

OF NOTE



It's a 'bad time to buy'

A whopping 81 percent of Utahns consider the state's current housing market to be overpriced — and 82 percent say the same thing about rental prices, according to the latest Utah Public Opinion Pulse survey conducted by OH Predictive Insights. Only 19 percent of the state's residents think now is a good time to buy a home, while 66 percent hold the more pessimistic view that this is not the time to buy.

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Miller: Utah's success due to its 'spirit of engagement'

Brice Wallace
The Enterprise

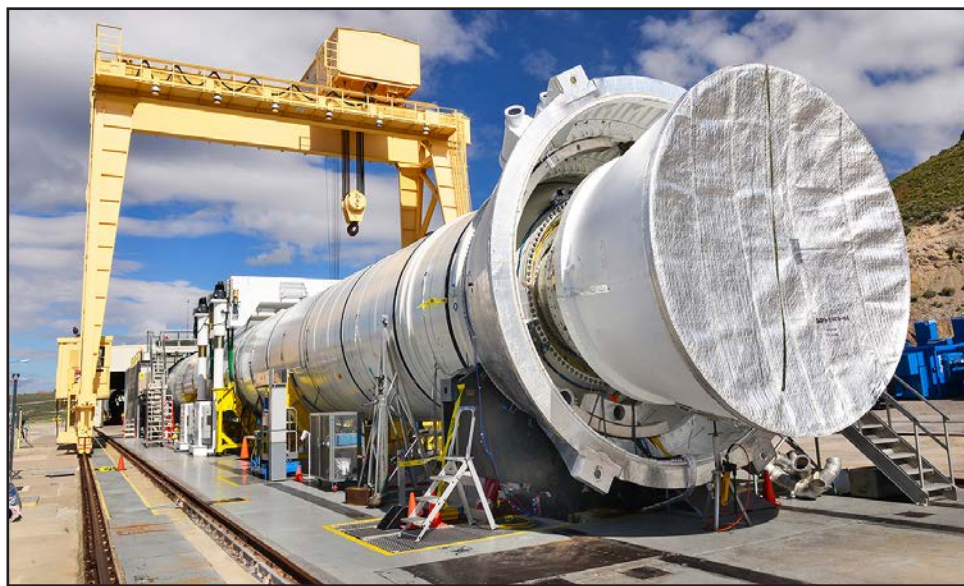
Several hundred people showed up for the Salt Lake Chamber's 134th annual meeting, making it a perfect metaphor for what the chamber does best, according to its leader.

During the meeting at the Little America Hotel, Derek Miller, the chamber's president and CEO, said that Utah's economy has fared better than those of other states during the pandemic because of Utah's

"spirit of engagement, a seamless relationship between the public and private sectors, and a legacy of clear and honest communication" among business, government and community leaders.

"Sometimes we call this Utah's 'secret sauce,'" Miller told the crowd. "Sometimes we call it 'social capital.' I like to call it 'showing up.' We all are aware of the saying in business that 'showing up' is half the battle. I'm grateful to be part of a business

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A five-segment solid rocket motor that is used in NASA's Space Launch System is prepared for a ground test at Orbital ATK Corp.'s test site at Promontory in Box Elder County. Orbital ATK, acquired by Northrop Grumman in 2018, is a major player in Utah's defense industry.

Gardner report: Utah defense industry is 'a pretty big deal'

Brice Wallace
The Enterprise

Defense, deterrence and dollars. The military brings all three to Utah. The last element — dollars — was the focus of a recent roundtable discussion following the release of report by the Kem C. Gardner Policy Institute focusing on Utah's defense economy impacts and

trends. The report indicates that the industry packs a \$19.3 billion annual contribution to the state's economy and has doubled its impact in a four-year period.

Using the 2019 fiscal year as its most recent year, the report also shows that the defense industry in Utah supports 211,285 jobs and accounts for 10.3 percent of the

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Chamber names Gochmour 2021 ATHENA winner

The Salt Lake Chamber has announced that Natalie Gochmour, associate dean at the David Eccles School of Business and director of the Kem C. Gardner Policy Institute at the University of Utah, will receive its 2021 ATHENA Leadership Award at the 45th Annual Women & Business Conference and ATHENA Awards Luncheon, to be held Nov. 19 at the Grand America Hotel in Salt Lake City.



Natalie Gochmour

The organization's highest recognition for women in business, the national ATHENA Leadership Award, is presented annually to an active member of the Salt Lake Chamber who demonstrates excellence, creativity and initiative in business, a chamber release said. Each recipient must also provide valuable service by devoting time and energy to improve the quality of life for others in the community and assist women in reaching their full leadership potential.

"Our community and state owe a debt of gratitude to Natalie Gochmour," said Derek Miller, president and CEO of the Salt Lake Chamber and Downtown Alliance, in announcing the award. "From her time in public service at the state and federal level to her dedication to future generations through her work at the University of Utah, Natalie's influence will be felt for decades to come. Not only that, her leadership and guidance have been pivotal to Utah's economic strength and well-being during the pandemic. No one is more deserving than Natalie, and we are elated to present her with the ATHENA Leadership Award."

In addition to the ATHENA Leadership Award, six women will receive Pathfinder Awards at the conference. The Pathfinder Awards are presented annually to community leaders who create new paths promoting the development and recognition of women in business.

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

Feeling a little dopey lately? Maybe you're suffering from 'pandemic brain'

More than half of Utahns (52 percent) have suffered from “pandemic brain,” according to survey by Spider Solitaire Challenge. It defined the phenomenon as “the frustratingly subtle, gradual mental deterioration many of us have struggled with over the course of the pandemic.” Utah’s number is slightly higher than the national average of 48 percent.

Nationally, 18 percent of respondents say they have been making more mistakes at work over the past year. Twenty-nine percent of U.S. survey respondents say boredom has been the overriding emotion during the pandemic, and that Generation Z has missed out the most during social isolation. Twenty-four percent say they’ve picked up the habit of being lazy when it comes to exercise, and 23 percent have felt loss in interest in general. Seventeen percent reported trouble sleeping and 7 percent struggled with untidiness at home.

Spider Solitaire Challenge said chronic stress has been linked to shrinking of the prefrontal cortex, the part of the brain responsible for focus, memory and learning. Health anxiety, combined with endless “doomscrolling” through bad news on social media, has also increased stress during this time. Over a prolonged period, cortisol, the stress hormone, also increases risk of heart disease, mood disruptions and sleep trouble.

To address the issues, people have undertaken steps to keep their brains sharp with activities like crosswords and puzzles (79 percent) and playing games online (45 percent).

“If you’ve found yourself in a fog of forgetfulness and fatigue over the last year, it’s reassuring to remember that so many others are experiencing similar feelings,” said Neal Taparia of Spider Solitaire Challenge. “Our bodies and minds have been under additional stress they’re not typically used to. If you’re craving mental stimulation, playing games online and puzzle-solving are a great way to exercise skills you may not use on an everyday basis.”

SBA sending invitations for venues to increase their SVOG grants

The U.S. Small Business Administration is going to send invitations to apply for more money to entertainment venues that have received money under the Shuttered Venue Operators Grants (SVOG) program. Under provisions of the Economic Aid to Hard-Hit Small Busi-

nesses, Non-Profits and Venues Act, SVOG supplemental awards are being offered to those who received an initial grant and have illustrated a 70 percent loss when comparing 2021’s first-quarter revenues to the same in 2019. Thus far, approximately \$9 billion has been awarded in initial SVOGs to more than 11,500 venues, including theaters, live venue spaces and other entertainment and cultural hubs as they recover from the pandemic.

“Utah entertainment venues have seen over \$115 million of SVOG relief,” said Marla Trollan, SBA Utah district Director. “We worked closely with these organizations and know that these funds were a lifeline for their business. We understand it isn’t just their business on the line, in many instances, these businesses and nonprofits are the heart of the community and many other businesses depend on them being able to pull through this economic setback.”

“The SBA has awarded approximately \$9 billion in crucial relief to approximately 11,500 performing arts venues and other related businesses so they can continue to anchor our neighborhoods and define our communities,” said SVOG Program Director Matthew Stevens. “We know many of these businesses still need assistance to fully recover from the unanticipated expenses and debt caused by the pandemic. These supplemental grants will go to the hardest-hit Shuttered Venue Operators Grant awardees to ensure they can get back on their feet and get back to the business of driving our nation’s economy.”

Supplemental award applicants can choose to apply for any amount up to 50 percent of their original SVOG amount, with a \$10 million cap of the initial and supplemental awards combined, according to the law. The supplemental awards also allow SVOG recipients to extend the time to use their grant funds for expenses accrued through June 30, 2022, and lengthen their budget period to 18 months from the initial grant’s disbursement date.

More information on the SVOG program can be found at www.sba.gov/local-assistance.

Pluralsight study finds pandemic and remote work cause skills gaps

Pluralsight, a technology workforce development company based in Draper, has released its 2021 “State of Upskilling” report. The report found that technology challenges introduced by the COVID-19 pandemic and the emerging trend of remote work uncovered technology skills gaps at many organizations, which in turn required new approaches to upskilling efforts.

Pluralsight surveyed more than 600 technology learners and leaders in the United States and Europe on the most current trends and attitudes around skill development.

“Closing the technology skills gap continues to be one of the biggest challenges facing enterprises,” said Gary Eimerman, general manager of Pluralsight Skills. “As organizations around the world responded to the pandemic by accelerating digital transformation initiatives, accelerating the move of applications to cloud platforms and supporting remote employees, the need for effective and scalable upskilling tools became even more important. It’s clear that organizations that close the skills gap better position themselves to retain top employees and win in these new and unpredictable times.”

The report finds that the biggest upskilling trend that emerged in 2020 is that working from home uncovered and exposed skills gaps. Since early 2020, technologists reported that their confidence to do their current jobs (down 13 percent) as well as “jobs in the next three years” (down 8 percent) both decreased from a year ago. Respondents also identified the top skills gaps that were exacerbated by working from home in 2020, which included cloud computing, cybersecurity and data storage.

Many technology organizations not only recognized the growing skills gaps, but also placed a higher priority on addressing the skills of their technology workers. Fifty-one percent of respondents said that their organizations made upskilling a priority in 2020 once work-from-home mandates became commonplace.

One of the biggest changes for technologists in the past year is the emergence of hands-on learning as a primary means of skill development. A majority of respondents seek out the ability to learn while doing, with 77 percent of technology professionals stating that hands-on learning opportunities are an essential part of any upskilling program.

Car prices likely to keep rising due to C-19 surge-induced parts shortages

AP has reported that the hope we felt in the spring of an ease in soaring car prices is dimming. A shortage of computer chips coming from several Asian countries seemed to be improving as the COVID-19 pandemic seemed to wane.

But the surge in COVID-19 cases from the delta variant in countries that are the main producers of auto-grade chips is worsening the supply shortage. It is further delaying a return to normal auto production and keeping the supply of vehicles artificially low. And that means, analysts say, that record-high consumer prices for vehicles — new and used, as well as rental cars — will extend into next year and might not fall back toward Earth until 2023.

The global parts shortage involves not just computer chips, AP said. Automakers are starting to see shortages of wiring harnesses, plastics and glass, too. And beyond autos, vital components for goods ranging from farm equipment and industrial machinery to sportswear and kitchen accessories are also bottled up at ports around the world as demand outpaces supply in the face of a resurgent virus.

Squeezed by the parts shortfall, General Motors and Ford have announced one- or two-week closures at multiple North American factories, some of which produce their hugely popular full-size pickup trucks.

In late August, shortages of semiconductors and other parts grew so acute that Toyota announced it would slash production by at least 40 percent in Japan and North America for two months. The cuts meant a reduction of 360,000 vehicles worldwide in September. Toyota, which largely avoided sporadic factory closures that have plagued rivals this year, now foresees production losses into October.

Nissan, which had announced in mid-August that chip shortages would force it to close its immense factory in Smyrna, Tennessee, until Aug. 30, now says the closure will last until Sept. 13.

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Lundergan to head UofU hospitals and clinics

Dan Lundergan, the current chief operating officer at University of Utah Health Hospitals and Clinics, has been named the organization's CEO. He has served as interim CEO since February and steps into the official role beginning immediately.

Lundergan will oversee UofU Health's five hospitals and 12 community clinics as well as the nearly 14,000 employees who work in the clinical system.

"With more than 40 years of experience, expertise and success leading throughout our organization, I can't think of anyone more qualified to lead our health-care system going forward," said Dr. Michael L. Good, senior vice president for health sciences, executive dean of the School of Medicine and CEO of University of Utah Health.



Dan Lundergan

"Dan brings a proven track record of excellence. He has earned the trust and respect of our team of teams during the many years he has served our organization. We are fortunate to have him in this key leadership role at such a critical time."

Lundergan has spent more than four decades working at UofU Health, beginning as a worker in the hospital laundry. He's since worked his way up through virtually every facet of the organization. "Along the way, he developed a deep respect for the diverse individuals who work in academic medicine and health sciences," a uni-

versity statement said. "He is dedicated to advancing health and wellness through culture by building the highest-quality teams in the region to deliver some of the highest-quality care in the nation."

During the past year, Lundergan helped guide the organization through the current COVID-19 pandemic, the COVID-19 vaccination rollout and other major system events, including the opening of the Craig H. Neilsen Rehabilitation Hospital last summer.

"I am humbled to serve as CEO in an organization that I truly love," Lundergan said. "I've spent my entire career here and I'm deeply invested in the quality care of our patients and the success of our organization and employees. Trust, respect and teamwork are the core principles that have always guided me and I plan to continue leading with those priorities at the forefront."

Lundergan received a bachelor's degree in economics at the UofU and a master of healthcare administration degree at the University of Minnesota. A married father of three boys, he and his family enjoy participating in many of Utah's outdoor activities, including skiing, biking and hiking.

"I'm honored to serve in this role," Lundergan said. "Having grown alongside UofU Health, I can honestly say that our health system and its collaboration with research, education and community engagement missions are unmatched in the nation."

Ancestry buys French company

Ancestry, a Lehi-based family history and DNA analysis company, has acquired Geneanet, a leading French genealogy company. The terms of the agreement have not been disclosed.

With a European base of 4 million members, Geneanet is available in 10 languages and more than 25 countries. Combining Geneanet's free family tree platform and engaged community with Ancestry's global subscriber base and historical records will enable family history discoveries and connections for even more people around the world, Ancestry said in announcing the transaction.

Ancestry already has a large collection of European records and is investing in digitizing and indexing a national collection of French historical records, including the complete French census and birth, marriage and death records which will be available soon, the company said.

"We are thrilled to welcome Geneanet to the Ancestry family and look forward to working together to grow our global community so that more people can easily discover, craft and connect around their family story," said Deb Liu, Ancestry president and CEO. "Ancestry is committed to continued investment in Geneanet's free tree-building platform and the volunteer spirit

of its community."

"This is an exciting next step for Geneanet and for our community," said Jacques Le Marois, founder and CEO of Geneanet. "We will preserve our business model and continue to focus on what we do well: building a highly engaged community of passionate users. Our members will greatly benefit from Ancestry's vast record collections and global network as they build their family trees and connect with new relatives and share their family stories. I am delighted to build the next chapter together and look forward to the opportunity to play an active role in the company's future."

Upon closing, Geneanet will operate as an independent business in the Ancestry portfolio of companies. Le Marois will remain in his role as the head of the Geneanet website and community.

Alterra Medical names Hastings new CEO

Alterra Medical, a health-care device distributor and commercialization solutions provider based in Salt Lake City, has announced the appointment of Jeff Hastings as the company's CEO. He was previously the senior vice president and general manager of commercial sales and marketing at Owens & Minor, a healthcare products company in Mechanicsville, Virginia.

"As we invest in rapidly expanding the depth and breadth of Alterra, we are thrilled to be able to leverage Jeff's experience in building and leading high-performance, customer service-focused teams," said Ron Heffernan, executive chairman of Alterra. "With his tenure as a senior executive at Fortune 500 healthcare organizations, he has the business acumen and creativity to drive sales and marketing execution while diversifying our portfolio."

Hastings also held senior-level executive roles at Hill-Rom, Roche Diagnostics, Cardinal Health, Parallon and Vizient (formerly MedAssets). His track record of results within highly complex healthcare and commercial organizations demonstrates his capability to address complicated challenges and drive transformative change, Heffernan said.

"I am honored to be joining Alterra at this important jun-

ture of the company's growth," said Hastings. "My career has been dedicated to bringing critical healthcare products to the people who need them and I'm looking forward to bringing together the

resources and relationships necessary to make Alterra the distributor of choice for healthcare systems of all sizes, commercial retail chains, government agencies and the public."

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UTAH'S BUSINESS JOURNAL

USPS # 891-300

Published weekly by:

Enterprise Newspaper Group

825 North 300 West Ste. NE220

Salt Lake City, Utah 84103

801-533-0556 FAX 801-533-0684

www.slenterprise.com

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Subscription Rates:

Online only, \$65 per year

Print only, \$75 per year

Online and Print, \$85 per year

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Periodical postage paid at Salt Lake City, Utah

POSTMASTER: Send address corrections to:

P.O. Box 11778, Downtown Station

Salt Lake City, Utah 84147

Young to replace retiring Kuehne at Granite

Mark L. Young has been named president and CEO of Millcreek's Granite Credit Union by the company's board, succeeding Lynn R. Kuehne, who will retire Oct. 1 after a credit union industry career spanning 7 decades.

Young has over 25 years of credit union seniorlevel management experience and most recently has been serving as the vice president of human relations for Granite. Young's credit union career began in 1995 when he joined Utah Central Credit Union as human resources director and compliance officer. Named executive vice president in 2003, Young provided leadership to a variety of roles including opera-

tions, compliance, branching and lending for Utah Central.

Young is a 1995 graduate of the University of Utah, where he studied organizational communication. He has earned the designation of Senior Professional in Human Resources (SPHR) and is a graduate of Western CUNA Management School.

Kuehne began his credit union journey as a volunteer member of the Supervisory Committee of Utah CV Credit Union (now Utah First) in 1968. He was named president and CEO of Utah CV in 1975 and served the German community credit union for 19 years.

In 1992, Kuehne joined the

Utah Credit Union Association and was named executive vice president in 1997 and continued in that role until 2009. He was a voice in advocating for credit unions on both the local and national levels. During this time, he was also a founding member of the Credit Union Service Centers of Utah and served as the president of that organization from 1993 until 2009. He replaced Curt Doman as the president and CEO of Granite in July of 2009 and will have served over 12 years in this position by his announced retirement date. During Kuehne's tenure, Granite has doubled in size, growing assets from \$336 million to more than \$680 million.

EMI Health acquires Total Dental Administrators

EMI Health, a Murray health insurance carrier, has acquired Total Dental Administrators (TDA), headquartered in Phoenix. TDA is a licensed insurance company that offers dental health maintenance organization (DHMO) and preferred provider organization (PPO) dental insurance plans in Arizona and Utah.

An 85-year-old company, EMI Health offers medical, dental

and vision products and services to nearly 320,000 members.

"This is a strategic acquisition that will help us fulfill our mission of providing a wide variety of high-quality, low-cost benefit programs to as many people as possible," said Steve Morrison, EMI Health's president and chief executive officer. "We couldn't be more pleased to join forces with such an exceptional

group of people."

Jeremy Spencer, chief executive officer of TDA, said, "This is a case of friendly competitors becoming strategic partners. Clients of both organizations can expect the same great service and support, but with expanded product offerings and system enhancements. This is great news for our members, partners and employees."

Red Cat buys Teal Drones

Red Cat Holdings Inc., a hardware-enabled software provider to the drone industry based in San Juan, Puerto Rico, has closed on its acquisition of Teal Drones, a Salt Lake City-based provider of commercial and government unmanned aerial vehicle technology. Teal manufactures the Golden Eagle, one of only five drones approved by the U.S. Department of Defense for reconnaissance, public safety and inspection applications.

"This acquisition solidifies our leadership position within the drone industry, as it completes our ability to provide end-to-end solutions," said Jeffrey Thompson, Red Cat CEO. "We can offer both consumer and enterprise drones with an extensive suite of additional software and hardware options and other technologies, along with an approved line of military drones for public safety, reconnaissance and inspection applications. Teal's approval from the Pentagon provides a strategic advantage as the military continues to expand its deployment of drones."

Teal was founded in 2015 and has grown from its origins as a consumer-oriented company into one focusing on the enterprise and government sectors. Teal products provide aerial surveillance and awareness for inspections and short-range reconnaissance.

"Teal's prime directives since the beginning were simple: rebuild the American drone industrial base and accelerate the global adoption of drones across enterprise and defense markets," said George Matus, founder and CEO of Teal. "This acquisition represents the best way Teal will fulfill its mission, leveraging Red Cat's expertise and resources to deploy the best unmanned systems in the world, giving superhuman capabilities to commercial operators and military warfighters alike."

Teal will anchor the enterprise segment at Red Cat that also includes Skypersonic, a remote inspection company, Thompson said. Companies in Red Cat's consumer segment include Fat Shark Rotor Riot.

Conservice purchases Goby

Logan's Conservice, a utility management platform for the property management industry, has acquired Goby, an Illinois-based environmental, social and governance (ESG) platform that provides solutions such as utility data tracking and compliance for commercial real estate and fund management industries. The acquisition will further enable Conservice clients to reduce their environmental impact, achieve their sustainability goals and increase their return on investment, Conservice said.

"The addition of Goby will enable Conservice to offer our clients a comprehensive ESG solution, from data capture, which is where we already excel, to analysis and disclosure," said Scott Hardy, CEO of Conservice. "Our new sustainability solutions offering will empower clients to create effective strategies and plans, measure outcomes and report progress to stakeholders. I am thrilled to share this announcement with our current and

prospective clients. The synergy of both solutions is a powerful combination the market has been waiting for."

"We're thrilled to join the Conservice family and propel our joint mission of ESG excellence through their expansive client base," said Ryan Nelson, Goby CEO. "The criticality of ESG has intensified with investor and stakeholder demands increasing in the past 18 months. Goby's platform identifies opportunities, measures environmental impact, and drives operational expense reduction. We are proud to make ESG approachable."

With the announcement of the acquisition, Marc Treidler has been named president of Conservice Sustainability Solutions, in addition to his current role as Conservice's general counsel.

"Marc is an industry leader who understands our clients' needs inside and out," Hardy said. "He is the right person to lead the industry movement towards a more sustainable future."

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CORPORATE FINANCIAL REPORTS

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

Sportsman's Warehouse

Sportsman's Warehouse Holdings Inc., based in West Jordan, reported net income of \$17.7 million, or 40 cents per share, for the second quarter ended July 31. That compares with \$32.5 million, or 73 cents per share, for the same quarter a year earlier.

Net sales in the most recent quarter totaled \$361.8 million, down from \$381 million in the year-earlier quarter.

Sportsman's Warehouse Holdings is an outdoor specialty retailer. The company announced in December it would be acquired by Great Outdoors Group for \$18 per share in an all-cash transaction. The merger closing is expected to take place by year-end.

"The business continued to perform well during the second quarter," Jon Barker, CEO, said in announcing the results. "While second-quarter same-store sales decreased 9.9 percent compared to the same period last year, I believe this was a favorable result considering the many factors that drove our elevated second-quarter 2020 sales. For the first half of fiscal year 2021, same-store sales increased 3.4 percent compared to the same period last year."

Sera Prognostics

Sera Prognostics Inc., based in Salt Lake City, reported a net loss of \$6.3 million for the second quarter ended June 30. That compares with a net loss of \$4.7 million for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$20,000, up from \$6,000 in the year-earlier quarter.

Sera is focused on improving maternal and neonatal health

by providing innovative pregnancy biomarker information to doctors and patients.

"We are pleased with the progress we made during the quarter, as we build momentum to achieve our vision of improving maternal and neonatal health through our proprietary proteomic testing platform," Dr. Gregory C. Critchfield, chairman and CEO, said in announcing the results.

"Our innovative PreTRM test is the only broadly validated commercially available blood-based biomarker test, that has been proven to identify moms and babies at higher risk for spontaneous preterm birth, thereby enabling health and economic benefits by intervening proactively in such pregnancies."

Domo

Domo Inc., based in American Fork, reported a net loss of \$22.2 million, or 70 cents per share, for the second quarter ended July 31. That compares with a loss of \$17.9 million, or 62 cents per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$62.8 million, up from \$51.1 million in the year-earlier quarter.

Domo is focused on business intelligence (BI).

"We have seen the demand for modern BI continue as companies look to unlock and democratize data for every person and every action that moves their business forward," Josh James, founder and CEO, said in announcing the results.

"As the first cloud-native, modern BI platform, Domo was built to help companies put data to work in new ways with the speed and scale that most organizations haven't seen to date. I am confident in Domo's ability to execute on this mission for the remainder of FY22."

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**PROTECTING YOUR IDEAS
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Here are seven ways to finish the year off strong

It's been a challenging year for many businesses due to the pandemic. Whether you've thrived or struggled at difficult times, there's no doubt challenges came your way.

Many entrepreneurs neglect self-care and work much more than they should, often resulting in burn-out and lower productivity. With September being Self-Care Awareness Month, this is the time to slow down, take time to focus

on yourself and successfully move closer towards your goals.

The good news is that regardless how things have gone up until now, you can reposition your focus to make a big splash and finish off the year strong.

1. Midyear Resolutions. Most people are so used to New Year's resolutions that it's practically hard-wired into our DNA.

The thing is, we aren't strictly tied

to the calendar. Any day can be the start of a new era. Finish the year off well by making some midyear resolutions. Get a head start before the rush and stress of the holidays wear you down and go into next year with tons of momentum.

2. Goals and Milestones. It's smart to have your major goals for the end of the year in mind, but the path to reach those goals is most easily managed through a series of smaller accomplishments. Set mini-goals and time frames for each step of the way and tackle it in bite-sized portions. Psycholo-

gists call this "compartmentalization." The idea is if you look at the big picture it is easy to become overwhelmed. Smaller goals, on the other hand, seem much more doable.

3. Breaks. Along with having a series of milestones, it's important to have a series of small breaks along the way, too. Taking a breather now and then will help keep you motivated and help you recharge your batteries instead of becoming burned-out and overwhelmed. Not only does working at such a frenzied pace lead to a decrease in quality, it's also bad for your health. No matter how much you have going on in your business, make time for downtime.

4. Slow and Steady Wins. You may feel a lot of pressure to try and get everything done before the end of the year. Just remember that steady progress will help you get to your goal faster than trying to stay in fifth gear the whole way. You don't sprint your way through a marathon. Just stay persistent and steady and don't let the tasks become insurmountable in your mind. Remember, it's good to set goals to try and meet, but if it takes you a month or two longer, there is nothing wrong with that.

5. Outside Interests. Your business goals are very important, but don't let them completely consume your life. It might seem counterintuitive to think about anything else while you still have a deadline but be sure to maintain some outside interests. What is it that you enjoy? Who are the people you like to spend time with? What completely takes your mind off of work and makes you feel good? This is imperative to reaching your goals and will increase the quality and quantity of your work.

6. You are Your Best Asset. No matter what is happening

with your professional life, the most important thing to take care of is *you*. All the success in the world doesn't matter if you can't enjoy it. You don't need to slack off and ignore your responsibilities, but you do need to make sure that you are healthy. September is Self-Care Awareness Month. Dedicate at least 20 minutes a day to improving self-care. If things get very overwhelming, contact a mental health professional. They are trained for situations like this, and they can help. There is nothing to ever feel embarrassed about, either.

7. Think Ahead. Sometimes a project, business plan or deadline may become so all-consuming that it completely overwhelms you. Ironically, something that may help is to start concentrating on other work projects. What else do you have on your plate that you've been neglecting? This may sound like it only adds pressure, but when you free your mind of what it is most focused on, ideas start to flow and things don't seem as difficult as you first thought. A finish line can be the scariest part of a project because it is so final. So, don't think of it as a final end. Think of it as just another step.

The Takeaway. The world around us is constantly changing as both consumers and businesses alike deal with the challenges presented by COVID-19. You can't really control the outside world, but you can take charge of how you conduct your business, how you care for yourself, your mindset, how you prepare and how you achieve success. Decide today to finish the year off strong. No matter what has happened up to this point, the next few months can be your best ever.

Angela Civitella is an executive, a business leadership coach and the founder of Intinde (www.intinde.com).



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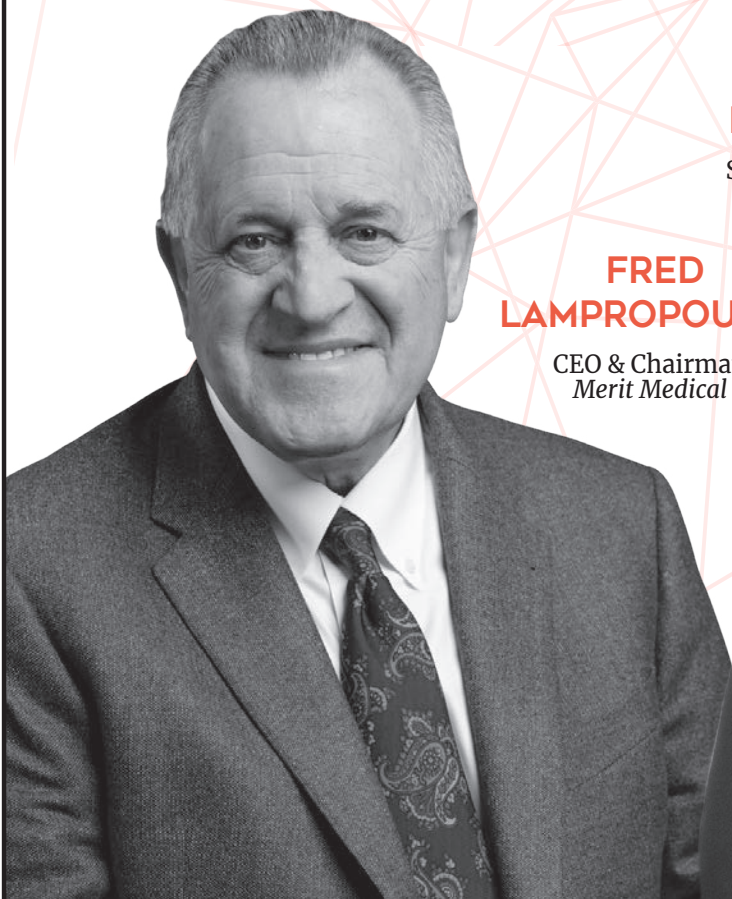
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Industry Briefs are provided as a free service to our readers. Company news information may be sent to brice@slenterprise.com. The submission deadline is one week before publication.

ASSOCIATIONS

• The **Associated Builders and Contractors Utah Chapter** has appointed **JuliAne Burton** as executive administrator. She will oversee member development, marketing and communications. Burton has over 28 years of combined experience in marketing, communications and business development. She has been the recipient of numerous marketing/photojournalism awards involving projects under her direction, both national and international. ABC nationally has 69 chapters.



JuliAne Burton

BANKING

• **Celtic Bank**, a Salt Lake City-based industrial bank, has expanded its commercial loan offerings to technology companies that are not well suited for traditional loan products, given the nature of their business models. Its recurring revenue loans are designed for growth-stage software and technology companies providing “mission critical” technology platforms to their customer bases and have recurring (contractual or subscription) revenue models. Because their primary assets are typically intangible, owners and founders have a difficult time securing commercial financing through conventional means. Instead, they usually raise capital by exchanging equity in their company.

CONSTRUCTION

• **DataBank**, a Dallas-based provider of enterprise-class colocation, connectivity and managed services, has begun construction of its latest Salt Lake City-area data center, SLC6, increasing capacity to meet demand for IT infrastructure in Utah and the Salt Lake City market. The center in Bluffdale resides on DataBank’s 23-acre Granite Point Campus, which offers network connectivity to more than a dozen carriers and cloud providers. DataBank has more than 60 data centers and 20 interconnection hubs in 29 markets.

• **The West Quarter**, a multi-use development in Salt Lake City, recently had the ceremonial placement of the final steel beam for its first hotel and a main

residential tower. Located near Vivint Arena, the first phase of the 737,000-square-foot project is expected to be completed in 2022. The developers are **The Ritchie Group** and **Garn Development**. The project is being built by **Jacobsen Construction**. The West Quarter’s residential tower will add 230 housing units to Salt Lake City. Its dual-branded hotel tower will have 270 rooms. The project also will feature Quarter Row, a curb-less, pedestrian-focused street running through the development that will feature high-end restaurants, bars and retailers.

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ECONOMIC INDICATORS

• Utah’s grades have slipped in the **2021 Small Business Friendliness Survey**, compiled by **Thumbtack**, a home management platform. Utah received a C for overall friendliness, down from an A-plus in 2019. Utah had received an overall grade of A-plus all eight times the grades were issued since 2012. Thumbtack graded 43 states and 44 metro areas based on results of a survey of more than 3,600 small-business owners in the home maintenance and construction industries. In the 2021 analysis, Utah received a B for employment, labor and hiring; a B-minus for licensing; a C for the ease of starting a business; a C-minus for regulations; a D-plus for ease of hiring; a D for training and networking programs; and an F for tax code. On a city level, **Salt Lake City** and Jacksonville, Florida, both received an A-plus grade for small-business friendliness. Details are at <https://www.thumbtack.com/survey>.

• **Utah** companies pay an average of \$40,500 to workers without a college degree, according to an analysis by **Upgraded Points**. It collected the average annual mean wage across the top 25 job positions that do not require a degree, using the most current Bureau of Labor Statistics data.

The national average is \$43,202. The top pay was in Washington, at \$53,090. The lowest was in Mississippi, at \$33,834. The highest-paying Utah jobs that do not require a degree are police and sheriff’s patrol officers. Details are at <https://upgradedpoints.com/finance/best-states-for-workers-without-college-degrees/>.

• **Salt Lake City** is ranked No. 34 among the largest U.S. cities for **outdoor grilling**, a list compiled by **Lawn Love**. It ranked over 180 cities and considered several factors, including the number of butcher shops, affordable meat, nice weather and community interest based on Google search trends. The top-ranked city is Pomona, California. The bottom-ranked city is Yonkers, New York. Details are at <https://lawnlove.com/blog/best-cities-outdoor-grilling/>.

EDUCATION/TRAINING

• **VitalSmarts**, a Provo-based corporate training company, has launched newly revamped courses and a company rebrand, including a new name: **Crucial Learning**. The company said the change “aligns with a shift in the company’s strategy to offer its courses in communication, performance and leadership to broader audiences.” The company was founded in 1989.

• **Graduation Alliance**, a Salt Lake City-based organization that develops alternative education and workforce training programs, has earned its third consecutive five-year accreditation from **Cognia**, an accreditor of K-12 public and private schools in the country. Graduation Alliance first earned accreditation by the Northwest Accreditation Commission (NWAC), now a division of Cognia, in 2007. Graduation Alliance said the continuation of Cognia accreditation means students who earn a diploma or take individual courses through Graduation Alliance can be assured their achievements will be recognized by employers, post-secondary institutions and the U.S. military.

• **Nova Space Inc.**, the subsidiary of Salt Lake City-based Pure Capital Solutions, has announced the release of its first **Space Professional Development** product. The initial course is designed for a broad range of experience levels, from novice to expert. Novices can learn and understand the full range of space operations topics. For the experienced professional, the course will expand on their current knowledge and industry experience. The course offerings are asynchronous, scalable, and can be completed on the customer’s timeframe, while also being aligned closely with indus-

try and government requirements.

HEALTHCARE

• **Renalytix Plc**, with a testing lab in Salt Lake City, has appointed **Daniel J. Levangie** to its board of directors and as a member of the company’s remuneration committee. He is co-founder and manager of ATON Partners and president and CEO of CereVasc LLC. He has served on the board of directors of Exact Sciences Corp. since 2010. His previous experience includes serving as president of Insulet Drug Delivery Systems; serving as a lead director of Insulet Corp.; serving as CEO of Dune Medical Devices Inc.; serving as co-founder and managing partner of Constitution Medical Investors Inc.; and holding held executive management positions with Cytyc Corp., including executive vice president and chief operating officer, chief executive officer and president until the acquisition of Cytyc by Hologic in 2007. He served on the board of Hologic from 2007 to 2009.



Daniel Levangie

• **PhotoPharmics**, an American Fork-based, privately held, clinical-stage medical device company developing treatments for treating neurodegenerative disorders through the eyes, has appointed **Dr. Karl Kiebertz** as chief medical officer. He will oversee the company’s clinical strategy and activities, including direct supervision of scientific development, clinical operations, data science, and interactions with the FDA. Kiebertz has experience executing clinical trials for Parkinson’s disease programs across all stages of development. He is currently president of Clintrex Research Corp.



Karl Kiebertz

CMO is part of an ongoing collaboration between PhotoPharmics and Clintrex. He also continues as professor of neurology at the University of Rochester, where he was founding director of the Center for Health & Technology (CHET).

• **Health Catalyst Inc.**, a Salt Lake City-based provider of data and analytics technology and services to healthcare organizations, has added **Matt Revis** to its leadership team. Revis will continue to lead the Twistle business, where he has served as president and



Matt Revis

chief operating officer prior to the acquisition of the patient engagement technology company by Health Catalyst in July. Prior to joining Twistle in 2019, Revis served as a head of product at Jibo. He also served in leadership roles at Nuance Communications.

INVESTMENTS

• **Clicklease**, a West Valley Lake City-based fintech company providing payment solutions in the commercial equipment space, has closed \$63 million in Series A funding, led by **Sandlot Partners**. Focused on helping undeserved businesses get the equipment they need to succeed, Clicklease operates in the micro-ticket space, instantly decisioning and funding capital investments that produce a direct and immediate impact on revenue for small-business owners.

• **Mountain Pacific Partners**, a Salt Lake City-based life sciences investment firm, has announced a \$2 million investment in **Alterra Medical**, a Salt Lake City-based specialty healthcare distributor and commercialization company.

NONPROFITS

• **The Economic Development Corporation of Utah** has announced a restructuring. **Jill Kirsling**, in addition to serving as chief financial officer, will act as director of internal business operations. Her responsibilities will include finance, budgeting,



Jill Kirsling



Stephanie Frohman

facilities and human resources. **Stephanie Frohman** will serve as senior vice president of strategy and partnerships. Her new role will expand on her existing work with EDCUtah’s private-sector investors and strategic initiatives. She also will oversee the work of Ze Min Xiao and the EDCUtah Center of Economic Opportunity and Belonging. Two other existing vice presidents will continue in their current roles: Matt Hilburn as vice president of research and marketing and Colby Cooley as vice president of busi-

Industry Briefs

from previous page

ness development.

• The **Walton Family Foundation**, the **Jacquelyn and Gregory Zehner Foundation** and the **Larry H. & Gail Miller Family Foundation** have announced their support for the **Economic Development Corporation of Utah's Center for Economic Opportunity and Belonging (CEOB)**. The center serves as the private-sector commitment to work alongside government and communities of color to advance the principles outlined in the Utah Compact on Racial Equity, Diversity and Inclusion. It focuses on advancing economic equity and strengthening community cohesiveness by fostering an environment of belonging for all Utahns. The center is housed under the recently formed nonprofit EDCUtah Foundation. The Economic Development Corporation of Utah is a private, nonprofit organization that is a statewide economic development organization specializing in corporate recruitment, economic research, site selector marketing and community development. It serves as a partner of the Governor's Office of Economic Development for corporate recruitment and is supported by state government, local governments, and organizations from the private sector.



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PHILANTHROPY

• **Tyson Foods** recently donated a total of 40,000 pounds of protein to local food pantries and organizations. It included 5,000 pounds each to **Tabitha's Way** local food pantry locations in American Fork and Spanish Fork. Tabitha's Way helped to distribute 2,000 pounds of protein to **Community Action Food Bank** in Provo and 11,000 pounds to the **Utah County Jail** in Spanish Fork. The bulk of the frozen products, packed into boxes, went to

families and community members in need. A portion of the protein was also presented as a thank you to Tyson team members at the conclusion of the Eagle Mountain plant's first week of operations, with each team member receiving a box of the product. The plant has hired 300 team members to begin operations in the new Eagle Mountain facility and plans to hire an additional 300 by year-end. When fully operational, the facility plans to employ 1,200 people.

• **Thirty-four companies** adopted service projects during the **"Day of Caring,"** organized by **United Way of Salt Lake**. Across Salt Lake, Summit, Tooele and Davis counties, corporate partners and the United Way connected 12 schools and 18 nonprofits across the valley with 934 volunteers who completed annual beautification work and encouraged students with STEM, literacy, and college- and career-readiness projects.

• **Meadow Gold Dairy**, with six manufacturing facilities in Utah and four other Mountain West states, has begun a **"Fuel Their Drive"** promotion, which will award up to \$10,000 to high school athletic departments in Salt Lake City; Denver; and Boise and Billings, Montana. Meadow Gold will award 22 grants, ranging from \$1,000 to \$10,000, to high schools in those communities, part of a campaign to provide Meadow Gold shoppers a chance at a portion of \$1 million that will be awarded to high school athletic programs nationwide. To participate in the campaign through Oct. 15, shoppers will buy Meadow Gold milk, upload a photo of their receipt and vote for their high school. Schools with the most votes will win \$10,000, and some winners will be chosen at random for \$2,000. Community members and high schoolers can also engage in local-market social media challenges for a chance to win an additional \$1,000. Details are at <https://fueltheirdrive.com/meadowgold>.

REAL ESTATE

• **Lake Pointe Corporate Centre**, West Valley City, has been sold by **Felton Properties**, based Portland, Oregon, to a partnership between **Advanced Medical Properties** and **George Urban Properties**, both based in Orange County, California. Financial terms were not disclosed. The property is a two-building, Class A suburban office campus at 2850 and 2875 S. Decker Lake Drive. It was developed in the late 1990s within the Decker Lake Business Park. It comprises 182,121 square feet, and the property is currently 97 percent leased. The sale was

arranged by **Newmark Knight Frank**. Newmark's co-head of U.S. capital markets, Kevin Shannon, Executive Managing Director Ken White and Senior Managing Director Rick Stumm, in cooperation with Executive Managing Director Bryce Blanchard and Senior Investment Advisor Steve Walton, represented Felton. Newmark's vice chairman, David Milestone, and Senior Managing Director Brett Green secured the acquisition financing on behalf of the buyer.

• **Tradestar Corp.**, a wholly owned subsidiary of Dyno Nobel Americas, will continue to occupy 104,989 square feet of office space on Gladiola Street in Salt Lake City after signing a lease renewal. Tradestar manufactures custom equipment used to deliver bulk commercial explosives. **Collier's** announced the five-year lease renewal. Travis Yates, vice president, and Vic Galanis, executive vice president, represented Tradestar in the transaction.

• **Century Communities Inc.**, based in Colorado, is selling at the **Copper Rim** planned development in West Jordan at the sales center at 6074 W. Oquirrh Ridge Road. It offers two home collections (three rambler and seven two-story floor plans), with 2,947 to 4,789 square feet of living space. Century operates in 17 states and over 40 markets across the United States, and also offers title, insurance and lending services in select markets through its subsidiaries.

RECOGNITIONS

• **Qube Money**, a Lehi-based financial technology company, has been selected as the No. 1 budgeting application as part of the **2021 Smart Money Awards**. **Real Simple** compiled a list of top financial companies offering products that debuted or were updated between January 2020 and June 2021. A panel of 14 judges rated products ranging from budgeting, banking, insurance and real estate on innovativeness and relevance to Real Simple readers. Qube Money is a mobile banking app that provides real-time banking solutions designed to make spending and saving with purpose an easy, seamless part of life.

RETAIL

• **Ken Garff Automotive Group**, Salt Lake City, has purchased **Rodeo Hyundai** in Surprise, Arizona, and will operate it as **Ken Garff Hyundai Surprise**. Financial terms were not disclosed. The Garff group operates more than 55 stores throughout Utah and six other states.

SERVICES

• **Peopletrail LLC**, a Draper-based consumer reporting agency, has promoted **Allyson Davis** to director of compliance. Davis



Allyson Davis

previously served as mortgage compliance manager. Davis has 20 years of experience in the mortgage industry, working for Nationwide

Mortgage beginning in 2001. She advanced to loan officer. She also worked as a quality control specialist and later served as compliance and processing manager at Security National Mortgage Co. She began at Peopletrail in 2017.

• **Aptive Environment**, a pest control company with three Utah offices, is partnering with Orem-based **Grit Marketing** to bring pest control services to more customers. As part of the new partnership, Aptive will be the only pest control company that Grit Marketing will sell for and represent starting with the 2022 season. Aptive has a sales force of 3,100 sales representatives. Founded in 2020, Grit has more than 400 sales representatives.

TECHNOLOGY

• **Instructure Holdings Inc.**, a Salt Lake City-based education technology company that produces Canvas, has appointed **Ossa Fisher** and **Lloyd "Buzz"**

Waterhouse to its board of directors. Fisher has been the president and CEO educational technology company



Ossa Fisher

Inc. since 2019, previously serving as its chief operating officer and chief marketing officer. She was the senior vice president of strategy and analytics at Match.com. Fisher has over a decade of experience in the Technology, Media and Telecom practices of both



Lloyd (Buzz) Waterhouse

Bain & Co. and Goldman Sachs & Co, and in the IT investment division of the World Bank Group. Waterhouse, who also will be a member of the Instructure Holdings Audit Committee, is a senior advisor to New Mountain Capital. He was previously the CEO of McGraw-Hill Education, served as CEO and president of Harcourt Education Group, served as CEO and chairman of Reynolds and Reynolds Co. and served on the board of directors of SolarWinds Inc.

• **Vivint Smart Home Inc.**, a Provo-based smart home com-

see BRIEFS page 14

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Your Clients Don't Have Money: Should You Lower Your Fees?

"I work in a service business where I bill by the hour.

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"Recently, I've been hav-



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ing problems. My customers are telling me my fees are too high and they are either performing this service themselves or foregoing having it done. Even worse, some of them are using my fees as leverage to negotiate even lower fees from my competitors. Some of my competitors are giving in and giving them what they want.

"I realize times are tough

and people are squeezing their pennies so hard you can see through them. But if I cut my fees any lower than they are, I may have trouble paying my bills. Is there anything I can do to turn the situation around?"

It used to be that you could justify your fees by citing your expertise or experience. Whenever someone asked me why I charge \$500 for forming a limited liability company when it took me only about an hour to do the paperwork, I

used to reply, "Well, it's taken me 30 years to learn how to put together an LLC in one hour."

No more. People want the expertise, but they won't pay extra for it.

These days, I have to contend with online incorporation websites such as Legalzoom.com that charge only a fraction of what attorneys charge for forming LLCs. Even worse, there is a large and growing surplus of unemployed young attorneys fresh out of law school who are desperate for work and will charge whatever the client is willing to pay.

Just yesterday, a client called me asking for my help in reviewing a set of documents for a franchise he was thinking of buying. Generally, I charge a \$1,500 flat fee for this service, which reflects the five or six hours of time it normally takes me to review the documents, research the franchise online, prepare a memo to the client explaining the pitfalls, explain those pitfalls to the client and negotiate an addendum or "clarification letter" with the franchise and its legal counsel.

When I quoted my fee and explained why I needed to charge what I charge, there was dead silence on the phone for a few seconds, until the client said: "I only have \$250 in my budget for legal services. What will that buy me?"

For a split second, I thought about laughing in this guy's face and hanging up the phone on him. I also thought about screaming at him about the amount of work involved in a project such as this and the liability we attorneys have whenever we do less than perfect work. A year ago, I might have done just that.

Not yesterday.

After asking the client some questions to make sure he wasn't just bluffing, I told him that for \$250 I would give him one hour on the phone and answer any questions he and his wife had about the franchise documents. I told him there would be no thorough

review of the documents and that I would ask him to sign a letter saying that my obligation to him as a lawyer was limited to that one hour phone call.

He gratefully accepted my offer, and of course, I actually ended up giving him slightly more than one hour on the phone.

So how do you make sure you're getting paid what you're worth? Here are some ideas:

First, consider giving your clients a "menu" of options with fees attached, such as, "For X dollars, you get this, but for an additional Y dollars, you get the following extras". Real estate brokers have been playing this game for years: You tell them you cannot spend more than X dollars, they show you a bunch of junky houses in that price range, but then they show you some really nice houses that are just a few thousand dollars more than the limit you told them. When people see what they are not getting by "splitting pennies," some of them — the ones you want — will migrate to your higher fee structure.

Just be sure you clarify in writing the limited service your client is getting because clients have a nasty habit of forgetting the details once the work is done.

Second, consider going "high end" with your service and pitch only those clients you know can afford to pay a reasonable fee. Just be aware that all your higher-priced competitors will be pitching the same few people.

Lastly, if all else fails, add new services that people will pay any amount of money to have done for them, no questions asked. People won't pay top dollar for an LLC, but if they need help fending off an IRS investigation ...

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

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Calendar

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

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, VOBP 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, 7:45-9 a.m.

Breakfast Meeting, an ACG (Association for Corporate Growth) Utah event. Speaker is Kurt Workman, CEO and co-founder of Owlet Baby Care. Location is Marriott City Center, 220 S. Main St., Salt Lake City. Details are at <https://www.acg.org/utah/events/september-14-breakfast-meeting-kurt-workman>.

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.

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 \$30. 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, 11 a.m.-6 p.m.

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, 4-6 p.m.

Speed Networking, a Park City Chamber/Bureau event.

Location is Arastra Park City, 2041 Sidewinder Drive, Park City. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

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

2021 Annual Mayors Lunch,

a Davis Chamber of Commerce event that is a gathering of Davis County mayors discussing business and community issues. Location is Davis Tech Business Resource Center, 450 S. Simmons Way, Kaysville. Cost is \$20 for members, \$30 for guests. Details are at davischamberofcommerce.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-1 p.m.

Strictly Networking Luncheon, a West Jordan Chamber of Commerce event. Presenter is Dan Mirgon. Location is Famous Dave's, 7273 Plaza Center Drive, West Jordan. Free (pay for menu order). Details are at westjordan-chamber.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. 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. 17, 10-11:30 a.m.

"Product Distribution: Getting Your Products In Stores," a Women's Business Center of Utah event. Presenter is Kamea Johnson, owner and designer at Chosen Creative Stationery. Location to be determined. Free. Details are at wbcutah.org.

Sept. 17, noon

"Silicon Slopes Live," a Silicon Slopes event featuring Christian Schauf, founder and CEO, Uncharted Supply Co. Location is Silicon Slopes, 2600 Executive Parkway, Suite 140, Lehi. Free, although RSVP

is required. Details are at silicon-slopes.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 ecom.revroad.com.

Sept. 20, 8 a.m.-1:30 p.m.

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 \$800 per foursome. Details are at www.thepointchamber.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, 8:30-10 a.m.

"Better Your Business" Employer Seminar, presented by the Utah Department of Workforce Services' Workforce Development Division and the Employer Connection Advisory Board. Speaker Robbyn Scribner will discuss how the COVID-19 pandemic has caused severe disruption to women's careers and how understanding the unique pressures on women is critical to stabilizing their workforce participation. Event takes place online. Free. RSVPs can be completed by emailing jlay@utah.gov.

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 a.m.-1 p.m.

Business Women's Forum

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CALENDAR

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2021: "Unapologetically, Taking Up Space." Presenter is Lais Martinez, assistant commissioner for equity, diversity and inclusion at the Utah System of Higher Education. Location is Hilton Garden Inn Salt Lake City Downtown, 250 W. 600 S., Salt Lake City. Cost is \$30 for members, \$40 for nonmembers. Details are at slchamber.com.

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. 21, 1-2 p.m.
"Talk About It Tuesday," a Women's Business Center of Utah event that is a weekly open discussion. Moderator is Sarah Barstow, WBCUtah southern office business advisor. Event takes place online via Zoom. Free. Details are at wbcutah.org.

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 utahoutdoorsummit.com/utah-trails-forum/.

Sept. 22, 5:30-6:30 p.m.
"Teamwork Trifecta: Building a Powerhouse Team," a Small Business Development Center (SBDC) event. Location is the Provo/Orem SBDC at Utah Valley University. Details are at <https://clients.utahsbdc.org/events.aspx>.

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 or by contacting Randy Hunt of the ConnectShare Advisory Board at randy@clearpath-strat.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 is \$50 for members and \$60 for nonmembers; \$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
Leadership Institute, a Davis Chamber of Commerce series that continues monthly through May 2022. Locations vary. Cost is \$1,095 for the series. Details are at davischamberofcommerce.com.

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

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BRIEFS

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pany, has named **Daniel Garen** as chief ethics and compliance officer. Garen will be responsible for upholding the company's culture of corporate compliance, as well as implementing new systems to ensure policies are being enforced across the business. Garen has more than two decades of experience in compliance, most recently at DLA Piper, where he developed and implemented compliance and risk management strategies at public and private companies around the world. As a tech-



Daniel Garen

nology compliance lawyer, Garen has experience creating, implementing and managing compliance programs for Danaher Corp., Wright Medical Technology, Siemens Medical Solutions and Bayer Healthcare, among others.

• **Mailbox Power**, a Lehi-based, privately held company offering a platform for business professionals to create personalized gifts and greeting cards, has appointed **Mike Whitmire** to executive vice president of marketing. He will be directly involved as the company expands into additional vertical markets that need help using direct mail, email marketing and marketing automation.



Mike Whitmire

DEFENSE

from page 1

state's employment, 9.5 percent of its personal income and 10.6 percent of its GDP. Since 2015, it has grown by 102,000 jobs and \$9.1 billion in inflation-adjusted GDP.

"First of all, we learned defense is big — probably bigger than we thought," said Kevin Sullivan, executive director of the Utah Defense Alliance, which commissioned the study. "Ten percent of Utah's economy is a pretty big deal."

Available at <https://gardner.utah.edu/>, the report includes the impacts from Dugway Proving Ground; Tooele Army Depot; the Utah National Guard; reserves, recruiting and ROTC; veterans; defense civilian retirees; and contracts and grants.

"We wanted to understand exactly what the magnitude and the impact of the defense sector was in the state," Sullivan said, "and, secondly and maybe more importantly, we wanted to make sure other people understood the impact and the magnitude of the defense sector in the state."

That "other people" group includes state legislators and other federal, state and local leaders, he said. "Because as they make decisions, they ought to know the

magnitude and the impact of all of the industries in the state, and we wanted to make sure, candidly, that the defense sector was included in that computation."

Two other roundtable participants also were impressed with the numbers reflected in the study.

"I think what it really demonstrates is Utah is a great place to perform the military missions and for our defense contractors to work here as well, and that growth is explosive," said Gary Harter, executive director of the Utah Department of Veterans and Military Affairs. "We never knew it was going to be that high. We knew it was growing; we didn't know it was going to be the 19.3 [billion economic impact], the 200,000-plus jobs and the 10 percent of the GDP."

Maj. Gen. Michael Turley of the Utah National Guard said, "Ten percent of GDP is an enormous number," that the industry having high-paying jobs is "encouraging to see," and that military retirement income being so strong "speaks to the vibrancy of this as a career."

"What's important about this," Turley said of the study, "is the fact that we were able to take things that we may have known instinctually about the impact of the defense industry in the state of Utah and put some empirical

numbers to it, and that's very, very beneficial from a Utah National Guard perspective because it tells the story both of a recruiting effort for us but also of retention."

Sullivan said he also was impressed to find that the defense industry's impacts are statewide.

"We knew that Davis and Weber counties around Hill Air Force Base were impacted hugely by the defense sector ... but what we didn't know is that virtually every county in this state has some impact," he said. "Salt Lake County, for example, has a much, much bigger impact than we envisioned. ... It's the entire state. It really is a statewide impact."

Turley said the Utah National Guard has activity in 15 of Utah's 29 counties, allowing it to make "a huge impact in rural areas." That follows a goal of Gov. Spencer Cox to spread Utah's economic wealth throughout the state "and allow people to live in

those places that they want to live but also participate in the economy," Turley said.

The report also shows that military-related jobs pay well. In 1990, the average Utah defense job paid \$61,320, above the typical non-defense pay of \$48,981. In 2019, defense jobs paid an average of \$85,377, while non-defense jobs paid a \$62,929 average — a 36 percent difference.

Sullivan said defense positions are "family-sustaining jobs," and Harter said "those wages are just terrific."

Other statistics from the study show:

- Generally, the amount of defense contracts and grants accounted for about one-third of the defense industry's overall economic impact. Hill Air Force Base also represented about one-third, while veterans accounted for up to one-fourth.

- Of the \$4.3 billion in defense contracts in Utah, \$3.3 billion, or 76 percent, went to 10

contractors. Northrop Grumman (nearly \$1.7 billion), L-3 Communications (nearly \$736 million) and Moog Inc. (\$181.4 million) were the three largest entities, accounting for nearly \$2.6 billion, or 60 percent, of total contracts.

- The amount of contracts and grants rose from nearly \$1.8 billion in fiscal year 2015 to \$4.4 billion in 2019.

- Hill Air Force Base is the largest military installation in Utah and the state's sixth-largest employer. In 2019, it employed 4,521 active-duty military personnel, 1,137 Air Force reservists and 14,174 federal civilians.

- Defense personnel earned more than \$13.9 billion in 2019.

- Defense-related activity generated net fiscal impacts of \$244.3 million for the state.

- The number of direct jobs in the defense industry in 2019 was 65,117. Only transportation and warehousing and education services had more.

ATHENA

from page 1

The six Pathfinder recipients this year are:

- Beth Colosimo, executive director, The Mill & Goldman Sachs 10,000 Small Businesses at Salt Lake Community College.

- Ibi Guevara, vice president of business development and marketing, Hunt Electric.

- Sandra Hollins, Utah House of Representatives, Democrat, District 23.

- Aubriana Martindale, Division of Corporate Affairs manager, Smith's Food & Drug.

- Lori Bonham Williams, associate director of marketing, University of Utah Health.

- Brittany Westover, market executive, JPMorgan Chase.

In addition to her position at the University of Utah, Gochnour also serves as the chief economist for the Salt Lake Chamber. In this role, she provides policy leadership for the organization.

Gochnour's experience includes a diverse mix of public service and business experience. During her public service, she ad-


vised Utah Govs. Norm Bangert, Mike Leavitt and Olene Walker. She also served as a political appointee in the George W. Bush administration, serving as an associate administrator at the EPA and counselor to the secretary at Health and Human Services. For seven years she led the public policy business priorities of the Salt Lake Chamber.

Gochnour has authored over 250 published columns in *Utah Business* and the *Deseret News* and co-hosts the weekly public radio program "Both Sides of the Aisle" on KCPW.

She has been recognized by the Downtown Alliance, YWCA of Salt Lake City, South Valley Chamber, Friends for Sight, Girl Scouts of Utah and other community-focused organizations for her service in the community. Gochnour also serves on the Utah Olympic Legacy Foundation, Utah Transportation Commission, O.C. Tanner, Altabank and Primary Children's Hospital boards. She is also vice chair of Envision Utah and World Trade Center Utah.

She has an undergraduate and master's degree in economics from the University of Utah and specializes in and teaches public finance.

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CALENDAR

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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

Inventory Management + Growth Summit, presented by Fishbowl. Theme for the first-ever event is “Learn, Grow and Scale.” Event will feature keynote presentations and panel discussions designed to help small- to medium-sized businesses and new entrepreneurs. Speakers include

Daymond John, a main investor featured in ABC’s show “Shark Tank” and the founder/CEO of FUBU; Intuit CRO Bobby Morrison and vice president of partnerships Gavin Orleow; Navy SEAL John Choate; and Atlanta Braves legend Dale Murphy. Event takes place online. Free. Details are at fishbowlgrowth-summit.com.

Sept. 28, 11:30 a.m.-1 p.m.

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 Ridge Café, 14886 Traverse Ridge Road, Draper. Cost is \$20 for chamber members, \$25 for nonmembers. Details to be announced.

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

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

Sept. 29, noon-1 p.m.

“Solve the Business Puzzle: Business Confidence,” a Women’s Business Center of Utah event. Presenter is Kara Laws, CEO of Small Town Hub. Event

takes place online via Zoom. Free. Details are at wbcutah.org.

Oct. 1, noon-1:15 p.m.

Fireside Chat, a Utah Women & Leadership Project event featuring Lt. Gov Deidre Henderson. Location is USU Brigham City Campus, 989 S. Main St., Brigham City. A virtual option also is available. Details are at <https://www.usu.edu/uwlp/events/upcoming-events>.

Oct. 4-6

2021 One Utah Summit, presented by the Governor’s Office of Economic Opportunity, the Utah Office of Energy Development and World Trade Center Utah. Event is the state’s 34th annual rural summit and will provide 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. Spring version of the summit takes place May 10, 2022, at the Grand America Hotel, Salt Lake City. 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 the-chamber.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 davischamberof-commerce.com.

Oct. 6, 8-9 a.m.

“Coffee Chat with the CEO,” a Park City Chamber/Bureau event. CEO Jennifer Wesselhoff will be available for friendly, informal conversation about how the chamber can most effectively serve business and the community. Location is Kimball Junction Visitor Information Center, 1794 Olympic Parkway Blvd., Park City. Free. Details are at <https://www.visitparkcity>.

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CALENDAR

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com/members/chamber-bureau-events/rsvp/.

Oct. 6, 4-6 p.m.

“Ms. Biz,” a Women’s Business Center of Utah event that continues on Oct. 13, Nov. 20 and Nov. 27. Event takes place online via Zoom. Free. Details are at wbcutah.org.

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 westjordan-chamber.com.

Oct. 7, 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>.

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. 12, 7:45-9 a.m.

Breakfast Meeting, an ACG (Association for Corporate Growth) Utah event. Speaker is Jeremy Andrus, CEO and co-founder at Traeger Grills. Location is Marriott City Center, 220 S. Main St., Salt Lake City. Details are at <https://www.acg.org/utah/events/october-12-breakfast-meeting-jeremy-andrus>.

Oct. 12, 11:55 a.m.-12:55 p.m.

Monthly Women in Business Luncheon, a Cache Valley Chamber of Commerce event. Check website for location. Cost is \$14 for WIB members, \$16 for nonmembers. Details are at cachechamber.com.

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 slopes-summit.com.

Oct. 13, 9 a.m.-noon

“SBDC’s Cash Flow Is King: Understanding Your Numbers Like a Pro,” a Small Business Development Center (SBDC) event. Location is Salt Lake Community College, MCPC 101, Sandy. Cost is \$29. Details are at <https://clients.utahsbdc.org/events.aspx>.

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; and 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 \$65 through Oct. 6, \$80 thereafter. All proceeds will go towards WBCUtah trainings, free consultations, events and services. Details are at wbcutah.org.

Oct. 14, 5-7 p.m.

Business After Hours, a Park City Chamber/Bureau event.

Location is Kimball Arts Center, 1251 Kearns Blvd., Park City. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

Oct. 15, 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.

Oct. 19, 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. 20, 8 a.m.-4 p.m.

“Emotional Intelligence,” part of the Salt Lake Community College Frontline Leader Workshop Series focusing on identifying the components of emotional intelligence and exploring strategies to your awareness of emotions, develop an ability to manage emotions, and improve social skills. Location is SLCC’s Westpointe Campus, 1060 N. Flyer Way, Salt Lake City. Cost is \$250. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

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

Eighth Annual Cache Business Women’s Conference, a Cache Valley Chamber of Commerce event. Location is The Riverwoods Conference Center, 615 Riverwood Parkway, Logan. Virtual attendance also is available. Details are at cachechamber.com.

Oct. 20, 9 a.m.-noon

“SBDC’s Cash Flow Is King: Understanding Your Numbers Like a Pro,” a Small Business Development Center (SBDC) event. Location is Salt Lake Community College, MCPC 101, Sandy. Cost is \$29. Details are at <https://clients.utahsbdc.org/events.aspx>.

Oct. 21, 8:30-11 a.m.

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

Oct. 21, 9 a.m.-1 p.m.

LabLeadershipSymposium, presented by ARUP Laboratories. Theme is “Creating Connections: Advancing Your Lab’s Value in the Healthcare System.” Keynote speaker Michael J. Dowling,

Northwell Health president and CEO, will discuss “Leading Through a Pandemic.” Event takes place online via Zoom. Free. Details are at <https://www.aruplab.com/2021symposium>.

Oct. 26, 11:30 a.m.-1 p.m.

Women in Business Luncheon, a South Valley Chamber event. Speaker is Mickelle Moore, senior vice president and community health officer, Intermountain Healthcare. Location to be determined. Details are at southvalleychamber.com.

Oct. 26, 11:45 a.m.-1 p.m.

Women in Business Luncheon, an Ogden-Weber Chamber of Commerce event. Location to be determined. Details are at ogdenweberchamber.com.

Oct. 27-28

Utah Outdoor Recreation Summit, with the theme “Outdoors Elevated.” Event features five educational tracks, plus a keynote presentation by Dr. Steve Neeleman, owner of the Zion Ponderosa Ranch Resort with his brother David, a member of the Go Utah board of directors, and founder and vice chairman of HealthEquity. Location is Kanab Center in Kanab. Another summit takes place Sept. 22-23 at Utah State University in Logan. Cost is \$175 for each summit, \$255 for both. Details are at utahoutdoor-summit.com.

Oct. 27, 8 a.m.-5 p.m.

Trends Conference, a ULI (Urban Land Institute) Utah event that is a gathering of leaders from business, government and the community to learn from local, regional and national experts in real estate, business and economics. Theme is “Reaching New Heights.” Keynote speaker is Jack Uldrich, globalist, futurist and author. Other speakers include Peter Linneman, founding principal at Linneman Associates LLC, CEO of American Opportunity Zones Fund and CEO of KL Realty; and Marc Stanworth, managing director and chief operating officer at Dakota Pacific. Location is Grand America Hotel, 555 S. Main St., Salt Lake City. Cost until Sept. 27 is \$185 for private, \$155 for public/academic/non-profit; \$155 for retired; student or under age 35. Details are at <https://utah.uli.org/events-2/>.

Oct. 27, 9 a.m.-noon

“SBDC’s Cash Flow Is King: Understanding Your Numbers Like a Pro,” a Small Business Development Center (SBDC) event. Location is Salt Lake Community College, MCPC 101, Sandy. Cost is \$29. Details are at <https://clients.utahsbdc.org/events.aspx>.

Oct. 28

“Growth & Prosperity Summit,” a Utah Valley Chamber of Commerce event. Details to be announced at the-chamber.org.

Oct. 28, 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.

Oct. 29, 8:30-11:30 a.m.

Utah Trails Forum Conference Workshops, with master trail stewards field workshops from 11:45 a.m.-4 p.m. 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 Kanab Center, Kanab. Cost for forum (without summit ticket) is \$80, \$65 if added to summit registration. Details are at utahoutdoorsummit.com/utah-trails-forum/.

Oct. 29, noon-1:15 p.m.

Fall Women’s Leadership Forum, a Utah Women & Leadership Project event. Speaker Sally Helgesen, author, speaker and leadership coach, will discuss “How Women Rise: Break the 12 Habits Holding You Back from Your Next Raise, Promotion or Job.” Event takes place online. Details are at <https://www.usu.edu/uwlp/events/upcoming-events>.

Nov. 2, 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.

Nov. 3

Titan Awards, a South Valley Chamber event. Honorees are Fred Lampropoulos, CEO and chairman, Merit Medical; Peggy Larson, former senior vice president, WCF; and Mike Leavitt, former governor and founder, Leavitt Partners. Location is Little America Hotel, 500 S. Main St., Salt Lake City. Details to be announced.

Nov. 4, 7:45 a.m.-2 p.m.

South Jordan Business Summit and Expo, a South Jordan Chamber of Commerce event. Location is Awaken Church, 322 W. 11000 S., South Jordan. Cost is \$30, \$40 the day of the event. Details are at <https://www.southjordanchamber.org/events>.

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community that shows up.”

During the past year, the chamber and the business community it represents showed up to mitigate the impacts of the COVID-19 pandemic, strengthen the business environment, promote diversity and inclusion, build communities, address environmental issues, and work to make housing available and affordable, he said.

It also pushed for passage of business-beneficial bills in the state Legislature and hosted more than 200 gatherings (both in-person and virtually), all while adhering to the chamber’s ABCs: Advocacy for members, Building businesses and Connecting the community.

“With all of this as background, I’m pleased to say, with energy and excitement, that we’ve only just begun, particularly as we look towards the future,” Miller said.

That includes the recent launch of the Utah Innovation Network, designed to ensure that innovation is achieved in a lateral strategy “across traditional silos,” he said. If successful, it will promote innovation, create commercialization, introduce new possibilities, attract talent to the state and increase Utah’s national leadership, he said.

“We believe that Utah’s dynamic ecosystem will become

a blueprint for others to follow,” Miller said. “If we can collaborate across these industries and connect innovations into a coherent constellation, then we will continue to diversify our economy and it will help to make sure that Utah stays the best state for business in America.”

Many of Utah’s challenges are not new and many are connected to others, he added.

“I’ve always said that if we are going to have challenges, it is better to have challenges associated with progress rather than to have challenges that are associated with decline,” Miller said. “And challenges associated with progress are exactly the kind of challenges that we face today. That all means that the future is bright for Utah.”

Craig Wagstaff, the outgoing chair of the chamber’s board of governors, said that a year ago, the nation was facing several problems, including racial injustice, lives lost to COVID and natural disasters.

“In the process of these events of last summer, we certainly saw a country and a community that was divided at times,” he said. “We also focused and looked at the stark contrast between how great Utah was doing and unfortunately how not-so-great other states were doing, and surely much of our success was due to the chamber’s efforts and of you as business leaders.”

Utah weathered the pandemic in part through the chamber’s “Stay Safe to Stay Open” cam-

paigned designed to mitigate the effects of COVID-19.

“The results of this is we had 10,000 businesses throughout the state sign a pledge and set a standard of safety in their offices and storefronts, standards that were also taken into communities and into individuals’ homes,” he said, noting that it happened before a vaccine was available, when pandemic information was constantly changing and when no one could predict where it was headed.

“In the process, the chamber saved lives. How many? We will never know, but they certainly saved lives,” Wagstaff said.

Traditionally, chairmen tackle a priority. Wagstaff’s was diversity and inclusion. Working with the Utah Black Chamber, the Salt Lake Chamber launched roundtable events to see different points of view, boost awareness and learn best practices. It will lead to the state’s first-ever Business Diversity Summit in November.

“Indeed,” Wagstaff said, “the past year was layered with challenges, but I believe we turned those into opportunities as a team, we learned from them, we’ve responded together and I think we’re a much better community for it.”

Gary B. Porter, senior vice president at Deseret Management Corp., will serve as 2021-22 board chair, and Dr. Donna Milavetz of Steward Health Care will serve as board vice chair.

Porter said his emphasis will be on businesses helping educators and students.

“My vision for this next year is centered on giving back and supporting educators and students who may be been left behind during the pandemic,” he said, adding that he is worried that children’s learning has been impaired during COVID. “We really need to help them achieve their potential.”

Businesses can help by adopting schools; donating supplies; providing mentorship opportunities; and holding special days focused on subjects like time management, government service and financial literacy, he said.

“There’s a lot of talent in our community that remains untapped,” Porter said, “and our ability to give back to our youth and institutions is something that we can really engage a little more in, with more enthusiasm and maybe a little more collective ownership.”

The event included an awards ceremony for several organizations and individuals:

- Wagstaff as outgoing board chair.
- President’s Award for Excellence: Utah Black Chamber.
- Corporate Partners of the Year: Ivory Homes and WCF Insurance.
- Community Partners of the Year: Rich Saunders and Utah Department of Health.
- Board Chair’s Initiative Award: AT&T.
- Small Business of the Year: Saffron Valley Restaurants & Catering.
- Chamber Champions: James Hadlock, co-founder and

chief evangelist, Blunovus; Barb Johnson, commercial real estate advisor, CBRE; Ben Kolendar, director of the Department Economic Development, Salt Lake City Corp.; Nate McDonald, deputy director of the Utah Department of Workforce Services; Jeff Tiede, founder and CEO, American Packaging Group Inc.; Miles Romney, senior benefits advisor, Diversified Insurance; and Sherry Weaver, associate director of sales, Park City Mountain Resort.

The theme for the event was “Future in Focus.” The chamber represents more than 63,000 employers with a combined 1.4 million employees.

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Nov. 4, 8 a.m.-3 p.m.

Utah’s Business Diversity Summit, part of the One Utah Summit Series and designed to engage business and community leaders in efforts to create more diverse and inclusive workplaces. Event will feature several keynote speakers, breakout sessions, networking opportunities and resources. Presentations are targeted toward businesses with well-developed diversity and inclusion programs, as well as those businesses without current efforts but who want to engage. Location is Salt Palace Convention Center, 100 S. West Temple, Salt Lake City. Cost is \$120. Details are at slchamber.com.



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