance is \$149,

cost for virtual attendance is \$89. Registration can be completed at Eventbrite.com.

Sept. 27, 7:30 a.m.-3 p.m.

Utah Valley Chamber Classic. Location is Riverside Country Club Golf Course, 201 N. University Ave., Provo. Details to be announced at the chamber.org.

Sept. 28-30

Money Experience Summit 2021, presented by MX. Event focuses on helping leaders in the financial industry power modern money experiences through innovation, customer advocacy and data connectivity. Event features three tracks, five keynote presentations, more than 25 breakout sessions and networking. Location is Snowbird Mountain Resort. Online attendance also is available. Details are at <https://www.mx.com/summit/>.

Sept. 28

Women in Business, a South Valley Chamber event. Speaker is Emma Houston, special assistant to the vice president for EDI-Engagement and Program Development at the University of Utah. Location is Salt Lake Community College. Details to be announced.

Sept. 28, 8 a.m.-2 p.m.

18th Annual Women Empowered Conference. Theme is "Be The Good." Location

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CALENDAR

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is The Monarch, 455 25th St., Ogden. Free for WIB members. Cost is \$65 for Women in Business members, \$75 for nonmembers. Details are at ogdenweberchamber.com.

Sept. 28-29, 9 a.m.-noon

Small Business Resource Roadshow, presented by the Small Business Administration, in partnership with the Governor's Office of Economic Opportunity, the Utah Small Business Development Center network and the Women's Business Center. Event will include more than a dozen organizations that assist businesses and bolster economic development, with a focus on connecting the right resource partners to the business owners who need that specific type of help. Location Sept. 28 in Cedar City to be announced. Location Sept. 29 in St. George also to be announced. Other dates/locations for the roadshow are Oct. 26, Moab; Oct. 28, Price; and a virtual session, Nov. 9. Registration can be completed at <https://bit.ly/SBA-Roadshow>.

Sept. 29, noon

"Cache Conversations," a Silicon Slopes event. Jim Cantrell, co-founder of SpaceX, Phantom Space and Vector, will discuss the commercial space industry, making a product that makes a difference, and Northern Utah's opportunity to be "Space

Valley." Event takes place online. Details are at siliconslopes.com.

Oct. 4-6

2021 One Utah Summit, the state's 34th annual rural summit and providing opportunities for rural Utah's decision-makers to network and discuss the unique opportunities and challenges facing rural Utahns. Location is Southern Utah University, 351 W. University Blvd., Cedar City. Cost is \$150. Details are at <https://www.oneutahsummit.com/>.

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

Executive Summit, a Utah Valley Chamber of Commerce forum for key influencers to address the business community of Utah Valley and beyond. Topics to be addressed include the economy, education and workforce development, natural resources, health system reform, the housing gap, transportation, the business environment, and legislative issues expected to impact Utah Valley businesses. Location is Sundance Resort, 8841 N. Alpine Loop Road, Sundance. Cost to be announced. Details are at thechamber.org.

Oct. 5, 11:30 a.m.-1 p.m.

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

Oct. 7, 8-9 a.m.

"Coffee Chat with the CEO," a Park City Chamber/

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

Oct. 7, 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.

Oct. 7, noon-2 p.m.

Strictly Networking Luncheon, a West Jordan Chamber of Commerce event. Location to be determined. Free (pay for menu order). Details are at westjordanchamber.com.

Oct. 8, 8-9 a.m.

Women in Business Networking, an Ogden-Weber Chamber of Commerce event. Location is The Monarch, 455 25th St., Ogden. Free for WIB members. Details are at ogdenweberchamber.com.

Oct. 8, 8:30 a.m.-1 p.m.

2021 Business & Economic Summit and Training (BEST), a Davis Chamber of Commerce event. Details to be announced at davischamberofcommerce.com.

Oct. 13-14

Silicon Slopes Summit, a Silicon Slopes event featuring keynote presentations, in-depth breakout sessions, entertainment and networking. Location is Salt Palace Convention Center, 100 S. West Temple, Salt Lake City. Cost is \$249 through Sept. 30, \$295 after Oct. 1. Details are at slopesummit.com.

Oct. 13, 11:30 a.m.-1 p.m.

"Let's Do Lunch," a South Valley Chamber event with a small-business panel that includes Jennifer Silvester, CEO and senior partner, Silvester & Co.; Dave Khwaja, president, First Touch Consulting; Michele Sauk, senior vice president of commercial banking, Northwest Bank, and Beans & Brew franchise owner; moderator David Edmunds, founder, The Salt Mine. Location is Cairns Café, MACU building, 9800 Monroe St., Sandy. Cost is \$15 for chamber members, \$25 for nonmembers. Details are at southvalleychamber.com

Oct. 13, 5-7 p.m.

"Business After Hours," an Ogden-Weber Chamber of Commerce event. Location is

Cache Valley Bank. Free for employees of chamber members and first-time guests, \$10 for nonmembers. Details to be announced.

Oct. 13, 5-6 p.m.

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

Oct. 13, 6-8:30 p.m.

21st Annual Women in Business Fall Social, a Women's Business Center of Utah event. Theme is "A Wicked Affair." Event will acknowledge outstanding women in the community, feature a number of WBCUtah client businesses and highlight the Women's Business Center of Utah's Woman Entrepreneur of the Year award recipient. Location is Pierpont Place, 163 W. Pierpont Ave., Salt Lake City. Cost is \$40 by Aug. 31; \$65 Sept. 1-Oct. 6; \$80 Oct. 6 and thereafter. All proceeds will go towards WBCUtah trainings, free consultations, events and services. Details are at wbcutah.org.

VOBEV

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production will be environmentally friendly," said Cudnohoske. "Every can produced in our facility is made from aluminum, one of the most recycled products in the U.S. In addition to utilizing a truly sustainable and recyclable raw material, Vobev will practice eco-friendly methods like water reclamation to minimize our overall carbon footprint. No plastics. No glass. Just aluminum."

Cudnohoske pointed out that the current canned beverage industry is one in which making, filling and shipping cans typically happens in separate processes and sometimes runs through facilities that are widely dispersed. "The can and beverage industry has a problem," he said. "A can could be manufactured on the East Coast, the empty can is shipped across the country to the West Coast to get filled and then somewhere else to get packed. It may then go someplace else to be shipped to the end consumer. Vobev is going to be the market disruptor, putting everything under one roof."

"Our facility's purpose is speed and flexibility. The state-of-the-art Vobev facility will be a development hub for the aluminum can and beverage industry," said Cudnohoske. "We will

help customers capitalize on innovation and scale without risk and provide the possibility to introduce new high-quality products each month. Vobev can help new and established brands with everything from recipe creation and packaging design to storage of product and shipping."

Cudnohoske said his company is looking to partner with local suppliers and individuals who desire to work for a "people-first" organization that uses a collaborative culture to drive innovation. He said that in addition to locally sourcing employees, Vobev will stimulate Utah's economy through the development of business relationships, taxes and local employment opportunities.

"Our leadership team is extremely proud of the collaborative culture we are creating," said Cudnohoske. "We are most excited to build an organization and brand that delivers best-in-class products, and we can't do that without amazing people. Vobev is structured to empower individuals to have a voice and we can't wait to see the future we build together."

Cudnohoske said his company sees its market primarily as small to midsize beverage companies but could also work for bigger companies looking to move a portion of their production closer to customers and retailers in the West.

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GO UTAH

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opportunities for all Utahns.”

Among the strategies listed are boosting the education and talent pipeline, providing for “low regulations/low taxes,” providing economic opportunity for all people, targeting certain industries for recruitment, having Utah become “The Startup State,” focusing on improving rural economies, helping Utah companies make international connections, and coordinating community and economic planning.

All of those have been discussed by Go Utah, including when it was known as the Governor’s Office of Economic Development (GOED), or by Cox or his predecessors.

Among the actions to achieve those strategies are helping every student to gain market-relevant skills; creating more business and education alignment partnerships; enhancing training and education opportunities for underserved populations; creating partnerships to support diversity, equity and inclusion; strengthening workforce programs, helping create higher-paying jobs for Utahns; bolstering entrepreneurship education in schools; supporting more patent and tech privatization efforts;

and recruiting more early-stage capital to the state.

In briefing the Go Utah board, Ben Hart, the agency’s deputy director, cautioned that the document was a draft and therefore subject to revision. He asked board members to provide input that could alter the draft.

“Just note today, we’re not looking to solve this,” he told the board. “This is the beginning of the conversation, not the end.”

The Legislature created the commission with HB348 during the 2021 session and charged it with studying ways that state government can grow the economy in the best way. The commission’s first meeting was June 30, and its working groups and committees have been meeting since then. Among state government’s tools are tax policy, regulation, education, workforce, incentives, transportation, outdoor recreation/quality of life, and infrastructure.

The Go Utah board also discussed possible changes to its most-used incentive to recruit companies to Utah or grow Utah-based companies: economic development tax increment financing, or EDTIF. The draft contains criteria revisions that would determine if a company would be awarded an EDTIF incentive and the incentive amount. Among the criteria in the draft are whether the business is in a targeted industry, offers a disruptive or in-

novative technology, is considering rural Utah for operations, would be reshoring jobs to the U.S., is a homegrown Utah business and is committed to hiring Utah workers.

Hart said the current EDTIF statutes do not indicate what the state wants as much as what it doesn’t want. A new statute would make clear the state’s goals.

“We feel like that’s probably the overarching umbrella that we’re working under, is how do we create EDTIF statute that is prescriptive in terms of what we’re looking for? This is a big change,” he said.

Under the draft, Utah would place more emphasis on recruiting companies in targeted industries — technology, financial services, life sciences, aerospace/defense and advanced manufacturing — that typically create jobs in other industries.

“We’re going to double down in terms of really focusing on these industries, recognizing how key they are in providing a multiplier that really helps pull our economy,” Hart said.

Regarding the 10-year strategy draft, Daniel Hemmert, Go Utah’s executive director, said he had been pushing for it to be brief. “I don’t want this to be a 50-page document,” Hemmert said. “It needs to be a one-pager. And if we can’t get it on one page, then it’s just stupid and no one will read it.”



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He said he was happy that the draft was “succinct, clear and, I want to believe, ultimately actionable over a long period of time. That’s the goal here.”

Hemmert also told the board that the strategy will be subject to constant revision. “It won’t be a static document, to be clear,” he said. “Even after this is all said and done, I hope we’re looking at this thing yearly, every six months or something. It shouldn’t be a static document; the world isn’t static.”

The Go Utah board meeting included chair Carine Clark reminding Hemmert to tell board members to keep the drafts confidential — for board review only and not for distribution.

However, Hemmert noted they were presented at a public meeting and will be public documents in other future public meetings. “That said, while it’s in draft form, we’d appreciate it if you’d keep it within your hands as we’re working through drafts,” Hemmert told the board members.

Earlier in the meeting, during Hart’s presentation, the drafts were not just discussed but displayed on screens.

“I think some people would say, ‘Why would you do this at a public meeting before you do it with your stakeholder groups or what have you?’” Hart said. “I think we wanted to be very open about this and some of the changes that we’re looking at.”



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