

INSIDE



A more enjoyable workspace

Whether you've returned to the office following the pandemic or are still working from home, the environment in which you work can go a long way toward improving your mental outlook and your productivity. Aja Macheel offers some suggestions for sprucing up your workspace so you'll enjoy going to work again.

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THE WORKPLACE

In the Workplace, Everybody Counts

Diversity, equity and inclusion are critical to a better future



Diversity, equity and inclusion (DE&I) awareness is at an all-time high, thanks in part to social justice movements that have emerged over the last few years. While workplaces are heading in the right direction, there's still a long way to go.

According to Bank of America Global research, it will take 257 years to close the economic gender gap at today's pace of change. In 2020, there were no black senior executives in any *Financial Times* Stock Exchange 100 companies. More than 75 percent of Nasdaq companies don't have a woman, under-represented minority or LGBTQ+ member on the board.

Below are key points to consider for your DE&I strategy to get us closer to a more equitable, ethical and financially robust future, along with steps that companies can take to drive meaningful change.

DE&I Is an Economic Engine

According to a 2021 study from the Utah Women and Leadership Project, Utah has one of the largest gender wage gaps in the nation, with women earning about 70 percent of —

or 30 percent less than — what men earn.

If we embrace DE&I fully, we have an opportunity to build better and fairer. Closing the gender and race gap in education and employment would

have generated \$2.9 trillion more in economic output in 2019 alone — \$70 trillion more since 1990. Our new, post-COVID-19 reality of flexible work-from-home models; online activism among Gen Z; and corporate environmental, social and governance (ESG) commitments are also catalysts that

will boost DE&I efforts.

Prioritizing DE&I will deliver greater results for your business, too. Empirical evidence finds that companies with superior scores on workforce and board diversity earn higher return on equity and have a lower earnings risk than lower-ranked peers.

Women Leading the Way

The growing participation and advancement of women in the workforce is boosting productivity, income equality and economic growth. Yet driven by existing inequities, women's jobs were 19 percent more at risk during the pandemic, compromising prog-

ress. If action is taken now to achieve gender-parity improvements, including investments in education, family planning, maternal health, digital and financial inclusion and addressing the burden of unpaid care, \$13 trillion could be added to global GDP, according to analysis from McKinsey.

One effort towards that end is Utah's "returnship" initiative, which provides education, training and temporary paid positions in state government agencies for people who have extended gaps in their resume.

LGBTQ+ Acceptance on the Rise

If the LGBTQ+ population were a nation, it would be the fourth-largest economy in the world. Twenty-eight countries have legalized gay marriage and in 2019, the World Health Organization announced it would no longer consider transgender a "mental disorder." This isn't to say things are perfect. Today, only 81 countries offer some form of employment protection for LGBTQ+ workers, and LGBTQ+ employees continue to see critical gaps in workplace benefits and access to healthcare.



CHRIS
CHRISTIANSEN

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reimagine your workspace

Consider these eight ways to bring welcome change to your office

Do you welcome change in your daily routine or do you avoid it like the plague (or shall I say, like the pandemic)? For some it feels like a welcome and fresh new start but for others the smallest nuance of change is enough cause serious distress and disorganization.

As human beings, we thrive on routine and consistency. While we may not notice it, the tiniest shift in our furniture layout, noise level, environment or the addition of other out-of-routine distractions within the workday can add up in a big lack of productivity, leaving us feeling unrested and disorganized.

Whether you worked in a large office during the pandemic, in a restaurant or retail or from your home office, you were likely not exempt from the many changes that the pandemic brought to our workplaces. Not only did a few things change, *everything* changed. Our furniture layouts look different, restaurants are rearranged, our work and living spaces have combined and we are still seeking social distance, safety and health.

All of this change once seemed temporary but just as we all tried to slide back into our normal work routine, things suddenly shifted again,

leaving a lot of uncertainty and deepening our need for versatile and mobile workspaces.

No matter where you've landed after these last few pandemic years, it is important to stay focused and create an intentional and healthy workplace wherever you are. Check out the eight ideas listed below to inspire a reimagined workspace. These are easy fixes that do not require construction or remodeling. Each of us can make these adjustments to increase our focus and satisfaction in our space.



AJA
MACHEEL

1. Clean up the clutter.

Find a system to put away your paperwork, files and anything that will linger and leave you feeling incomplete or unfinished at the end of the day or week. When you walk away from your desk for the evening, make sure it is clean and clear, free of any piles or clutter that leaves you feeling distracted. Having a nice clean workspace to start out every day will make you feel clarity for the tasks ahead.

2. Lower the noise levels. There's a lot going on these days in our home offices or collaborative spaces. Shut your door for privacy, dedicate a pair of earbuds to your workspace and listen to calming, soothing sounds. Add more plants into rooms that echo or feel empty — the foliage of living

plants will reduce noise in any room.

3. Divide your space. Are your kids or pets on one side of your workspace while you try to focus on the other side or the room? Consider dividing the room in half with a large plant, a shelf or table. It can feel a little bit risky to cut a room in half with furniture or plants, but it is a great way to create smaller, more focused and intimate spaces at home.

4. Move your furniture around. Moving furniture always gives a space a fresh look and feel. If you find yourself unfocused in the office because you face another person or are too close to a high-traffic area, turn your desk to the wall, face a window or invest in desk dividers for privacy. Once again, adding plants around your desk space in large groups or as a dividing wall will not only reduce noise, but create the privacy barrier you may need.

5. Focus on something beautiful. We have a lot going on in and around our desks that demand our professional attention, but do you have something in your workspace that reminds you to stop, breathe and take a moment for yourself? This is important. Treat yourself to cut flowers to brighten up your day, or to a beautiful bonsai for your desk to give a calm and meditative effect. Let that item represent your calmness and atten-

tiveness to your mental health and remember to regularly treat yourself to something beautiful to grab your attention.

6. Get some fresh air. Make sure you have clean air in your workspace. Not only is this important for mental clarity, its good for your immune system and overall health. Pop your home office window open for fresh air, even on cold days. Consider purchasing an air purifier or fan for under your desk that will gently freshen and move the air to keep you alert. Consider a plant in your space, which can effortlessly clean the air and add to the look of your space at the same time.

7. Eliminate distractions. Constant interruptions are a part of our everyday work life. People pop into your office for quick questions or even a phone ping or email alert can completely derail our focus. Kids and pets also demand distractions too, so no matter where you are, it's important to draw some boundaries. Consider using a "silence" or "do not disturb" message on your computer or phone during focused work time. Close your office door or put a sign on your desk to "Please do not disturb."

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STAFFING & RECRUITING FIRMS

Ranked by Number of Utah Temporary Employees Assigned Per Week



	Company Name Address	Phone Web	No. of Utah Temps Assigned Per Week	No. of Direct Hires/Contract Hires Assigned in 2020	No. of Utah Offices	No. of Offices Nationwide	Industries Served	Benefits Available	Local Executive(s)
1	Nexeo HR 2600 W. Executive Parkway Ste. 160 Lehi, UT 84043	nexeo.com/ contact-us	1,956	18,596	6	12	Accounting, banking, finance, customer service, call center, construction, skilled trades, government, nonprofit, healthcare, health sciences, wellness, hospitality, events, manufacturing, industrial, technology, software, engineering, warehouse distribution, fulfillment	See website: https://nexeo.com/ benefits/	Search Division: Jonathan Olsen Recruiting Mgr.
2	Resource MFG/Prologistix 2115 S. 3600 W. West Valley City, UT 84119	801-265-1999 ResourceMFG.com or Prologistix.com	1,500	500	6	500	Manufacturing, distribution, call center	Better work/life, free education, medical, dental, vision, 401(k), short-term disability, accidental death/ dismemberment	Keri Golden-Samora
3	Spherion 204 E. 900 S., Ste. 101 SLC, UT 84111	801-519-5093 spherion.com/utah	1,300*	*	5*	*	Technology, light industrial, clerical/call center, professional	Medical	Ron Zarbock Owner
4	Synergy Staffing Partners 5578 S. Redwood Road, Ste. B Taylorsville, UT 84123	801-266-9675 synergystaffing4u.com	800	4	1	1	Light industrial, manufacturing, distribution, administrative clerical & professional direct-hire	Medical insurance	Megan Arnovick Kellie Robertson
5	LG Resources 721 N. Main St. Layton, UT 840041	801-900-4726 lgresources.com	300	100	3	2	Light industrial, heavy industrial, office, professional	Yes	Troy Hyde Owner/CEO
6	Remedy Intelligent Staffing 525 W. 5300 S., Ste. 210 SLC, UT 84123	801-685-8100 remedystaffing.com	275	200	2	490+	Light industrial, heavy industrial, office, professional	Medical, dental, vision, better work/life skill training	John Gray
7	PrincePerelson & Assoc. 2180 S. 1300 E., Ste. 350 SLC, UT 84106	801-532-1000 perelson.com	225	*	1	1	Accounting & finance, call center & customer service, creative & marketing, computer science & IT, human resources, legal, manufacturing & engineering, office and administrative, sales	Health benefits, PTO, 401(k)	Jill Perelson
8	Apex Staffing LLC 58 E. Cleveland Ave. SLC, UT 84115	801-328-9567 apexjobs.net	210	*	1	1	Construction, heavy & light industrial	Health insurance, 401(k)	Mike Robison Phil Boyer
9	Utah Employment Services 2292 S. Redwood Road SLC, UT 84119	801-978-0378 utahemploy.com	115	3	1	1	Transportation, manufacturing, food production/packaging, recycling, administrative/clerical, electrical, painting, building materials	Insurance: health, dental, vision, term life, short- term disability, and wellness/preventative	April Blessing Owner
10	Vital Signs Staffing LLC 3761 S. 700 E., Ste. 150 SLC, UT 84106	801-892-8300 vitalstaffs.com	45	5	1	1	Clerical, professional & medical staffing	Holiday & vacation pay, incentive bonuses	Bill & Shari Whitworth
11	Kelly Services 181 E. 5600 S., Ste. 140 SLC, UT 84107	801-266-0067 kellyservices.us	*	*	3	*	Aerospace, contact center, light industrial, manufacturing, pharmaceutical, warehouse, distribution	Health, dental, short-term disability, holiday & vacation pay	Tiffany Murphy
11	Paradise Staffing 1086 W. South Jordan Parkway Ste. 103 South Jordan, UT 84095	801-446-8832 paradisestaffingllc.com	*	*	1	1	Office, administrative, HR, management, IT	Varies	Kenalee Mead Lauri Robison

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MENTAL HEALTH IN THE WORKPLACE

Why a company program that promotes mental health and wellness is essential for success

As we adjust to life in the post-COVID era, focusing on mental health and wellness in the workplace can no longer be just a company perk. It's become a necessity and mainstay for employees to perform at their best.

Every individual in a company — from the CEO to the intern — experiences a high level of stress in the workplace with the constant effort to move forward and do better. Even before the pandemic, employees were stressed-out with the ever-present pressure to perform well.

We've heard it countless times: When faced with stress, our bodies go into what is referred to as "fight or flight" mode. When this happens, our bodies prepare themselves for danger. Our nervous system releases certain hormones, increasing heart rate, blood pres-

sure and breathing rate. While some stress is good for us, our bodies weren't designed to handle a large amount of it on a daily basis.



JOHN GRAHAM

Until recently, mental wellness has been somewhat of a taboo subject — a topic no one wanted to address. But in today's increasingly stressed-out world, there's a greater acceptance to embrace it, even in the workplace. For someone to reach their full potential at work, the connection among the body, mind and medicine must be explored, especially if your goal is to recruit, hire and retain high-performing team members.

Here's why:

- **Employees will be more engaged.** Employees can better focus when their mental health is in check. Instead of ruminating over their problems, they can pay

better attention to their work.

- **Productivity and job performance soar.** To perform well at work, physical and mental health is paramount. When employees don't feel well from either a physical or psychological standpoint, they may not be able to channel the necessary creativity to do their jobs to the best of their abilities.

- **Communication improves.** When an employee is in a good place mentally, their interpersonal skills improve. If they do not have a positive mental mindset, they may come across as passive-aggressive, short with others or have a negative attitude.

- **Increased energy.** If an employee's mental health issues are being appropriately addressed, they will likely have more energy to go about their daily routines. Depression and anxiety deplete the body of what it needs to function properly on all levels.

- **Better decision-making.** Mental health plays a vital role in decision-making. If an employee feels well mentally, they are less likely to make poor decisions that impact their overall performance.

There are several steps leaders can take to infuse mental health and well-being into the workplace. First and foremost, leaders need to possess a non-anxious presence and provide an example for those who follow them. Just as with everything else, the leader sets the tone for mental health and wellness.

When mental health is a priority, everyone across the company benefits. It's time for leaders to destigmatize it and provide the necessary resources to fully realize people's creativity, energy and resilience.

John Graham is the president and CEO of the Institute for Spirituality and Health at the Texas Medical Center.

How Mental Health Affects Business and Employees



Performance & Productivity



Engagement in Work Activities



Communication With Others



Physical Capabilities



Daily Functioning

COMMERCIAL PRINTERS

Ranked by Number of Utah Full-Time Employees



	Company Name Address	Phone Web	Gross Utah Sales 2020	No. of Utah Full-Time Employees	Year Est.	Services	Owner/ Manager/CEO
1	Hudson Printing Co. 241 W. 1700 S. SLC, UT 84115	801-486-4611 hudsonprinting.com	\$33M	180	1909	High-quality, high-volume, service-oriented commercial printer	Paul Hudson Steve Furlong
2	VLCM 852 E. Arrowhead Lane SLC, UT 84107	801-214-9861 vlcmttech.com	\$110M	130	1983	Technology solutions provider	Mike Linton CEO
3	Peczuh Printing Co. Inc. 355 E. 100 S. Price, UT 84501	435-637-0256 peczuh.com	\$31M*	115	1962	Print communications, packaging, mailing, fulfillment	Frank Peczuh Timothy Peczuh Partners
4	Liberty Press LLC 1180 N. Mountain Springs Parkway Springville, UT 84663	801-853-5353 libertypress.com	*	100	1978	Commercial printing	Mark D. Oldham
5	Sun Print Solutions 2105 W. Printers Row West Valley City, UT 84119	801-972-6120 sunprintsolutions.com	\$20M	86	1941	Commercial printing, digital printing, direct mail, packaging	Sara Deneau Jennifer Burrell
6	NorthStar Printing 131 W. 2050 N. Spanish Fork, UT 84660	801-798-7261 nsprinting.net	*	65+	1990s	Full-service, volume print shop, offset printing	Neal Foster Owner
7	Transcript Bulletin Publishing Co. 58 N. Main St. Tooele, UT 84074	435-882-0050 tooeleonline.com	\$2.65M	36	1894	Printing, publishing, banners & design	Scott Dunn President
8	Bell Printing and Design 901 E. Highway 193 Layton, UT 84040	801-771-1500 bellprinting.com	\$5M	33	1979	Full-service offset & digital printer, large format, promotional item printing, complete bindery solutions, single-to-full color printing available as well as design	Mike Williams General Manager
9	Signature Press 155 N. Redwood Road, No. 2754 SLC, UT 84054	801-295-7009 sigpress.net	*	15	1994	Full-service commercial printer, apparel provider and swag producer	Rick Johnson
10	DUMAC Printing 2837 S. 600 W. SLC, UT 84115	801-328-8748 dumac.net	*	14	1953	Offset and digital printing, bindery, full- service mail house with addressing and inserting machines, mailing list acquisition and database management, fulfillment and marketing plan consulting	Randy Schoeck Owner
11	Carr Printing Co. Inc. 580 W. 100 N., P.O. Box 888 Bountiful, UT 84011	801-295-2321 carrprinting.com	\$1.2M	4	1890	Full-color print, bindery & mailing services	Lloyd B. Carr President
12	Utah Bank Note Co. Inc. UBN Printing Services 4100 S. West Temple SLC, UT 84107	801-262-0074 ubnprint.com	*	*	1935	General commercial printing, business forms, NCR forms	Rob Pannier

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WORKSPACE

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The few moments you'll save by drawing these boundaries will add up in the long run.

8. Consider aromatic additions.

Whether its someone's reheated lunch, stagnant office building air or pet smells from the cat laying next to your keyboard, what our office smells like tends to go unnoticed. Think of tapping into other senses to brighten your space, and don't leave out the aromatics. Fragrant flowers, fresh balsam

cedar during the holidays or a richly scented candle will make the space feel whole and clean to work in.

Step back and look at your workspace in a whole new way and consider the things that are not serving you. Taking the time to practice this self-care will go a long way, no

matter how many times you change workspaces. These tips will help your clarity and stamina, no matter what change is around the corner.

Aja Macheel is an interiorscape design specialist with 20 years' horticultural experience. She is currently the sales manager at Salt Lake City's Cactus & Tropicals.

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OFFICE PLANT SERVICE PROVIDERS

Ranked by Number of Utah Employees



	Company Name Address	Phone Web	No. of Utah Employees	No. of Utah Locations	No. of Utah Accounts	Year Est.	Services	Local Executive
1	Cactus & Tropicals 2735 S. 2000 E. SLC, UT 84109	801-485-2542 cactusandtropicals.com	140	2	900	1975	Design, plants, floral, events, container gardens, holiday, interiorscape services	Scott Pynes
2	Plant Jungle 2194 E. Fort Union Blvd. SLC, UT 84121	801-453-9500 plantjungle.com	12	1	75+	1998	Live plants, silk/faux plants, plant walls, moss walls, patioscapes & retail store	Bonnie Dallimore
3	Paradise Palm Interior Plantscapes & Indoor Garden Store 307 E. 300 S. SLC, UT 84111	801-582-3212 paradisepalm.com	11	1	200+	1977	Plant care services, sales, retail, living walls, design	John Mueller
4	Intermountain Plant Works 1842 W. Research Way, Ste. 70 West Valley City, UT 84119	801-268-1771 intermountain plantworks.com	7	1	175	1976	Interior plant design, installation, maintenance, living walls and special event rentals	Rick Klass Roseann Formaro
5	Foliage Inc. 740 W. 1700 S. SLC, UT 84104	801-474-0300 foliageutah.com	6-8	1	100+	2001	Design, installation & maintenance of interior plants	Julie Ward
6	Wasatch Greenscapes 3267 E. 3300 S., Ste. 513 SLC, UT 84109	801-648-2650 wasatchgreenscapes.com	3	1	50	2014	Interior plant maintenance for home & office	Alexander Spencer
7	Plant Gallery 3240 S. 2300 E. SLC, UT 84109	801-792-5206 plant.antique@ outlook.com	2	1	40	1979	Office plant maintenance, sales, consulting	Steve Long
8	Living Creations, Plants & Flowers by Design 7259 S. 700 W. Midvale, UT 84047	801-485-3219 livingcreations.net	*	1	*	*	Office plants & management, floral arrangement	Scott Olsen



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DE&I from page F1

Mental Health Can't Be Ignored

When scored on the state's overall mental health, Utah ranks 50th among all states, including the District of Columbia, according to Mental Health America. While Utah offers a robust array of public mental health services, many gaps exist, reports the Kem C. Gardner Policy Institute.

Addressing mental health topics openly and honestly, and connecting employees to trusted resources, mentors and support, strengthens a company's culture and workforce productivity. While nearly half of U.S. adults will experience some form of mental illness during their lifetime, only 60 percent will report it to their company, either out of fear of stigmatization or uncertainty over whether mental illness

is a "legitimate" disability claim. We can expect this to change, however, in part because of the importance younger generations place on mental health issues and expanded mental health benefits at workplaces.

Putting DE&I into Action: What You Can Do Now

You can work to create a more inclusive workplace environment by evaluating the needs of your stakeholders and business. Here are key questions and steps to consider:

- Is your workplace designed with DE&I in mind? Consider an external audit of your internal structure and processes, or get advice from an expert in inclusive design principles. Use data to benchmark where you stand and create measurable goals for the future.

- Expand company audits beyond diverse representation to metrics that assess equity and inclusion. For instance, are tenure, promotions and

raises equal across represented groups?

If not, take swift action to address discrepancies, and implement recurring pay and title audits to continue to ensure equitable compensation practices and hold your company accountable.

- Public comments should reflect internal policies and practices. Before making a statement about supporting social justice, for example, review your company's policies and make sure you are aligned in your actions.

- Make changes that demonstrate your DE&I commitments. This can include ensuring representation of diverse talent, from the executive level on down; strengthening leadership accountability and capability; enabling equality of opportunity through fairness and transparency; promoting openness and tackling micro-aggressions; and demonstrating unequivocal support for diversity.

- Sometimes employees just need to talk, either in "safe spaces" among themselves or with senior leaders. Try creating internal online and in-person groups for people to share ideas and experiences. Ensure that senior leaders are available and open to honest conversations. Employee engagement builds trust, which in turn drives employee retention, productivity and financial performance.

More than a reactive policy to manage negative behaviors, DE&I must be prioritized as part of a broader corporate strategy. We now know that more diverse and inclusive companies make for better investment results and business outcomes. There is now both a workforce expectation and a business imperative for DE&I efforts that create a better future for all.

Chris Christiansen is the market executive of business banking for Bank of America in Salt Lake City.



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OFFICE FURNITURE DEALERS

Ranked by 2020 Total Revenue




	Company Name Address	Phone Web	Total Revenue 2020	No. of Utah Employees	No. of Utah Offices	Products & Services	Notable Projects	Local Executive(s)
1	Henriksen/Butler 249 S. 400 E. SLC, UT 84111	801-363-5881 hbdg.com	\$86M	153	2	Furniture and accessories, prefabricated interior construction, specialty storage, flooring	Dental Select, Divvy, Entrata, Extra Space Storage, Ivanti, Layton Construction, Nu Skin, Skullcandy	David Colling, CEO Paige Wright, President
2	Midwest Commercial Interiors 987 S. West Temple SLC, UT 84101	801-359-7681 mwciutah.com	\$36.6M	74	1	Commercial furniture, architectural walls, interior design support & finishes	Myriad Genetics, Castlight Health, Quickbase, Spanish Fork Hospital, Dyno Nobel, Purple Corporate Offices	Sean Wright President Marshall Tate CEO
3	Interior Solutions 522 S. 400 W. SLC, UT 84101	801-531-7538 interiorsolutions.net	\$25M*	50*	1*	Interior design, office furniture installation, storage systems projects and creation of specialized work environments	*	Amanda Wallace
4	OFS Interiors 4753 Holladay Blvd. Holladay, UT 84117	801-974-1970 ofsinteriors.com	\$5M	15	1	Architectural & interior design, office furniture, installation	*	Jonas Persch Owner/President
5	Wholesale Office Furniture 8100 S. 1300 W. West Jordan, UT 84088	801-758-6639 wholesaleoffices.com	\$3M	6	1	New & used office furniture	iDrive Logistics, Fidelity National Financial, Pepsico, Richfield Residential Hall, Coca-Cola, FedEx, Hershey, DR Horton	Jacob DeKlerk John DeKlerk Robert DeKlerk
6	Wood Revival Desk Co. 2502 S. 3270 W. SLC, UT 84119	801-972-4224 woodrevival.com	\$360K	7	1	Custom office furniture	Custom Designs	Charles & Deanne Hastings
7	CCG 358 S. Rio Grande St., Ste. 100 SLC, UT 84101	801-359-6622 ccgslc.com	*	72*	*	Office furniture, interior design, architectural walls, raised access flooring	*	Carmelle Jensen CEO/President
7	Main Street Office Furniture 3965 S. State St. SLC, UT 84107	801-685-8448 msof.com	*	34	1	Office furniture sales, installation, space planning & design	*	Ron Israelson
7	MBI Business Designs 750 S. 200 W. SLC, UT 84101	801-322-0444 mbibusiness designs.com	*	11*	*	Commercial furniture & space plan design	*	Rob Graham President
7	Strive Workplace Solutions 1101 E. Cambridge, Ste. 3 Layton, UT 84047	801-773-2512 striveoffice.com	*	16	2	Office suites, desks, credenzas, bookcases, chairs, systems, sit-stand, office supplies, janitorial supplies, personal protection products, promotional products, custom printing	*	Lance Wolfley

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ADVERTISING AGENCIES

Ranked by Utah Gross Sales 2020



	Company Name Address	Phone Web	Gross Utah Sales 2020	No. of Utah Full-Time Employees	No. of Utah Locations	Nationwide Locations	No. of Utah Accounts	Services Offered	Owner/Manager
1	Saxton Horne Communications 85 E. 9400 S. Sandy, UT 84070	801-304-1000 saxtonhorne.com	\$65M	63	1	5	80	Full-service advertising agency	David Blain President
2	ThomasARTS 240 S. 200 W. Farmington, UT 84025	801-451-5365 thomasarts.com	\$50M	218	1	4	*	Strategy, creative, digital, full-service advertising agency	Integrity Marketing Dave Thomas
3	Love Communications LLC 546 S. 200 W. SLC, UT 84101	801-519-8880 lovecomm.net	\$35M	45	1	1	36	Full-service advertising & public relations firm offering digital & traditional products including brand planning, gov't relations & website development	Thomas Love, Alan Reighard, Preston Wood, Partners
4	Max Connect Marketing 13702 S. 200 W., Unit B-1 Draper, UT 84020	801-260-2835 maxconnect.com	\$30M	55	1	3	60	Digital marketing, PPC, paid search, display & video pre-roll ad buying; search engine optimization; lead nurturing; marketing automation; conversion rate optimization; digital analytics & data optimization	Devin Deaton, Kyle Nelson, Travis Draper, Ryan John, Greg Weeks, Phil Case
5	RUMOR Advertising 807 E. South Temple, 3rd Floor SLC, UT 84102	801-355-5510 rumoradvertising.com	\$28.6M	20	1	1	*	Strategy, media, digital, web development & design	Shane O'Toole Founder/CEO
6	Penna Powers 1706 S. Major St. SLC, UT 84115	801-487-4800 pennapowers.com	\$20.5M	40	1	1	50	Advertising, content, PR, branding, digital communications agency	David L. Smith Partner/CFO
7	R&R Partners 155 N. 400 W., No. 510 SLC, UT 84103	801-531-6877 rrpartners.com	\$19.49M	30	1	8	*	Advertising, marketing, public relations & public affairs	Kyle Curtis President SLC
8	MaHK Advertising 2545 E. Parleys Way SLC, UT 84109	801-424-5005 mahkadvertising.com	\$11.2M	12	1	1	*	Advertising agency	Walt McRoberts, EVP Karen Andrews, EVP Tal Harry, EVP Jason Kasing, EVP
9	FUEL Marketing LLC 2005 E. 2700 S., Ste. 180 SLC, UT 84109	801-484-2888 fuelmarketing.com	\$9.2M	18	1	1	40	Advertising, marketing, media & public relations agency	Donna Foster Brad Plowman
10	Holmes & Co. Advertising 8180 S. Highland Drive Sandy, UT 84093	801-355-2211 holmesco.com	\$1.1M	5	1	1	2	Full-service advertising & consulting agency	Lisa Holmes Owner/CEO
11	BWP Communications 654 W. 100 S. SLC, UT 84104	801-359-2766 bwpcommunications.com	\$970K	7	1	1	*	Advertising, marketing, brand development, strategic communications	Brett Palmer President
12	modern8 Corp. 145 W. 200 S. SLC, UT 84101	801-355-9541 modern8.com	\$800K*	65*	1	1	*	Brand design agency	Alysha Smith Managing Director
13	360 Touch 4222 Hilltop Drive Park City, UT 84098	435-655-0360 360-touch.com	*	1	1	1	12	Media placement, recruitment advertising, Google AdWords, audio and video production, graphic and video design, etc.	Lutisha Merrill President
14	Boncom 55 N. 300 W. SLC, UT 84180	801-237-2400 boncom.com	*	65+	1	3	10	Full-service agency specializing in behavior change campaigns using best practices in strategy, research, creative, video production, design, UX, social media, influencer marketing, public relations, media buying, and analytics	Andrew Bagley President
15	MRM/McCann 60 E. South Temple, Ste. 1400 SLC, UT 84111	801-257-7700 mrm-mccann.com	*	200*	1	1	*	B2B marketing & advertising	Sam Nyhan President
16	Red Rider Creative 55 N. Merchant St. American Fork, UT 84003	801-226-1289 redridercreative.com	*	14	1	1	15+	Full-service marketing and advertising agency. Branding, graphic design, video production, media buying, web design, strategy & consulting	Clark Taylor CEO
17	Struck 257 E. 200 S., Ste. 150 SLC, UT 84111	801-531-0122 struck.com	*	35+	1	1	15-20	Strategy & branding, creative & design, experiential, media & analytics	Pauline Ploquin President

*Did not disclose. Please note that some firms chose not to respond, or failed to respond in time to our inquiries. NOTE: If asterisk follows a number, data is from the previous year and not currently disclosed. All rights reserved. Copyright 2021 by Enterprise Newspaper Group. The Enterprise strives for accuracy in its list publications. If you see errors or omissions in this list, please contact us at lists@slenterprise.com.

OFFICE EQUIPMENT DEALERS

Ranked by Number of Utah Employees



	Company Name Address	Phone Web	No. of Utah Employees	Multifunction Products Sold YTD	No. of Utah Locations	No. of Nationwide Locations	No. of Utah Accounts	Services Offered	Machine Brands Available	Local Executive(s)
1	Les Olson Co. 3244 S. 300 W. SLC, UT 84115	801-486-7431 lesolson.com	261	*	8	9	*	Managed IT, IT hardware, copiers, printers, scanners	Sharp, HP, Fujitsu, Riso, Formax	Lisa Thaller James Olson
2	VLCM Document Solutions 852 E. Arrowhead Lane SLC, UT 84107	801-262-9277 vlcm.com/managed- print-services	125	500-700	2	5	3,000	Copiers, printers, MPS, Zebra, toner supplies, local on-site service, scanners, warehouse software	Canon Authorized Dealer, HP AC Dealer, Lexmark Authorized, Zebra	Jeremy Morgan Document Technology Solutions
3	Valley Office Systems 2500 S. Decker Lake Blvd. Ste. 24 SLC, UT 84116	801-770-3300 valleyofficesystems. com	25	1,263	3	8	2,650	Copiers, printers, scanners, production, document management, printer fleet management	Ricoh, Canon, Kyocera, HP	Dave Crook Carrie Packard
4	Ability Business Solutions Inc. 1556 S. Main St. SLC, UT 84115	801-466-8486 abilitybusiness solutions.com	10	178	1	1	800	Copiers, printers, managed print, unified communications, VoIP phone solutions & IT services	Xerox, Lexmark, Konica Minolta, Ricoh, HP, Sharp	Dennis Cavazos President Mark Cavazos Vice President
5	CopyDoc Inc. 90 W. 500 S., Ste. 425 Bountiful, UT 84010	801-294-5686 copydocutah.com	1	30	1	*	1,000	Sales, service & supplies for nearly all brands of multifunction copiers, laser printers, fax machines	Kyocera, Copystar, Canon	Layne Black



*Did not disclose. Please note that some firms chose not to respond, or failed to respond in time to our inquiries. All rights reserved. Copyright 2021 by Enterprise Newspaper Group. The Enterprise strives for accuracy in its list publications. If you see errors or omissions in this list, please contact us at lists@slenterprise.com.



THE WORKPLACE ROMANCE *If it's allowed, here are some rules*

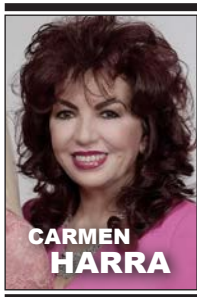
It's that time of year when the holidays role around that many people who are single really crave the companionship of another person. One of the most common places people find love is in the workplace. But is that a good idea?

When it comes to office romances, it can work, if company rules allow. But keep these five things in mind:

Separate business and pleasure. Once you enter the doors of your workplace, your partner should become your coworker and nothing more. Pay attention not to act like a couple at work, as this can be distracting and cause your peers to feel uncomfortable. Shut out all relationship matters until the moment you both leave work. Forget the fact that you had a fight that morning.

Don't bring stress from home into the workplace but also don't bring

stress from the workplace into your home. This requires some discipline but dissociating these two elements will benefit both your job and your love life.



CARMEN HARRA

Use your connection to your advantage. You will feel more comfortable around your significant other than other peers, of course. Use the spark that already exists between you to excel in your work duties. You know exactly what your partner is good at or what he or she may have trouble with. Aid each other in projects and tasks, from reminding your partner about a deadline to giving them ideas about a presentation. This doesn't mean that you'll perform your partner's work for him, but that you should support each other in the office just as much as you do outside of it.

Be aware of your behavior.

Understand that your significant other will be much more attentive to you than to others. Your partner may see you innocently flirting with a peer and become jealous when anyone else wouldn't notice. Or, your partner may get upset that a coworker is treating you badly, whereas other peers would remain oblivious to the unfair treatment. Heightened sensitivity is one of the obstacles of workplace dating. Be aware of your actions so as not to create drama that seeps from your job into your relationship.

Don't volunteer information. Once your relationship becomes serious, you'll have to be open and honest with your superiors. But as much as your boss will have to know the truth, your peers have to know nothing. Your private life is just that: *yours* and *private*. You don't need to brag to all the ladies around the office that you're dating hand-

some Hank, why, or for how long. Don't make the workplace a gossip hall about your romance; external influences can ravage a perfectly good relationship. Never divulge personal details about your significant other to your coworkers, as it can be both embarrassing and damaging to your partner's career.

Set up a Plan B. As much as you both may be in love today, there's no telling what tomorrow can bring. You and your partner need to be on the same page in case the relationship ends. You can't be expected to quit your job just because you broke up. Come to terms on how you would handle a separation if it ever comes to that. If you feel it's necessary, you can even write up an agreement and sign it to ensure you'll both stick to your promises.

Carmen Harra is a Ph.D., clinical psychologist and author of four books on relationships.



The SECURE Act, passed by Congress last year, may help you secure your employees' futures

There comes a point in every one's career where retirement sounds increasingly more appealing, even for those who love what they do. According to a recent survey from Natixis Investment Managers, the average age at which Americans say they plan to retire is 62, with younger generations hoping to make that move even earlier than that.

More time spent in retirement means that it is critical to build a secure retirement fund throughout all stages of one's career.

In early 2020, Congress passed the Setting Every Community Up for Retirement Act (SECURE Act), which made notable changes within large and small businesses to help employees "secure" their retirement. With the passing of this bill, the House hoped to make considerable progress in fixing our nation's retirement crisis and help workers of all ages save for their futures. Many of these crucial changes impact working citizens within the U.S., including:

- The act makes it easier and less expensive for small businesses to set up safe harbor 401(k) plans.
- Allows more part-time workers to participate in 401(k) plans.
- Now 401(k) plans can offer annuities.
- Required minimum distributions (RMDs) were moved back from 70½ years old to 72.
- The age limit on IRA contributions was removed.
- Established a 10-year distribution schedule for non-spouse inherited IRAs.
- Set up penalty-free IRA and

401(k) withdrawals after the birth or adoption of a child.

- Allows 529 account funds to be used to repay up to \$10,000 of qualified student loan debt.



MCKAY LINDSEY

401(k) Plan Changes. Under the SECURE Act, small businesses can receive a tax credit for starting a new retirement plan. The tax credit is the greater of \$500 or \$250 multiplied by the number of non-highly compensated employees up to \$5,000. There is also a \$500 tax credit for starting a new

SIMPLE IRA or a 401(k) plan with automatic enrollment. These tax credits are available for up to three years.

Small businesses also have the option to save on income taxes by joining with other businesses in a Multiple Employer Plan (MEP), which is a retirement savings plan that was previously only an option for related companies. The failure of one business in the MEP will no longer disqualify the others in the MEP under the SECURE Act.

Although 401(k)s and IRAs are meant to be used for retirement, this act has made it easier for growing families to access their retirement funds to ease the financial pressures after the birth or adoption of a child. Up to \$5,000 per individual may be withdrawn penalty-free from an eligible retirement plan – 401(k), IRA, 403(b) or 457(b) – within one year following the birth or adoption of a child.

The eligibility barriers to partici-

pating in a 401(k) plan have been lowered to allow more part-time workers to participate. Employees of the age of 21 and older who work 500 or more hours for three consecutive years will now be eligible to participate in their employer's 401(k) plan. The prior eligibility requirement was one year of service and 1,000 hours. While these part-time employees may be eligible to participate, employer matching contributions will not be required for these participants.

IRA Changes. For individuals of the age of 70½ after Dec. 31, 2019, required minimum distributions (RMDs) from qualified retire-

are still required after age 72.

Non-spouse beneficiaries of inherited IRAs are required to take RMDs over 10-years under the SECURE Act, rather than allowing beneficiaries to stretch RMDs over their lifetime. There are exceptions to the 10-year distribution schedule for certain eligible beneficiaries, including spouses, minor children, disabled individuals, those who are chronically ill and people within 10 years of the age of the IRA owner.

529 Education Savings Account Changes. Under the SECURE Act, an owner of a 529 plan may make a tax-free distribution of up to \$10,000 to the account beneficiary to repay qualified student loan debt. It is important to note that these distributions are allowed under federal law; however, many states view these distributions as a non-qualified withdrawal.

There are important changes the SECURE Act has made to help you or your employees "secure" retirement. Additionally, a second version of this act (SECURE 2.0) was unanimously passed out of the House Ways and Means Committee on May 5. This act that could make saving for retirement more accessible to all working-class citizens. Most commentators seem to think the legislation will pass this session but are uncertain as to just how that will happen.

If you have any questions about how this act may benefit you, contact a financial professional for help.

McKay Lindsey is a financial advisor, CPA and a wealth advisor for Squire & Co. in Provo.



ment plans and IRAs are not required until age 72. Participants of qualified plans may further delay RMDs from their current employer's plan if they continue working past 72. With the removal of the age limit on IRAs, individuals with earned income may continue to contribute as long as they live. However, distributions from IRAs

CHAMBERS OF COMMERCE

Listed Alphabetically



Chamber Name Address	Phone Web	Number of Members	2021 Annual Membership Fees/Rates	Operating Budget	Year Established	Membership Services and Programs	Top Local Executive
American Fork Chamber 31 N. Church St. American Fork, UT 84003	801-472-7467 americanfork chamber.org	300	\$100- \$5,000	\$350K	1946	Networking, business-to-business relations, community events, advocacy	Josh Walker, Co- President; Kristina Wesemann, Co- President
Box Elder Chamber 6 N. Main St. Brigham City, UT 84302	435-723-3931 boxelder chamber.com	400	\$60-\$3,500	Proprietary	*	Networking, advocacy, sponsorship opportunities, etc.	Monica Holdaway Executive Director
Cache Valley Chamber 5 Main St. Logan, UT 84321	435-752-2161 cache chamber.com	584	See Website	Proprietary	1920s	Certificates of origin, general problem-solving, marketing opportunities, networking opportunities & resource for business in our community	Jamie Andrus President/CEO
Cedar City Chamber 510 W. 800 S. Cedar City, UT 84720	435-586-4484 cedarcity chamber.org	351	\$40- \$20,000	Proprietary	1915	Business relationships & connections, training, referrals, counseling, advertisement, etc.	Chris McCormick
ChamberWest 3540 S. 4000 W., Ste. 240 West Valley City, UT 84120	801-977-8755 chamberwest.com	320+	\$350+	\$400K	1961	Business advocacy, business and civic leader engagement, board of directors, board of governors, annual awards gala, annual golf classic, Legislative Affairs Committee, etc.	Barbara Riddle President/CEO
Davis Chamber 450 S. Simmons Way, Ste. 220 Kaysville, UT 84037	801-593-2200 davischamberof commerce.com	500	\$250- \$10,000+	Proprietary	2001	Legislative Affairs Committee, Women in Business Committee, Leadership Institute Program, Military Affairs Committee, monthly luncheons, networking groups, Lakesiders Ambassador Group and ribbon cuttings, annual awards banquet, Business to Business Expo, Economic Summit, golf tournament, board of governors, etc.	Angie Osguthorpe President & CEO
Heber Valley Chamber 475 N. Main St. Heber City, UT 84032	435-654-3666 gohebervalley.com	275	\$100-\$400	\$35,000	2012	Press opportunities, discounts, referrals, advertising, workshops, networking, etc.	Dallin Koecher
Holladay Chamber 4580 S. 2300 E. Holladay, UT 84117	385-429-2921 holladay chamber.com	*	Varies	Proprietary	2003	See website	Jason Woodland President
Hurricane Valley Chamber 63 S. 100 W. Hurricane, UT 84737	435-635-3402 hvchamber.com	160	\$60-\$450	Proprietary	*	Business promotion-listed on HVCC website. Business education and updates. Free advertising on chamber website, FB page, newsletters, etc., promotional opportunities, monthly luncheons, networking opportunities, referrals	Ike Turner
Murray Area Chamber 5411 S. Vine Street, No. 3B Murray, UT 84107	801-263-2632 murraychamber.org	165	\$300- \$5,000	Proprietary	1948	Advertising, marketing, brand development, strategic communications	Matt Gibbons President
Ogden-Weber Chamber 2380 Washington Blvd., Ste. 290 Ogden, UT 84401	801-621-8300 ogdenweber chamber.com	792	\$225+	Proprietary	1887	Business connections, information, operational savings, promotional opportunities, legislative connections, etc.	Chuck Leonhardt
Park City Chamber/Convention & Visitors Bureau 1850 Sidewinder Drive, Ste. 320 Park City, UT 84060	800-453-1360 visitparkcity.com	1,000	Varies	\$8M	1981	Exposure to visitors, website listings, B2B referrals, communications, government affairs, events, professional development	Jennifer Wesselhoff President/CEO
Pleasant Grove-Lindon Chamber 70 S. 100 E. Pleasant Grove, UT 84062	801-922-4540 pglindon chamber.org	190	\$100- \$5,000	Proprietary	1921	Marketing, network with local businesses, etc.	Eric Jensen CEO
Point of the Mountain Chamber 225 E. State St. Lehi, UT 84043	801-901-6664 thepoint chamber.com	300	See Website	Proprietary	*	Regional & local business networking, online visibility, advocate for cities, legislative issues, educational & training, motivational speakers, promotional with sponsorship opportunities	Mark Welcker President/CEO
St. George Area Chamber 136 N. 100 E. St. George, UT 84770	435-628-1650 stgeorge chamber.com	*	Varies	Proprietary	*	Advertising and marketing, business and professional services, commercial and residential services, etc.	Don Willie President/CEO
Salt Lake Chamber 201 S. Main St., Ste. 2300 SLC, UT 84111	801-364-3631 slchamber.com	*	\$500+	Proprietary	1887	Leadership programs, professional development, speakers bureau, advertising opportunities, sponsorship opportunities, certificates of origin	Derek Miller CEO
South Salt Lake Chamber 2531 S. 400 E. South Salt Lake, UT 84115	801-466-3377 sslchamber.com	300	\$200+	Proprietary	1952	Business & civic leader engagement, board of directors, annual golf tourney & awards banquet, networking & visibility, business growth through involvement, business open houses	Gary Birdsall President/CEO
South Valley Chamber 9800 S. Monroe St., No. 806 Sandy, UT 84070	801-566-0344 southvalley chamber.com	417	\$500- \$15,000	Proprietary	2019	Business Institute, Business Accelerator Academy, Women in Business Network, Leadership South Valley, Young Entrepreneurs Academy, Silicon Slopes Sandy/Draper Chapter, executive forums, In the Know series, Titan Awards, Peak Awards, golf tournaments, Business After Hours	Jay Francis President/CEO Rob Brough Chairman, EVP Zions Bank
Spanish Fork Salem Area Chamber 67 E. 100 N. Spanish Fork, UT 84660	801-798-8352 spanishfork- chamber.com	*	\$150- \$7,500	Proprietary	*	Networking, marketing, promotions, etc.	Heather Youd President/CEO
Utah Valley Chamber 2696 N. University Ave., Ste. 220 Provo, UT 84604	385-482-2555 thechamber.org	350	See Website	\$500K*	1985	The Utah Valley Chamber of Commerce is a member- driven organization whose mission is to build relationships, advocate principle-based public policy and promote business and community prosperity	Curtis Blair President/CEO

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- ▶ Business income insurance
- ▶ Cyber liability insurance
- ▶ Commercial auto insurance



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