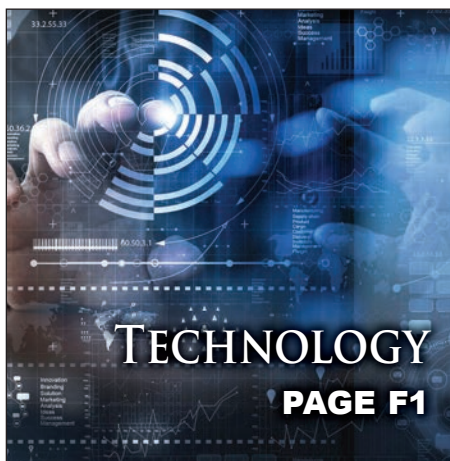


### Focus



Sponsored by:



GENCOMM

## 71,600 Sundance attendees bring \$151.5 million

**Brice Wallace**  
*The Enterprise*

The economic impact of the Sundance Film Festival continues to grow.

The Sundance Institute, a nonprofit organization, announced recently that the 2017 version of the festival generated a total economic impact of \$151.5 million. That's up from the 2016 total of \$143 million.

"This year's numbers clearly display

the great economic return that investments in the arts can produce in a community," said Betsy Wallace, the institute's chief financial officer and managing director. "We're proud to call the state of Utah home, and with the support of the state, local communities, great local vendors and indispensable volunteers, Sundance Institute is able to bring an arts event of this size and scope to Utah."

The economic and demographic study of the 2017 festival indicated the event supported 2,778 jobs, up from 1,400 reported

in 2016; attracted more than 71,600 attendees, up from 46,660 last year; and generated \$14 million in state and local revenue, up from nearly \$8 million in 2016.

The 2017 study was conducted by Y<sup>2</sup> Analytics, which the institute said used updated methodology and technology to give a more complete picture of the festival's impact on the state of Utah's economy. The 2016 figures come from a study by the Kem

see **SUNDANCE** pg. 3



Gov. Gary Herbert poses with officials of ALPRO Energy and Water, the South Davis Sewer District and the Governor's Office of Energy Development at the groundbreaking in North Salt Lake for Wasatch Resource Recovery's new anaerobic digester, designed to turn food waste into pipeline-grade natural gas and solid agricultural fertilizers.

## NSL 'digester' will turn 360 tons of waste food into fuel, fertilizer daily

**John Rogers**  
*The Enterprise*

A new facility in North Salt Lake will convert food waste into natural gas and fertilizer, creating what Gov. Gary Herbert said is a "win-win" for cutting waste and methane emissions at landfills while powering communities.

Construction began last week on the \$43 million facility called an anaerobic digester, which will liquefy food scraps and use water, heat and bacteria to turn them

into methane gas and fertilizer.

The facility, called Wasatch Resource Recovery, will consume up to 360 tons of solid waste daily that would otherwise rot in landfills, emitting methane, a greenhouse gas, into the atmosphere. Instead, the facility will capture that gas and use it as an energy source. Officials estimate that it will cut emissions in an amount equivalent to 75,000 fewer cars driving each year.

"It is win-win-win all the way around,"

see **DIGESTER** pg. 5

## Utah still adding jobs despite uptick in unemployment

Utah's unemployment rate inched up by one-tenth of a point to 3.2 percent in May, according to figures released last week by the Utah Department of Workforce Services.

But the economy continues to add jobs, growing by 44,500 nonfarm positions over the past year, the report said. The number of new jobs translates to a 3.1 percent growth rate. Approximately 1,467,900 Utahns currently hold jobs while 50,800 were actively seeking work in May.

"Utah's labor market continues to expand across the vast majority of business sectors," said Carrie Mayne, the department's chief economist. "We are currently in the 83rd month of the state's longest job market expansion in the last 15 years."

Nine of the 10 private sector industry groups measured in the May survey posted net job increases when compared to last year, while the natural resources and mining industry decreased by 700 positions.

The largest private sector employment increases were in professional and business services (11,800 jobs); trade, transportation and utilities (9,400 jobs); and construction (5,200 jobs).

The fastest employment growth occurred in professional and business services (5.9 percent); construction (5.6 percent); and trade, transportation and utilities (3.5 percent).



**OPEN** *for your*  
**BUSINESS**

1-877-AFCUBIZ  
americafirst.com

**AMERICA FIRST**  
CREDIT UNION

FEDERALLY INSURED BY NCUA



## Nadella to keynote UTC event

Satya Nadella, chief executive officer of Microsoft, will be the keynote speaker Nov. 10 at the Utah Technology Council's 19th annual Hall of Fame Gala in Salt Lake City.

The council made the announcement recently. Nadella follows other prominent tech leaders as gala speakers, including Tim Cook of Apple, Jeff Bezos of Amazon, Marc Benioff of Salesforce, Jeff Weiner of LinkedIn, Steve Ballmer of Microsoft, Mark Hurd of Oracle, and Eric Schmidt of Google.

"The Hall of Fame is the premier event for Utah's 6,000 tech companies where we celebrate the vitality of our dynamic industry," said Richard R. Nelson, UTC's president and chief executive officer. "Hosting Mr. Nadella is a major coup. He's a brilliant visionary."

The crucial need for corporate change and reinvention, as told in his own words, can be found in Nadella's new book *Hit Refresh*, which is scheduled to be published Sept. 26.

"I am pleased that Satya Nadella has accepted my invitation to keynote the Utah Technology Council's Hall of Fame event," said U.S. Sen. Orrin Hatch, R-Utah. "He is a true innovator and is doing amazing things for Microsoft. Following a thrilling visit from Apple's Tim Cook last year, Satya will continue our tradition of bringing the world's foremost tech leaders to Utah to provide unique insights and inspiring advice for our vibrant innovation community."

Nadella became Microsoft CEO in February 2014 after holding leadership roles in both enterprise and consumer businesses across the company. He joined the company in 1992. He led research and development for the company's Online Services Division and was vice president of the Microsoft Business Division. Before becoming CEO, he was executive vice president of Microsoft's Cloud and Enterprise group.

Before joining Microsoft, Nadella was a member of the technology staff at Sun Microsystems.

Originally from Hyderabad, India, Nadella lives in Bellevue, Washington. He earned a bachelor's degree in electrical engineering from Mangalore University, a master's degree in computer science from the University of Wisconsin-Milwaukee and a master's degree in business administration from the University of Chicago. He serves on the board of trustees to Fred Hutchinson Cancer Research Center as well as the Starbucks board of directors.



University of Utah Health will be the sole occupant of one of two office buildings in Westport Capital Partners' new development in Sugar House. The 170,000-square-foot facility is shown in an artist's rendering.

## UofU Health to anchor Sugar House development

Westport Capital Partners has announced that University of Utah Health will lease one of the company's two new office buildings in its previously announced Sugar House development located at 2300 South and 1300 East in Salt Lake City. UofU Health will be the sole tenant of 170,000 square feet in the building on the southeast corner of the development.

"University of Utah Health is the perfect partner for the Sugar House community," said Greg Geiger, principal and portfolio manager for Westport. "Early on

in the planning process we sought feedback from the community on what they wanted to see in the area. One of the key themes we heard was that Sugar House really needs more daytime users for existing retail and dining establishments. The new University facility will not only provide easy access to top-notch medical services, but more than 200 employees and hundreds of visitors will come into the area each day who will shop, dine and support local businesses, infusing the economy and strengthening this growing community."

University of Utah Health's Sugar House Clinic will focus on promoting the health of the community, offering a wide range of health services to patients, including primary and preventative care, oncology care and weight loss services.

"This property was a natural fit for us," said Wayne Imbrescia, executive director of ambulatory services at UofU Health. "From the breathtaking views to the easy access of I-80 and proximity to the Sugar House business district, this location accommodates our patients by moving critical services from our hospital campus into the community where it's more convenient."

Westport's Sugar House development will include two office towers and a multi-family residential building. Elements of the project include the creation of a new street to reconnect Highland Drive and 1300 East, pedestrian and biking improvements along the new street and Ashton Avenue, below-grade parking, retail spaces, a public plaza, public art and programmable active window displays that will activate the street for pedestrians as they enter the greater Sugar House business district.

Demolition on the site was expected to begin this month with the UofU Health building anticipated to be complete by mid-2019. Westport Capital Partners is currently undergoing approval processes with Salt Lake City Corp. to finalize designs for the project and will announce the listing broker to lease the second office tower totaling 150,000 square feet soon.

Westport Capital Partners LLC is a real estate investment firm with offices in Los Angeles; Wilton, Connecticut; Bozeman, Montana; and London, England.



**JERRY SEINER**  
COMMERCIAL TRUCK



BUSINESS  
ELITE



**New 2016  
Chevrolet LCF**  
Auto, AC, Tilt, Power Locks and Windows

**Starting at  
\$26,319\***  
Chassis Only

\*Sale prices include dealer discount and GM rebates. Tax, lic and fees extra. Dealer retains all rebates. See Dealer for Details. Offer ends 7/31/2017



**Ty Wetsel**  
Fleet/Commercial  
Manager  
801-952-5700



**Scott Cresswell**  
Fleet/Commercial  
Manager  
801-952-5700



**Gary Bennett**  
Fleet/Commercial  
Manager  
801-952-5700

twetsel@jerryseiner.com

scresswell@jerryseiner.com

gbennett@jerryseiner.com

**1530 South 500 West, Salt Lake City, UT 84115**  
**888-511-1712 • seinerchevy.com**





Movie buffs at the Sundance Film Festival enter the Egyptian Theatre on Main Street in Park City. A recent report released by the Sundance Institute indicates the 2017 festival had a record \$151.5 million economic impact and attracted more than 71,600 people. Photo by Jemal Countess, courtesy the Sundance Institute.

## SUNDANCE from page 1

C. Gardner Policy Institute at the University of Utah. The 2017 figures do not include the economic impact of the institute's year-round Utah-based programs, such as the Filmmaker Labs and Summer Film Series.

Since 2013, the festival has had a total economic impact of \$465 million, generated more than \$41.6 million in state and local tax revenue, and supported more than 8,400 jobs.

"It is apparent that the Sundance Film Festival continues to have an expanding impact on Utah's vibrant and diverse economy," said Gov. Gary R. Herbert. "In addition to the obvious economic benefits, our ongoing collaboration with Sundance Institute highlights the exceptional cultural, recreational, tourism and business opportunities available here in Utah."

"More than ever, the people of Utah and our business community appreciate the unique benefits provided by the Sundance Film Festival," said Francis Gibson, majority whip of the Utah House of Representatives. "We look forward to our ongoing work together and the positive collaboration between Sundance Institute and the state."

The 2017 festival's attendee number was an all-time high. It included 37,200 out-of-state visitors from 46 states and 744 international visitors from at least 18 countries. Of the out-of-state attendees, 22 percent indicated this was their first visit to Utah and 86 percent indicated they would likely visit Utah again within the next year.

Per-person spending by out-of-towners averaged \$3,287, with an average stay of five days. About \$53.9 million in attendee spending was for lodging, followed by \$31.1 million for food and beverages.

The study also showed that the festival continued to be a media darling. Between November 2016, when the film program was announced, through February of this year, the festival was the topic of more than 53,000 stories in print, online and on television — up 11 percent from 2016. The value of the publicity totaled \$90.9 million, up 20 percent from the event's five-year average. More than 950 members of the media from 22 nations were accredited to cover the event.

Social media and website traffic also were strong. The festival has nearly 2.5 million fans across Facebook, Twitter, Instagram, YouTube, Tumblr, Pinterest, Snapchat and Google+. During the festival, there were over 42 million impressions on Facebook, Instagram and Twitter alone. In the period Nov. 30-Feb. 28, the institute's website had more than 5.8 million page views and 1.1 million unique visitors from 187 countries.

## Parley's Partners opens Murray complex

Parley's Partners, a Salt Lake City-based real estate developer, has opened its Artesian Springs housing complex at 4197 S. Main St. in Murray.

Located on the historic Murray Laundry Tower site, Artesian Springs has 378 units, 295 of which are available as subsidized housing and 83 will rent at market rate. All will feature open floor plans, 9-foot ceilings, granite countertops, private balconies, large walk-in closets and high-speed Internet. Every apartment meets or exceeds the sustainable and energy efficient criteria established by Enterprise Green Communities, and each is certified as Energy Star-rated.

Community amenities at the complex include a neighborhood room with kitchen and lounge, fitness center, business facility, basketball court, playground, dog run, pool, hot tub, outdoor kitchen with barbeque grills and fire pit.

Prior to construction, the five-parcel lot was faced with a \$1.1 million Federal Recovery Lien filed by the EPA due to pollution from a former dry cleaning company which operated on the property for over 47 years. Parley's Partners conducted an emergency clean-up of the site to secure financing and permits.

Two phases of the three-phase project were built by Kier Construction and the third phase was built by RimRock Construction.

## Nine Utah firms receive Rural Fast Track grants

Nine rural companies will be adding jobs after being endorsed for Rural Fast Track grants.

The Governor's Office of Economic Development (GOED) board endorsed the grants at its June meeting. Recipient companies are:

- **MCM Engineering**, Enoch, endorsed for a \$50,000 grant to help buy a sheet metal fabrication machine. The \$630,000 project is expected to result in three new full-time jobs.

- **Callahan Construction**, Price, a \$50,000 grant to help the company buy a building and enable the company to expand. The \$135,000 project is expected to create two full-time positions.

- **Dar JJ White Blacksmith Welding**, Garland, a \$50,000 grant to help the company buy paint/powdercoating equipment. The \$112,300 project is expected to result in two new full-time positions.

- **United Soil Service**, Delta, a \$50,000 grant to help buy a sprayer and/or a dry fertilizer spreader. The nearly \$1.2 million project is expected to result in one new full-time position.

- **Cache Valley Counter Tops**, Richmond, a \$50,000 grant to help buy an additional CNC stone fabrication machine. The \$300,000 project is expected to create one full-time position.

- **Slide Ridge Honey**, Hyrum, a \$48,267 grant to help buy equipment to enable the company to expand its business. The \$400,000 project is expected to create one full-time position.

- **Four Mile Hunting Club**, Nephi, a \$50,000 grant to help the company build a brooder barn and flight pens to produce, raise and house increased bird inventory. The \$160,836 project is expected to result in one new full-time position.

- **Evan Stilson**, a dentist in Price, a \$50,000 grant to help purchase equipment to design and mill crowns and bridges. The \$152,284 project is expected to result in one new full-time position.

- **First Call Propane**, Roosevelt, a \$50,000 grant to help the company build an office/shop. The \$200,000 project is expected to result in one new full-time position.

The Rural Fast Track program is a post-performance grant available to small companies in rural Utah. It is designed to provide an efficient way for existing small companies to receive incentives for creating high-

paying jobs in the rural areas of the state and to further promote business and economic development. Recipient businesses must have been in business at least two years and have at least two full-time employees. The top grant amount is \$50,000.

Linda Gilmore, GOED's associate managing director for urban and rural businesses services and director of the Office of Rural Development, said the program had 42 recipients during the most recent fiscal year, each with an average of two new full-positions.

## Clarification

Snowbasin Resort will host free family movie nights June 26-Aug. 7 on Mondays. A story in the June 19 edition did not specify the day of the week that the movies will be shown.

**Enterprise**  
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.slenterprize.com](http://www.slenterprize.com)

**PUBLISHER & EDITOR**  
R. George Gregersen

**PRESIDENT**  
David G. Gregersen  
[david@slenterprize.com](mailto:david@slenterprize.com)

**VP/GENERAL SALES MANAGER**  
Dale Dimond  
[dale@slenterprize.com](mailto:dale@slenterprize.com)

**MANAGING EDITOR**  
John M. Rogers  
[john@slenterprize.com](mailto:john@slenterprize.com)

**CONTROLLER**  
Richard Taylor  
[richard@slenterprize.com](mailto:richard@slenterprize.com)

**OFFICE MANAGER**  
Dionne Halverson  
[dionne@slenterprize.com](mailto:dionne@slenterprize.com)

**REAL ESTATE SECTION**  
[david@slenterprize.com](mailto:david@slenterprize.com)

**CIRCULATION**  
Diana Rogers  
[diana@slenterprize.com](mailto:diana@slenterprize.com)

**ADVERTISING INQUIRIES**  
[david@slenterprize.com](mailto:david@slenterprize.com)

**TO CONTACT NEWSROOM**  
[john@slenterprize.com](mailto:john@slenterprize.com)  
**ART SUBMISSIONS**  
[art@slenterprize.com](mailto:art@slenterprize.com)

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

Any opinions expressed by the columnists are not necessarily the opinions or policy of *The Enterprise*, its owners or managers. Reproduction or use of contents without written consent of the publisher is prohibited. All rights reserved.

© 2017 Enterprise Newspaper Group Inc.  
Periodical postage paid at Salt Lake City, Utah  
POSTMASTER: Send address corrections to:  
P.O. Box 11778, Downtown Station  
Salt Lake City, Utah 84147



# Film incentives mean 479 new jobs and \$20 million to state economy

**Brice Wallace**  
The Enterprise

Three TV series in their second seasons are among seven productions approved for state tax incentives this month by the Governor's Office of Economic Development (GOED) board.

The board, at its June meeting, approved the incentives tied to the creation of 479 local jobs and more than \$20 million in spending by the production companies while in Utah.

The largest incentive, a tax credit of up to nearly \$3.8 million, was approved for Horizon Productions Inc., which will shoot the 22-episode second season of "Andi Mack," a Disney Channel comedy series. The show is expected to spend \$15 million in Utah on the production, which includes 25 cast members and 190 crew members.

The series attracted nearly 40 million views on seven digital platforms. The first season was shot in Magna.

"I have shot all over the world, but Utah is now my favorite place to film," said Michelle Manning, the show's executive producer. "This show has a special place in my heart and in Season One, the cast and crew bond was like nothing I have ever experienced. It's been a case of home-away-from-home for us and we're eager to begin filming Season Two in and around Salt Lake City."

Paul Hoen directs the show.

Producers are Greg Hampson and Jeff Miller. Principal photography is set for July 10-Dec. 20.

Autonomy Productions LLC is expected to spend \$3.1 million in Utah as part of the second season of "Westworld," an HBO series. A tax credit of up to \$780,799 was approved for the show, which will have principal shooting taking place Oct. 12-Nov. 3. Part of its first season was shot in Moab and Grand County.

"This was the most-watched first-season series ever on HBO," Virginia Pearce, director of the Utah Film Commission, told the board, noting viewership reached 110 million. "This has been what we talk about when we talk about film tourism. It's a great, quality show. There's amazing talent behind it. It's gotten a lot of buzz, both creatively and for the way that it looks."

Jonathan Nolan is the director. Michael Polaire is the producer.

VidAngel Inc. was approved for a tax credit of up to \$175,000 for the season of the TV series "Dry Bar Comedy." The show, which features a search for the next big family-friendly stand-up comedian, will shoot through Sept. 30 in Provo. The series is expected to spend \$875,000 in Utah, with 48 cast and 70 crew. Isaac Halasima is the director. Aaron Stephenson is the producer.

Cart Before the Horse LLC was approved for a tax credit of up to \$104,577 for "Trek," an independent comedy feature film. The

story of a young pioneer on a trip of discovery is expected to shoot July 5-28, with the locations to be determined. The production is expected to spend \$522,886 in Utah, with 27 cast and 30 crew. The director is Alan Peterson, who also is a producer along with David Howard.

Three features were approved for incentives under the Community Film Incentive Program, a cash rebate fund established to encourage up-and-coming, Utah-based talent to keep film projects in the state.

"We have a diverse set of productions filming in-state — from established national networks to smaller local teams," Pearce said. "This was exactly our intention when we established the Community Film Incentive Program — to welcome and support talent from all angles and create the best possible content."

Foundation Film Productions LLC was approved for \$72,612 for the period drama "In Emma's Footsteps." The production is expected to spend \$363,062 in Utah, with principal photography set this month in Provo, Orem and Salt Lake County. The production employs 38 cast and 26 crew. The director is Brittany Wiscombe. The producer is Brian Brough.

Port Hope LLC was approved for incentive of \$73,104 for the independent horror feature "Paleface." The production is expected to have five cast and 32 crew. Principal photography is set for July 5-22, with sites to be deter-

mined. The production is expected to spend \$365,520 in Utah. A. Todd Smith is the director. Andrew Mecham and Jesse Ranney are producers.

Robber's Roost LLC was approved for a cash rebate of up to \$19,000 for "Robber's Roost," an independent thriller feature. Shooting occurred in April and May in Salt Lake City, and the production is expected to spend \$95,000 in the state. Margot Kidder, famous for playing Lois Lane in the "Superman" movies starting in the late 1970s, is among the

three cast members, and "Robber's Roost" will have 16 crew members. Galen Rosenthal is the director. Producers are Dustin Puttuck, Galen Rosenthal and Matt Weight.

"Our locations and incentive programs continue to drive initial interest to film in Utah, and our crews drive these producers and directors to return," Pearce said. "Our creative community is hard-working, professional and skilled, going above and beyond time and time again."

## VidAngel

### VidAngel trys new tack in effort to keep going

VidAngel, the Provo-based entertainment filtering and streaming company, has launched a new service to remove offensive content on Amazon and Netflix, opening a new front in its long-running battle over the sanitizing of Hollywood movies.

The company was launched in 2014 with the goal of making mainstream movies more accessible to faith-based audiences. The original service used DVD copies of Hollywood releases to filter out language and nudity. But in December, a federal judge ordered VidAngel to shut down at the request of Disney, 20th Century Fox and Warner Bros., which have argued that the unauthorized service violates their copyrights.

VidAngel is still fighting that battle in federal appeals court. But in the meantime, it is also launching its new service to allow subscribers to watch "clean" content on Netflix, Amazon and HBO Go.

"This announcement is the culmination of something we've wanted to do for a long time," said Neal Harmon, VidAngel's CEO. "People have been without filtering services for months, and we're launching this service because our customers are asking for it."

According to VidAngel, the company had about a million users at the time it was shut down. The company will now seek to sign up its customers to the new service. In a promotional video, the company compares its service to a parent fast-forwarding to prevent their kids from seeing foul language, violence or sexual material.

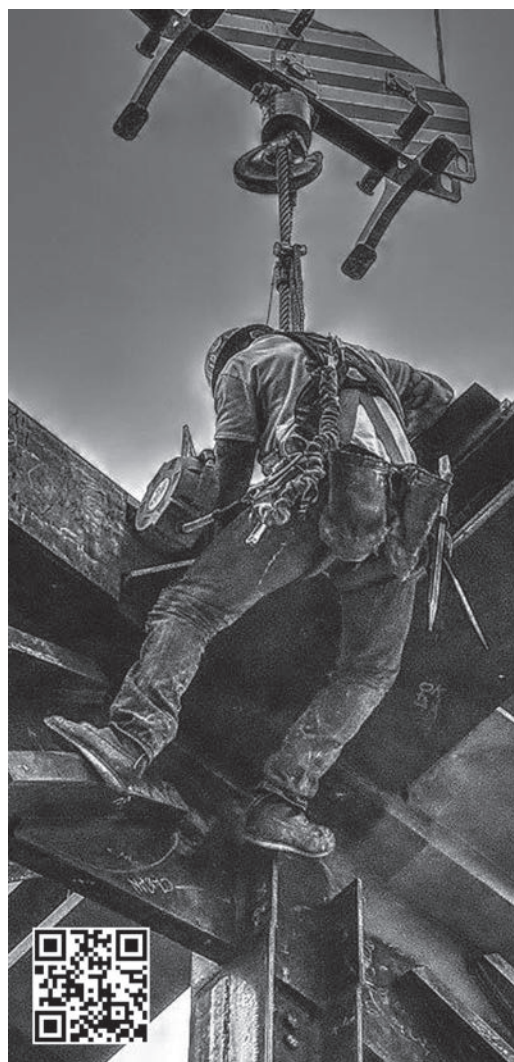
"We don't force directors to change their scenes," the narrator says. "We just let families mute and skip those scenes like they would with a remote. A remote isn't censorship. It's choice."

Harmon and his chief legal counsel, David Quinto, contend that the new service resolves the copyright concerns raised by the studios. The studios alleged that VidAngel's old service competed unfairly with licensed streaming services. VidAngel was streaming movies that were available on DVD but not on Netflix.

To use the new service, which will cost \$7.99 per month, subscribers must first have a valid subscription to one of the major streaming services. Quinto says this will be a net benefit to both the studios and the streaming services.

"It removes all the economic harms that Disney claimed it was suffering as a result of our prior service," Quinto said. "There would be no economic reason for the streaming services to complain. VidAngel would be driving more traffic to them."

VidAngel is approaching its new strategy carefully. The company was held in contempt and ordered to pay a \$10,000 fine in January for continuing to operate its old service for two weeks after an injunction was issued ordering it to shut down. VidAngel intends to go to federal court and seek a determination that the new service does not violate the terms of the injunction. Until then, it will not offer any content owned by the plaintiff studios.



## BUILDING IT TO LAST

Representing outstanding building contractors throughout the Northwest and Utah dedicated to providing highly skilled professionalism in the iron working industry—Reinforcing, fabricating, rigging, welding; and metal buildings, steel erection, ornamentals, fences, doors and other specialty needs.

To obtain contractor information or request bids for a specific project visit:  
[www.ironemployers.com](http://www.ironemployers.com)

### NORTHWEST IRONWORKERS EMPLOYERS ASSOCIATION





## Achievement winners named

Three organizations and one family have been named winners of the Downtown Achievement Award, to be presented July 20 by the Downtown Alliance.

Recipients are the Salt Lake City Police Department's Bike Squad, City Creek Reserve Inc. and Property Reserve Inc. for 111 Main, and Gail Miller and the Miller family.

The awards will be presented at the alliance's annual "State of Downtown" meeting July 20 at the Black Box at the George S. and DeLores Dore Eccles Theater in downtown Salt Lake City. The meeting also will feature the release of the annual Economic Benchmark Report. Compiled in partnership with CBRE, the report evaluates the state of downtown's economy by evaluation development, employment, office leases, residential, hospitality, retail, culture, transportation and quality of life.

The Bike Squad was awarded for its efforts in the Pioneer Park and Rio Grande area, one of downtown's most challenged neighborhoods. "The bike squads are an integral part of the community and our outreach to vulnerable populations," said Capt. Ty Farillas, Special Operations Division commander for the Salt Lake City Police Department. "They work tirelessly to ensure public safety for everyone who lives, works or visits Salt Lake City."

The 111 Main project, spear-

headed by City Creek Reserve and Property Reserve, has not only dramatically changed the city's skyline, but has brought a newfound revitalization to Main Street as well, the alliance said.

"City Creek Reserve's decision to build 111 Main reflects our continuing commitment to downtown Salt Lake City," said Matt Baldwin, director of real estate development for City Creek Reserve. "That commitment is also evident in our cooperation with Salt Lake City's Redevelopment Agency to simultaneously design and build 111 alongside the new Eccles Theater, a public/private joint-venture in the best sense of that term. With its unique hat-truss design, spectacular lobby, efficient floor plates, and leading-edge technology, 111 sets a new standard for professional office space."

Gail Miller and the Miller family have made two major announcements during the past year that will have an impact on downtown Salt Lake City, the alliance said. One is a \$125 million renovation to Vivint Smart Home Arena, and the other is transferring ownership of the Utah Jazz to a legacy trust.

"As a family business and a vibrant company, we have always been committed to the downtown area, to doing things the right way and working to achieve our mission of enriching lives and giving back," said Gail Miller.

## DIGESTER

from page 1

Herbert said at a groundbreaking ceremony at the site recently.

Morgan Bowerman, sustainability manager for Wasatch Resource Recovery, said that the facility can handle material that most composters cannot, such as bones, dairy, oil or sugar. "We can take all of that," she said. Bowerman said several grocery store chains, restaurants and other companies have agreed to send their food waste to the North Salt Lake facility.

"This facility is the first of its kind in Utah," said Bowerman. "Organic waste makes up nearly 30 percent of our landfills. Our process can use that waste and result in considerable cost savings for businesses, institutions and service providers."

Special equipment removes contaminants and then grinds and liquefies the material to create a slurry suitable for the digester. The digester breaks down the food and converts it into methane, which is collected and is then produced into pipeline-grade natural gas.

"This process can generate

enough natural gas from previously landfilled materials to continuously supply a community the size of Bountiful," said Bowerman. "The solids from the digestion produces a bio-based, nutrient-rich fertilizer which can then be marketed to the agriculture industry."

"By forging unprecedented partnerships, Utah continues to lead on providing innovative, market-based solutions that drive our energy economy, grow jobs, and improve our air quality," said Laura Nelson, energy advisor to Herbert and the executive director of the Governor's Office of Energy Development. "We are proud to carry forward Gov. Herbert's vision to help create pioneering outcomes to meet the demands of our future through enterprising projects, like Wasatch Resource Recovery."

BP Energy Corp. has agreed to purchase natural gas created by the facility, according to *The Salt Lake Tribune*.

Wasatch Resource Recovery is a partnership between bio-energy company ALPRO Energy and Water and the South Davis Sewer District. The facility is expected to be running in fall 2018.

## SLC needs 16,478 new apartments by 2030

The Salt Lake City metro area is expected to need 16,478 new apartments by 2030 to keep up with local demand, according to a new study commissioned by the National Multifamily Housing Council (NMHC) and the National Apartment Association (NAA) and conducted by Hoyt Advisory Services. The study found that, nationally, 4.6 million new apartments are needed by 2030.

An aging population, international immigration and fewer home purchases are resulting in an increased need for new apartments, the report said.

The report said it's important to note that locally:

- Salt Lake City will need to increase its existing number of apartments by 22 percent by 2030, and ranks No. 18 out of 50 metro areas in terms of the percent increase in demand for new apartments by 2030.

- The Salt Lake City metro area will need all types of apartments and at all price points.

- Hoyt estimates that there are currently 75,902 apartments in Salt Lake City, with residents that span the age and income spectrum.

- Salt Lake City apartment developers, owners and managers and their residents contribute \$2.7 billion to the local economy annually.

"Nationally and here in Salt Lake City, we're experiencing fundamental shifts in our housing

dynamics, as more people are moving away from buying houses and choosing apartments instead," said Paul Smith, association executive of the Utah Apartment Association. "Our local economy is strong, led by the professional services and education sectors. Today's renters are younger, with smaller households and strong incomes. Salt Lake City's rental stock has fewer older, more affordable apartment units compared to other metro areas. With only modest increases in migrations to the area, natural population growth will be the driver for new rental households. Demand for apartments is expected to steadily increase through 2030."

The increased demand for apartments is due in large part to:

- The aging population. People 65-plus will account for a large part of population growth going forward across all states.

- Immigration. International immigration is assumed to account for approximately half (51 percent) of all new population growth in the U.S., with higher growth expected in the nation's border states.

- Delayed house purchases. Life events such as marriage and children are the largest drivers of home ownership. In 1960, 44 percent of all households in the U.S. were married couples with children. Today, it's less than one in five (19 percent).

## Homie enters mortgage business

Utah startup tech company Homie, whose technology platform automates home buying and selling, is now offering mortgage loans, the company said in a release. The new service aligns with Homie's stated goal to revolutionize the real estate industry. Buyers can now get pre-qualified and secure a home loan online through

Homie's software platform.

"By streamlining the process and restructuring how loan officers are paid, Homie offers customers the lowest interest rates in the state," the statement said. "On average, users will save up to half the typical fees paid to lenders by using Homie's loan processes."

"First, Homie cut out agent

commissions. Now we've also cut out loan officer commissions — dramatically changing how much our customers pay to buy or sell a house," said Johnny Hanna, Homie CEO and co-founder.

Homie recently acquired Utah-based mortgage company Econ Mortgage to enable it to begin offering home loans to customers.



# McNEIL ENGINEERING™

Economic and Sustainable Designs, Professionals You Know and Trust

❖ Civil Engineering

❖ Structural Engineering

❖ Laser Scanning & Land Surveying

❖ Paving & Roofing Consulting

❖ Landscape Architecture

## Missing a Piece? We Have You Covered



Follow Us On:



801-255-7700

[www.mcneilengineering.com](http://www.mcneilengineering.com)



# Industry Briefs

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

## ASSOCIATIONS

• **Chris Boyle** has been named chairman of the **Utah District Export Council (DEC)**. Boyle is president and founder of Global Access. The Utah DEC is a volunteer organization of Utah businesspeople appointed by the U.S. Secretary of Commerce in recognition of their international business experience and leadership. Council members offer local small-to-medium-sized businesses advice and mentoring on conducting business across borders and also lend their expertise to complement the U.S. Commercial Service's efforts to promote Utah exports. Boyle founded Global Access in 2002 as a technology and logistics services provider assisting direct selling companies in reaching international consumers, primarily in Asia Pacific.



Chris Boyle

• **Kevin Guest** has been elected to the **Direct Selling Association (DSA)** board of directors. Guest is chief executive officer of USANA Health Sciences, Salt Lake City. The DSA is a national trade association of more than 200 leading companies that offer entrepreneurial opportunities to independent sellers to market and sell products and services, typically outside of a fixed retail establishment. Guest will serve a one-year term. He has held a variety of roles at USANA for more than 24 years, including president and co-CEO, and was recently nominated to serve on the company's board of directors.



Kevin Guest

• **Jerry Seiner Group** has opened a new Kia dealership at 1530 S. 500 W., Salt Lake City. The 25,000-square-foot dealership was built over 10 months. Company founder Jerry Seiner bought land for the dealership in 1994.

## AUTOMOTIVE

• **Jerry Seiner Group** has opened a new Kia dealership at 1530 S. 500 W., Salt Lake City. The 25,000-square-foot dealership was built over 10 months. Company founder Jerry Seiner bought land for the dealership in 1994.

## BANKING

• **Bank of Utah**, Ogden, has opened a full-service branch at 100 S. 500 W., Bountiful. It is the 14th full-service location for the bank in Utah and the second branch in Davis County. The branch deposit manager is **Tiffany Andrew**. The branch will employ 10 people and offer personal banking services, consumer and business loans, mortgage and construction loans, and access to trust and investment services.



Tiffany Andrew

## CONSTRUCTION

• **Cache Valley Electric Co.**, Logan, has named **Rachael Hunt** as director of marketing and business development and **Taylor Scalley** as director of business development. Hunt has experience in medical sales in Los Angeles, Oregon and Salt Lake City, most recently with Stryker. She has concurrently worked in marketing and business development as a private consultant for the past five years with F10 Collective. She graduated from the University of Utah in 1998. Scalley began his career working in development at Arizona State University and spent 10 years working with the University of Utah – Major Gifts and Health Sciences, concluding his tenure there as the executive director of principal gifts. Most recently, Scalley served as the regional chief development officer for Intermountain Research and Medical Foundation. Scalley's education includes graduating from the University of Utah. Hunt and Scalley were hired to fill and expand upon the position of **Allison Milne**, who is retiring from Cache Valley Electric after 31 years with the company.



Rachael Hunt



Taylor Scalley

• **Cache Valley Electric Co.**, Logan, has named **Rachael Hunt** as director of marketing and business development and **Taylor Scalley** as director of business development. Hunt has experience in medical sales in Los Angeles, Oregon and Salt Lake City, most recently with Stryker. She has concurrently worked in marketing and business development as a private consultant for the past five years with F10 Collective. She graduated from the University of Utah in 1998. Scalley began his career working in development at Arizona State University and spent 10 years working with the University of Utah – Major Gifts and Health Sciences, concluding his tenure there as the executive director of principal gifts. Most recently, Scalley served as the regional chief development officer for Intermountain Research and Medical Foundation. Scalley's education includes graduating from the University of Utah. Hunt and Scalley were hired to fill and expand upon the position of **Allison Milne**, who is retiring from Cache Valley Electric after 31 years with the company.

## CONTESTS

• The **Utah Governor's Committee on Employment of People with Disabilities** and the **Utah Business Leadership Network** are accepting nominations through 5 p.m. July 1 for the **2017 Golden Key** awards. The awards program recognizes outstanding contributions that promote employment opportunities for people with disabilities. Award categories include Business of the Year (small, medium and large); Ace Award, for an individual or advocate; Freedom Award, for hiring and retention of disabled veterans; and ASAP Achievement Award, for a state agency with best utilization of the Alternative State Application Process. All nominations must be typed or printed legibly. The nomination form, including a 500 words or less narrative, and letters of support may be mailed to Golden Key Awards, 1595 W. 500 S., Salt Lake City, UT 84104, or returned electronically to [leahlobato@utah.gov](mailto:leahlobato@utah.gov). Help in completing the form is available at (801) 887-9538.

tions through 5 p.m. July 1 for the **2017 Golden Key** awards. The awards program recognizes outstanding contributions that promote employment opportunities for people with disabilities. Award categories include Business of the Year (small, medium and large); Ace Award, for an individual or advocate; Freedom Award, for hiring and retention of disabled veterans; and ASAP Achievement Award, for a state agency with best utilization of the Alternative State Application Process. All nominations must be typed or printed legibly. The nomination form, including a 500 words or less narrative, and letters of support may be mailed to Golden Key Awards, 1595 W. 500 S., Salt Lake City, UT 84104, or returned electronically to [leahlobato@utah.gov](mailto:leahlobato@utah.gov). Help in completing the form is available at (801) 887-9538.

## BEST KEPT SECRET IN UTAH.

Wire rope is where we started.

One of the largest shops in the Intermountain West. Slings made to your specifications. Our staff has over 60 years of experience.



## EDUCATION/TRAINING

• The **Women Tech Council (WTC)** has launched a technology internship program to provide high school girls the opportunity to interact with technology companies, meet and interact with women in technology and understand the impact they can have by pursuing STEM (science, technology, engineering and math) careers. Participants will tour tech companies — including Vivint, Ancestry, Instructure, Dell EMC, Domo, Adobe, HireVue and IM Flash — to learn about working in tech, the types of jobs that exist in the technology industry and the employability skills they need for a successful career in STEM. During their internship, the girls will present at the state educator's CTE Conference to demonstrate and teach state educators about activities to engage students in STEM. The internship program is an extension of WTC's SheTech, a program designed to activate, engage and inspire high school girls to pursue STEM fields and careers through hands-on experience and mentoring with industry experts.

extension of WTC's SheTech, a program designed to activate, engage and inspire high school girls to pursue STEM fields and careers through hands-on experience and mentoring with industry experts.

## ENERGY/NATURAL RESOURCES

• **Vivint Solar Inc.**, Lehi, has expanded into Vermont. The residential solar energy systems company now operates in 18 states.

## HEALTHCARE

• **Health Catalyst**, Salt Lake City, has announced the appointment of **Duncan Gallagher** to the company board of directors. Gallagher has more than 30 years of experience as a health-



Duncan Gallagher

care chief financial officer and finance leader, including his most recent role as executive vice president, chief administrative officer and CFO of Allina Health, based in Minneapolis. Allina Health's more than 90 clinics, 12 hospitals and related healthcare services provide care for nearly 1 million people across Minnesota and western Wisconsin. Gallagher also spent 10 years as executive vice president and chief operating/financial officer with Iowa-based UnityPoint Health and was a partner at KPMG.

## PHILANTHROPY

• **Ruby's Inn**, Bryce Canyon, announced that last year it raised \$75,286 for the **Bryce Canyon National History Association** through its "Dollar Check-Off" program. Over the past 13 years it has raised \$700,000 for the association through the program, which allows guests at the three Ruby's Inn hotels to

donate to the program with \$1 charged each night of their stay going directly to the association. The program has grown to a 98 percent participation rate among guests, with an estimated 118,000 participants in 2016.

• **Bank of Utah**, Ogden, presented a check for \$1,000 to **Bountiful Food Pantry** at a ribbon-cutting event for a new branch in Bountiful. Bank of Utah has supported Davis County through its annual "Warm Bodies, Warm Souls" coat drive and "Shower Them with Love" drive to collect baby necessities for financially struggling families, and both efforts have benefited the Bountiful Food Pantry for more than five years.

## REAL ESTATE

• **The Cove at Overlake**, in Tooele, has been sold for an undisclosed amount to a private partnership based in northern California. The Cove is a 132-unit, Class A apartment community built in 2014. The seller was a local partnership that built the property. Rawely Nielsen, president of investment sales at **Coldwell Banker Commercial Advisors (CBC Advisors)**, and Darren Nielsen, investment sales advisor at CBC Advisors, represented the seller and buyer in the transaction. CBC Advisors also was involved in the sale of **The Pines**, adjacent to Brigham Young University-Idaho in Rexburg, for an undisclosed amount. The Pines is a 72-unit student housing community with 344 beds. The seller was **Hemming Properties**, a Rexburg investment development group. Hemming Properties maintained some ownership in The Pines after the sale. The buyer was **Pines Investors LLC**, a Provo-based student housing invest-

see BRIEFS next page

**HOWE RENTAL & SALES**  
LOCALLY OWNED AND OPERATED SINCE 1953

**NEED EQUIPMENT?**

- Forklifts
- Scissor & Boom Lifts
- Scaffolding
- Excavators
- Mixers
- Welders
- Sweepers & Scrubbers
- Compressors
- Compaction Equipment
- Skid Loaders
- Backhoes
- Dump Trucks

**24 Hour Emergency Service**

- Ogden
- Layton
- Tooele
- Park City
- Provo
- Salt Lake City

**CALL TODAY! 801.463.7997** | Toll Free 866.436.HOWE • Fax 801.463.7488  
4235 South 500 West • Murray, UT 84123

**ALL EQUIPMENT IS SAFETY INSPECTED**  
**PROMPT DELIVERY**

*Genie S-80X*

[www.howerentals.com](http://www.howerentals.com)



## Industry Briefs

from previous page

ment group. Patrick Lucero, senior vice president at CBC Advisors, represented Hemming Properties. Nielsen represented Pines Investors LLC.

### RECOGNITIONS

• **Dr. Marc Harrison** is listed at No. 10 in the 2017 rankings of the “50 Most Influential Physician Executives

and Leaders,” a list compiled by *Modern Healthcare*. Harrison is president and chief executive officer of Intermountain Healthcare. The awards program “honors physicians working in all sectors of the healthcare



Marc Harrison

industry who are steering their organizations and the healthcare delivery system through dynamic, challenging times.” The ranking began with nominations, which were narrowed to a final ballot of 150 physician executives who received the most nominations. The final 50 honorees were chosen by readers and the senior editors of *Modern Healthcare* and *Modern Physician* magazines.

• **Visit Salt Lake (VSL)** has presented its annual “Tourism Achievement Award” to SMG and Utah Food Services. The award is VSL’s highest honor, presented annually to

honor members and community organizations for “outstanding efforts in supporting the mission of VSL and the larger tourism community of Salt Lake County.” SMG is a worldwide facility management company contracted by Salt Lake County to manage the Salt Palace Convention Center, South Towne Exposition Center and the Salt Lake County Equestrian Park and Event Center. Utah Food Services is the exclusive caterer at the Salt Palace Convention Center and South Towne Expo Center.

• **Dixie State University** and **Love Communications** recently received a **Silver Anvil Award of Excellence** and **Young Living Essential Oils** and **Ketchum** received a **Silver Anvil Award** from the **Public Relations Society of America**. Dixie State and Love Communications were honored for “Blazing a New Brand,” establishing the university’s Trailblazer athletic rebrand. The entry was in the category of “Reputa-

tion/Brand Management, Government.” The Young Living/Ketchum entry, “The Lavender Room NYC,” was in the category of “Events and Observances, Seven or Fewer Days, Consumer Products.”

### RESTAURANTS

• **Dave & Buster’s** will open its first Utah location at The Gateway in March 2018. Dave & Buster’s, with a combination of entertainment and dining, has 99 restaurants in 34 states.



Everything for the  
Contractors

We rent the best

4343 Century Drive  
Salt Lake City, UT 84123

801-262-5761

www.centuryeq.com

**CASE**  
CONSTRUCTION

**THE Enterprise**  
UTAH'S BUSINESS JOURNAL

## Why share?

Get your own copy of Utah's  
premier business news source.

Call 801-533-0556  
or go online to [www.slenterprise.com](http://www.slenterprise.com)



88% of consumers have read reviews to  
determine the quality of a local business

Google

facebook



yelp

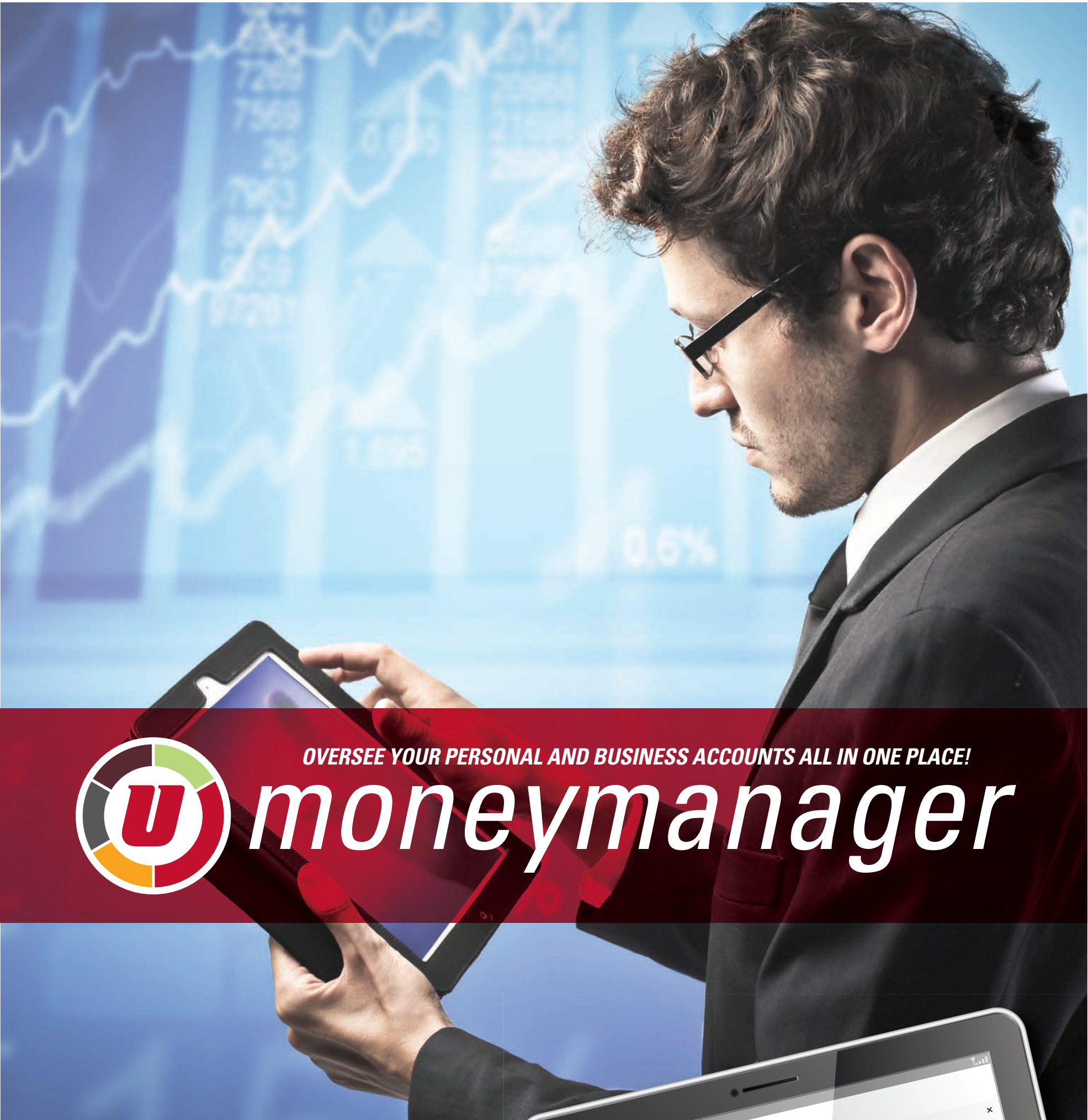


dexknows

Don't lose business because you have  
insufficient or unfavorable reviews

To Learn how to get honest reviews from  
real customers, visit  
[www.enterprisedigitalsolutions.com](http://www.enterprisedigitalsolutions.com)



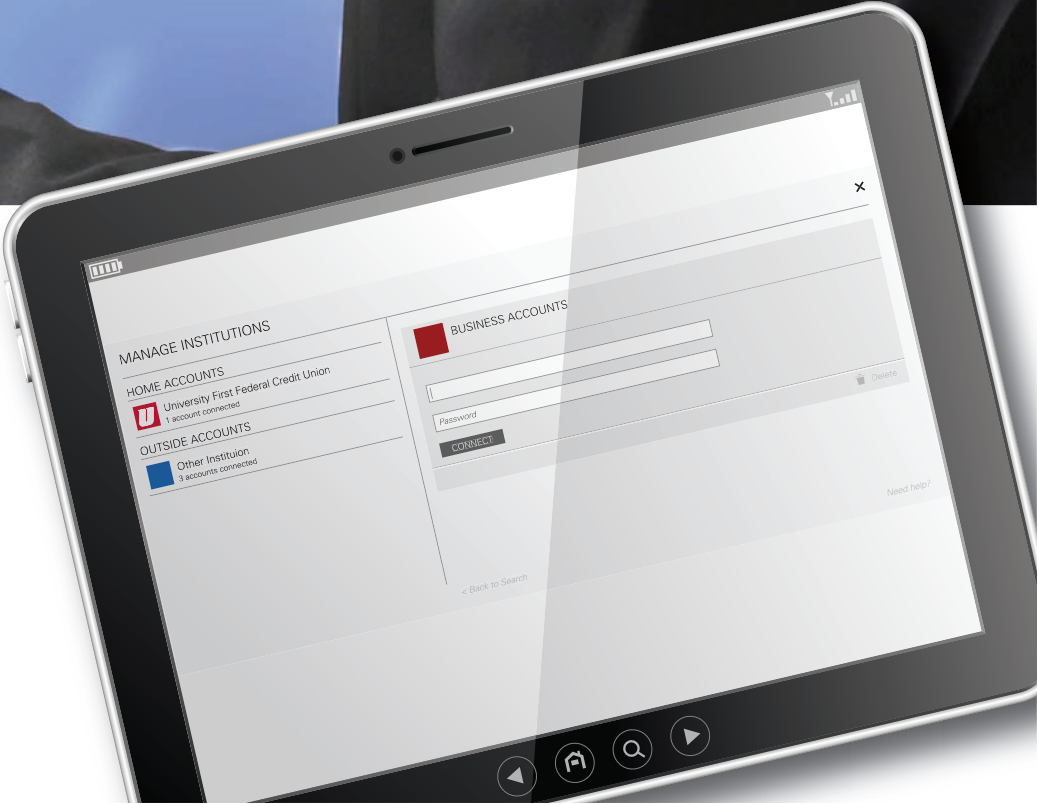


*OVERSEE YOUR PERSONAL AND BUSINESS ACCOUNTS ALL IN ONE PLACE!*

*moneymanager*

University Credit Union gives you all the tools to run your business efficiently. Try our U MoneyManager found in our new online banking. It can help you budget and create an accounting system. If you have any questions visit [UcreditU.com](http://UcreditU.com) for details.

**University**  
FEDERAL CREDIT UNION  
IT'S BETTER HERE





# Calendar

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

## June 27, 9-10 a.m.

**“SBA 8(a) Program: Helping Small Businesses Secure Government Contracts,”** a U.S. Small Business Administration event. Location is Wallace F. Bennett Federal Building, 125 S. State St., Room 2227, Salt Lake City. Free. Registration can be completed at Eventbrite.com.

## June 27, 10-10:30 a.m.

**“The Historically Underutilized Business Zones (HUBZone),”** a U.S. Small Business Administration event. Location is Wallace F. Bennett Federal Building, 125 S. State St., Room 2227, Salt Lake City. Free. Registration can be completed at Eventbrite.com.

## June 27, 11-11:45 a.m.

**“Advantages of Service Disabled & Women-Owned Small Business Set-Asides,”** a U.S. Small Business Administration event. Location is Wallace F. Bennett Federal Building, 125 S. State St., Room 2227, Salt Lake City. Free. Registration can be completed at Eventbrite.com.

## June 27, 11:30 a.m.-1 p.m.

**Women in Business Luncheon,** an Ogden-Weber Chamber of Commerce event. Speaker Nicole Carpenter will discuss “Define Your Time.” Location is Hub 801, 3525 Riverdale Road, Ogden. Cost is \$20. Details are at [ogdenweberchamber.com](http://ogdenweberchamber.com).

## June 27, 11:30 a.m.-1 p.m.

**Women in Business Luncheon,** a Sandy Area Chamber of Commerce event featuring a Women Tech Panel that includes Heather Erickson, vice president of marketing, Instructure; Cydni Tetro, founder, Women Tech Council; Shauna Ehninger, front end engineer, Adobe; and Marla Rausch, chief executive officer, Animation Vertigo. Location is Instructure, 6330 S. 3000 E., Suite 700, Sandy. Details are at [sandychamber.com](http://sandychamber.com). Registration can be completed at Eventbrite.com.

## June 27, noon-1:30 p.m.

**Lunch and Learn Series.** The series is a collaboration between the Women’s Business Center and the Professional Education Department at the University of Utah. Topic is “Employment Law.” Location is the Salt Lake

Chamber, 175 E. 400 S., Suite 600, Salt Lake City. Cost is \$40. Registration can be completed at [wbcutah.com/events](http://wbcutah.com/events).

## June 28, 11:30 a.m.-1 p.m.

**Professionals Networking Group,** a ChamberWest event. Location is Golden Corral, 3399 W. 3500 S., West Valley City. No RSVP required. Details are at [chamberwest.org](http://chamberwest.org).

## June 28, noon-1 p.m.

**“Intellectual Property in the World of Internet Commerce and Foreign Manufacturers,”** presented by Workman Nydegger attorneys Tim Nichols, Dave Johnson and Brad Barger. Location is Silicon Slopes, 2600 W. Executive Parkway, Suite 140, Lehi. Free. Registration can be completed at Eventbrite.com.

## June 29, 2017, 7 a.m.

**Annual Golf Classic,** a ChamberWest event. Location is Stonebridge Golf Club, 4415 Links Drive, West Valley City. Details are at (801) 977-8755 or [chamber@chamberwest.org](mailto:chamber@chamberwest.org).

## June 29, 11:30 a.m.-1 p.m.

**“Meet the City Business Outreach Luncheon,”** a West Jordan Chamber of Commerce event featuring updates from the city and chamber. Speakers include Mayor Kim Rolfe, Police Chief Doug Diamond, Fire Chief Marc McElreath and other West Jordan City officials. Location is West Jordan City Hall, 8000 S. Redwood Road, West Jordan. Cost is \$5. Registration deadline is noon June 26. Details are at [westjordan-chamber.com](http://westjordan-chamber.com).

## June 29, 11:30 a.m.-1 p.m.

**Networking Luncheon,** a Murray Area Chamber of Commerce event. Speaker Dr. Nick Greenwood will discuss “Drug and Opiate Addiction in Utah.” Location is Buca di Beppo, 935 Fort Union Blvd., Midvale. Details are at [murraychamber.org](http://murraychamber.org).

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

**Eggs & Issues,** a Murray Area Chamber of Commerce event. Speaker is Blair Camp, candidate for Murray mayor. Location is The Egg & I Restaurant, 1919 E. Murray Holladay Road, Holladay. Free (pay if ordering from the menu). Open to the public. Details are at [murraychamber.org](http://murraychamber.org).

## July 6, 11:30 a.m.-1 p.m.

**Chamber Luncheon,** a Murray Area Chamber of Commerce event. Speaker is Tannen Ellis-Graham, chief executive officer and co-founder of Career Karma 360. Location is

Brio Tuscan Grille, 6173 S. State St., Murray. Cost is \$20 with pre-paid registration, \$30 at the door. Details are at [murraychamber.org](http://murraychamber.org).

## July 6, 12:30-4:30 p.m.

**“How to Start and Grow a Successful Online Business in 2017.”** Location is the Davis Conference Center, 762 W. Heritage Park Blvd., Layton. Free. Registration can be completed at Eventbrite.com.

## July 7, 7:30-8:30 a.m.

**Eggs & Issues,** a Murray Area Chamber of Commerce event. Speaker Craig Burnett, Murray City police chief, will discuss “Crime Prevention in Murray City.” Location is Mimi’s Café, 5223 S. State St., Murray. Free (pay if ordering from the menu). Open to the public. Details are at [murraychamber.org](http://murraychamber.org).

## July 7, 8-10 a.m.

**Friday Forum,** a Utah Valley Chamber event. Location is Utah Valley Convention Center, 220 W. Center St., No. 200, Provo. Details are at [thechamber.org](http://thechamber.org).

## July 7, 8-10 a.m.

**First Friday Face-To-Face,** a Salt Lake County Business to Business Networking Group event. Location is Miller Free Enterprise Center, 9750 S. 300 W., Sandy. Free. Registration can be completed at Eventbrite.com.

## July 10, noon-2 p.m.

**Weber County International Business Forum,** a World Trade Center Utah (WTC Utah) event in partnership with Ogden City, Weber County and the Ogden-Weber Chamber of Commerce. Keynote speaker is Derek Miller, WTC Utah president and chief executive officer. Event also includes a panel composed of exporting experts, and networking opportunities. Location is Ogden Eccles Conference Center, 2415 Washington Blvd., Ogden. Free, but registration is required. Details are at [wtcutah.com](http://wtcutah.com).

## July 12-13

**Energy Democracy Symposium,** a Utah Clean Energy event. July 12 activities are 9:15 a.m.-4 p.m. at the Salt Lake City Public Library, 210 E. 400 S., Conference Room 4, Salt Lake City, and will focus on conversations between practitioners and academics about emerging energy democracy initiatives, and from 7-8 p.m. at the University of Utah Fort Douglas Officers’ Club, 150 S. Fort Douglas Blvd., North Room, Salt Lake City, with keynote speaker Allison Macfarlane discussing “Public Participation in

Energy: Nuclear Power as a Case Study.” July 13 activities are 8:30 a.m.-6 p.m. at the Fort Douglas Officers’ Club and feature a focus on developing a research program in energy democracy. Details are at [utahcleanenergy.org](http://utahcleanenergy.org).

## July 12, 11:30 a.m.-1 p.m.

**Connect 4 Lunch,** a Sandy Area Chamber of Commerce event. Location is the Brick Oven, 10622 S. River Front Parkway, South Jordan. Cost is \$15 for chamber members, \$20 for non-members. Details are at [sandychamber.com](http://sandychamber.com).

## July 13, 9 a.m.- noon

**2017 UTC Open,** a Utah Technology Council event open to UTC top executives. Location is Topgolf, 920 Jordan River Blvd., Midvale. Details are at [utahtech.org](http://utahtech.org).

## July 13, 11:30 a.m.-1 p.m.

**Lunch & Learn,** a Murray Area Chamber of Commerce event. Speaker is from the Utah Department of Workforce Services. Location is Prohibition, Fashion Place Mall, 151 E. 6100 S., Murray. Details are at [murraychamber.org](http://murraychamber.org).

## July 14, 7:30-8:30 a.m.

**Eggs & Issues,** a Murray Area Chamber of Commerce event. Speaker is from the Creative Reuse Center. Location is Mimi’s Café, 5223 S. State St., Murray. Free (pay if ordering from the menu). Open to the public. Details are at [murraychamber.org](http://murraychamber.org).

## July 14, 7:45-9 a.m.

**Women in Business Networking,** an Ogden-Weber Chamber of Commerce event. Location is Ogden-Weber Chamber of Commerce, 2380 Washington Blvd., Suite 290, Ogden. Free for WIB members. Details are at [ogdenweberchamber.com](http://ogdenweberchamber.com).

## July 18, 11:30 a.m.-1 p.m.

**Women in Business Golf Social,** a Sandy Area Chamber of Commerce event. Location is River Oaks Golf Course, 9300 Riverside Drive, Sandy. Details are at [sandychamber.com](http://sandychamber.com).

## July 18, 11:30 a.m.-1 p.m.

**Business Alliance Networking Luncheon,** a Davis Chamber of Commerce event. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Free. Details are at [davischamberofcommerce.com](http://davischamberofcommerce.com).

## July 18, 11:30 a.m.-1 p.m.

**Women in Business Luncheon,** an Ogden-Weber Chamber of Commerce event.

Location is Hub 801 Events, 3525 Riverdale Road, Ogden. Cost is \$20. Details are at [ogdenweberchamber.com](http://ogdenweberchamber.com).

## July 19, 3-4:30 p.m.

**“Jump Start: Intro to Entrepreneurship,”** a Salt Lake Chamber seminar taught by Deb Bilbao, business consultant at the Women’s Business Center (WBC). Event is designed for all entrepreneurs: those looking to go into business, early start-up stage or those looking to improve an existing business. Location is the Salt Lake Chamber, 175 E. 400 S., Suite 600, Salt Lake City. Free. Details are at [slchamber.com](http://slchamber.com).

## July 20, 8-10 a.m.

**Utah Compensation Survey Briefing Session,** a Mountain States Employers Council (MSEC) event. Location is MSEC Utah office, 175 W. 200 S., Suite 2005, Salt Lake City. Free. Details are at [msec.org](http://msec.org).

## July 20, 10 a.m.-noon.

**Annual “State of Downtown” Event,** presented by the Downtown Alliance. Event features the presentation of three Downtown Achievement Awards and the release of the annual Economic Benchmark Report compiled in partnership with CBRE. Networking lunch from noon-1:30 p.m. follows. Location is the Black Box at the Eccles Theater, 131 S. Main St., Salt Lake City. Cost is \$50. Details are at <http://downtownslc.org/tickets>.

## July 20, 11:30 a.m.-1 p.m.

**Networking with Friends,** a Murray Area Chamber of Commerce event. Speaker Daryl Shaun Price will discuss “The Hat Rack Syndrome.” Location is Prohibition, Fashion Place Mall, 151 E. 6100 S., Murray. Cost is \$15 for members, \$20 for nonmembers. Details are at [murraychamber.org](http://murraychamber.org).

## July 20, 11:30 a.m.-1 p.m.

**“Multiplying Lasting Profitable Relationships,”** a West Jordan Chamber of Commerce event. Location is West Jordan City Hall, 8000 S. Redwood Road, West Jordan. Free for chamber members, \$15 for nonmembers. Details are at [westjordanchamber.com](http://westjordanchamber.com).

## July 21, 7:30-8:30 a.m.

**Eggs & Issues,** a Murray Area Chamber of Commerce event. Speaker is Sim Gill, Salt Lake County district attorney. Location is Mimi’s Café, 5223 S. State St., Murray. Free (pay if ordering from



## Business Tech

### Can't afford someone to watch your IT systems full-time? How about a vCTO?

The position of chief technology officer was created for a reason. There needs to be ownership and strategy behind the technology decisions a company makes at the highest levels. Your network is so essential to how you do businesses that it needs a seat at the table. There is an enormous amount of money and frustration that can be saved by having a CTO that can help craft that strategy and provide direction.

The challenge that many small- and medium-sized businesses face is that they don't have sufficient need or resources to pay a full-time CTO. Technology is an important part of what they do and essential to business functions, but they aren't currently at a size where they can justify the cost of that full-time employee.

Many businesses have been

turning to virtual CTOs to bridge the gap. Virtual CTOs are experienced IT professionals who offer CTO-level guidance and strategy on a consulting basis. They meet with an organization to understand its needs and challenges and help craft and implement IT strategies that help them achieve their organizational goals.

Virtual chief technology officers (vCTO) offer several advantages to the businesses that engage them. The biggest is that their clients get the help and guidance they need to reach their technology goals. In addition, they frequently find that the reduced costs of project completion through sound technology choices offset much or all the cost of the vCTO. A good consultant can also frequently offer solutions

on how to streamline your technology solutions, eliminate waste and offer additional value.

I recently consulted with a medium-sized manufacturing firm. They have about 500 employees and at the time of the engagement had just lost a full-time CTO. They had four remaining IT staff that were without a leader and a stack of technology that was an odd pairing of antiquated and new.

One of the things we recognized immediately was that their IT environment was not running efficiently. They had a little over 40 servers and were not leveraging any kind of virtualization technology. That meant that there were 40 physical servers in racks that all needed maintenance, power, bandwidth, etc. Power alone can cost up to \$1,000 per year per server. The costs of that footprint were significant.

Another thing that's often

not considered is that the processing power on servers in a scenario like this is typically woefully underutilized. In this case, it meant that most the hardware resources they were paying so much money to feed and maintain were not actually being used anywhere near their capacity. Wasteful!

A strategy was put in place to streamline the network. We would take the very best of the existing hardware that was completely underutilized, and leveraged virtualization technology to be able to do more with less. Virtualization allows you to apply a software layer to the hardware that you can build upon. This makes it possible to put multiple server operating systems on the same piece of physical hardware. In this specific scenario, it meant that they could go from maintaining 40 servers to eight.

The cost savings was dramatic. Over three years it's estimated that they will save around \$400,000 in total costs for power, maintenance, warranties, manpower, etc. That represents a savings of around 70 percent and by eliminating legacy hardware they improved system performance at the same time.

In addition to changes to the hardware, there were staffing changes made as well. The company decided that with a vCTO,

they no longer needed to rehire for that position. They also decided to eliminate two of their full-time IT staff and hire a managed-service company to help with server monitoring and network maintenance. These changes also represented a significant cost savings and the strategic partnership with a managed-services firm gave them many benefits, tools and resources that they didn't have before.

At the end of the day, this company saved hundreds of thousands of dollars every year while increasing performance and response times on IT issues. Having the right strategy for IT can pay off big. More than just costs savings and increased efficiency, a vCTO can help you see technology as a strategic advantage for your business. It can empower you and help to push you forward.

Take a little time to think about your strategy for IT. If you don't have a direction that you're currently comfortable with, a vCTO might be a great fit for your business. The very best managed-service providers offer vCTO services. That also might be a great option to investigate. Invest in your technology strategy and it will pay you dividends.

Mike Herrington is the manager of business development at i.t.NOW.



MIKE HERRINGTON



**SECURE DOCUMENT  
SHREDDING  
HOME & OFFICE**

**www.rmshred.com**

P.O. Box 26573, Salt Lake City, UT • 1-855-74-SHRED • Fax 801-880-9015

## CALENDAR from page 9

the menu). Open to the public. Details are at [murraychamber.org](http://murraychamber.org).

### July 26, 9-10 a.m.

**International Marketing Seminar**, a World Trade Center Utah event featuring a panel discussion about the importance of market research and target market selection, cultural sensitivities and differences in marketing internationally. Location is Zions Bank Founders Room, 1 S. Main St., No. 1800, Salt Lake City. Free. Details are at [wtcutah.com](http://wtcutah.com).

### July 27, 11:30 a.m.-1 p.m.

**Business Matters Lunch**, hosted by the South Salt Lake Chamber. Location is Jordan Valley Water Conservancy District, 8215 S. 1300 W., West Jordan.

### July 28, 7:30-8:30 a.m.

**Eggs & Issues**, a Murray

Area Chamber of Commerce event. Location is Mimi's Café, 5223 S. State St., Murray. Free (pay if ordering from the menu). Open to the public. Details are at [murraychamber.org](http://murraychamber.org).

### July 31, 8 a.m.-1 p.m.

**Small Business Nine-Hole Golf Tournament 2017**, a Salt Lake Chamber event. Activities include golf, prize drawings and an awards luncheon. Location is Stonebridge Golf Course, 4415 Links Drive, West Valley City. Cost is \$70 (includes golf with cart, continental breakfast and brunch), \$30 for brunch only. Sponsorships are available. Details are at [slchamber.com](http://slchamber.com).

### Aug. 1, 11:30 a.m.-1 p.m.

**Business Alliance Networking Luncheon**, a Davis Chamber of Commerce event. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Free. Details are at [davischamberofcommerce.com](http://davischamberofcommerce.com).

**see CALENDAR page 15**



## HR Matters

# Accountability: The missing link to successful recruiting

As a workforce strategy consultant in the recruiting and staffing industry, I have the opportunity to help companies define their strategies and execute their plans to acquire and retain their most valuable assets — their people. During these meetings I have come to expect a few regulars seated around the boardroom table: company executives, human resources leadership, talent acquisition teams and a few extra-engaged (read: upset) hiring managers who, for one reason or another, cannot find the talent they need to meet their department's goals and objectives.

These meetings always start with the same question: "How do we bring in more talent?" A couple of minutes into the discussion, they'll ask themselves, "How do we stop the talent we have from leaving our company to join \_\_\_\_ (the latest trendy company offering its employees unlimited PTO and energy drinks)?" Eventually someone

will declare that there is just not enough top talent in Utah, and complain that government and/or workforce organizations ought to be doing more to fix this problem. Invariably, questions are directed then toward me, and I am asked,

"Why can't we just pull people out of a hat and put them to work?" This is a fundamental flaw: the placement of responsibility on outside forces to solve problems rooted within the organization itself. This misplacement

of accountability significantly reduces the chances that they'll reach an effective and timely solution to this problem. *No government agency, community organization or external resource can solely solve a company's hiring challenges!* The solution most often comes from within your company.

**Your Talent Marketing Strategy:** Even in this ultra-competitive marketplace, many employers seem to have the expectation that candidates should be beating down their door for

an opportunity. They forget that the best candidates have plenty of options, and unless their company's strategy is about the transparent pursuit of the right potential employee, often the candidate the hiring manager *really* wants doesn't even know they're interested. When your industry's top performers are being courted and receiving job offers from your direct competitors, you and your passive approach will be outmatched even if you are the superior choice.

Too often, companies try to sell the candidates on the job by getting them excited about the culture (using job perks like ping-pong tables in the breakroom and desk massages as their primary selling points) instead of focusing on how the candidate can utilize and expand unique skillsets with your specific organization. Selling your company culture instead of the job sets a bad tone, and when a brand-new hire sees a culture that is too relaxed or a workplace with an unclear mission statement and objectives, they wonder if they have sold themselves short.

Your best candidates are not

motivated by the trivial; they want stability, consistency and the chance to do great things in concert with great people. Smart companies are advertising their job opportunities using the mentality of their ideal job candidate: someone who is driven with the right mindset and character. To find and attract that person, you must highlight how your company exactly aligns with what that person wants to accomplish when they go to work every day.

**Your Own Personal Talent Pool:** As the owner of a recruiting and staffing agency, I make my living by bringing new and fresh talent into an organization; however, I will typically tell a client they should first look *inside* their organization to fill the role in question. Your organization is filled with engaged torch-bearers who are already infatuated with you, your message, culture and leadership. Frankly, if your organization doesn't cultivate a culture of seeking to promote from within, your people will soon be looking for advancement elsewhere anyway.

By establishing an organized

mentorship and transparent roadmap for advancement, you will decrease turnover, increase morale and engage your most important people. Your top employees want to work *toward* something, and more importantly, they want you to notice their hard work. In addition to motivating with advancement opportunities, using tools like tuition reimbursement, internships and job shadows are all ways to show your high level of commitment to your employees' success. Simply put, employees will invest in a company that will invest in them. Knowing this, you have an opportunity to be proactive, and be first to the table with that investment.

**Leveraging Strategic Partnerships:** This should go without saying. Anyone who does not have your company's best interests at heart has no business communicating with the talent you want working with you. Too often, especially in my industry, companies get burned by partners

see ROBISON pg. 14



AUDREY ROBISON

## What Makes You HAPPY?



© 2016 Spherion Staffing Services LLC

Spinning your wheels at work due to a staffing shortage with no time to recruit new hires, let alone take a lunch break? Discover personnel with the skills and motivation to make you happy! Since 1946, Spherion® has been helping companies find the high performers they need to stay productive and competitive. Rediscover happiness with a workforce that will put a smile on your face. **Call Spherion today!**

spherion®

Salt Lake 801.261.8880  
Ogden 801.825.1100

Orem 801.221.0550  
Professional 801.519.5093

spherion.com/utah



## Opinion

# Stop making businesses the scapegoats for bad government policy

There's a disturbing and counterproductive tendency to scapegoat individual businesses for responding predictably to conditions established by the choices politicians make. A recent example is a replay of last year's attacks on Mylan, which manufactures the popular epinephrine auto-injector EpiPen and is still apparently being blamed for problems in the health-care industry that were created long ago by bad government policy and sustained over the years thanks to political cowardice.

Last year, Mylan came under intense public scrutiny for raising the list price of EpiPens by 500 percent since it bought them in 2007. This came across as opportunism by politicians seeking to divert attention away from their own failures to fix problems in healthcare. But even in a free market, which the pharmaceutical industry most certainly is not, public opinion can force companies to reduce prices. That said, it's a rather weak mechanism when compared with true competition.

In his "Adventures in Capitalism" column in *The New York Times*, Charles

Duhigg recently castigated Mylan for not responding satisfactorily to last year's furor. The list price for a two-pack of EpiPens, he noted, is still \$609. "Didn't we solve this problem?" he asked. Well, it depends on what problem you are talking about.

For one thing, Duhigg's outrage over what he sees as the excessive price of an EpiPen is just smoke and mirrors. As an excellent piece in *Reason* by Ira Stoll correctly points out, focusing on list prices for pharmaceuticals is misleading because almost no one actually pays the listed price. And if people do, it's usually only until they hit their insurance deductible for that year, after which most drugs become highly discounted.

Companies set unrealistic prices as opening bids for negotiation with insurance companies, not because they expect many customers to really pay those prices.

Stoll adds that Duhigg knows this. He writes, "Twenty-six paragraphs later, way down toward the very end of the article, Duhigg discloses, 'In fact, the company says that since it came under attack in

August, nearly 90 percent of EpiPen buyers have paid less than \$100 per box because of insurance, discounts or coupons.'" I guess it's hard to write an entire column about the unseemly price of the lifesaving device if you have to acknowledge upfront that this high price isn't what consumers actually pay.

Now, if you think that this is a weird and probably counterproductive pricing system, you would be correct. But unlike Duhigg, don't blame it on Mylan's flouting "the norms of good corporate behavior," because we mostly have the government to thank for it. Politicians turned insurance from a hedge against catastrophic financial loss into a medical prepayment program. Obamacare made it worse, but government distortions at both the state level and the federal level have been contributing to this problem for decades. As the third-party-payer system expanded over the years and patients made fewer and fewer purchases out of pocket, the pricing of drugs and medical care predictably became opaque and unresponsive to usual market pressures.

Compounding the problem is the Food and Drug Administration, which makes

developing new drugs prohibitively costly — upping pressure on companies to bring in sufficient revenue through existing drug sales to fund research and development. The FDA routinely blocks new competitors from entering existing markets, too.

Last year, Mylan's primary competitor, Sanofi, discontinued its line of Auvi-Q auto-injectors. Several other companies attempted to enter the market with new products, only to be thwarted by the FDA. If a government agency effectively grants a company a monopoly in a particular market, who is really to blame when that company then behaves like a monopoly?

Closing his column, Duhigg expressed hope that sustained attention might impact the price of EpiPens and urged continued questioning of why EpiPens cost so much. But that's a question better directed at politicians. If only *The New York Times* had an "Adventures in Government Regulation" column.

Veronique de Rugy is a senior research fellow at the Mercatus Center at George Mason University in Virginia.

COPYRIGHT 2017 CREATORS.COM



VERONIQUE de RUGY

# Liberals and conservatives should open up to all kinds of opinions

The recent shooting at a congressional baseball practice was a ghastly example of the political polarization that is ripping this country apart. Political scientists have shown that Congress is more divided than at any time since the end of Reconstruction.

I am struck not simply by the depth of partisanship these days, but increasingly, also by its nature. People on the other side of the divide are not just wrong and to be argued with. They are immoral and must be muzzled or punished.

This is not about policy. The chasm between left and right during much of the Cold War was far wider than it is today on certain issues. Many on the left wanted to nationalize or substantially regulate whole industries; on the right, they openly advocated a total roll-back of the New Deal. Compared to that, today's economic divisions feel relatively small.

Partisanship today is more about identity. The scholars Ronald Inglehart and Pippa Norris have argued that, in the past few decades, people began to define themselves politically less by traditional economic issues than by identity — gender, race, ethnicity, sexual orientation. I would add to this mix social class, something rarely spoken of in America but a powerful determinant of how we see ourselves. The 2016 election had a lot to do with social class, with non-college-educated rural voters reacting against a professional, urban elite.

The dangerous aspect of this new form of politics is that identity does not lend

itself easily to compromise. When the core divide was economic, you could always split the difference. If one side wanted to spend \$100 billion and the other wanted to spend zero, there was a number in-between. The same is true with tax cuts or welfare policy. But if the core issues are about identity, culture and religion (think of abortion, gay rights, Confederate monuments, immigration, official languages) then compromise seems immoral. American politics is becoming more like Middle Eastern politics, where there is no middle ground between being Sunni and Shiite.

I have seen this shift in the reactions to my own writing and, later, my television show. When I started writing columns about two decades ago, the disagreements were often scathing but almost always about the substance of the issue. Increasingly there is little discussion about the substance, mostly ad hominem attacks, often involving my race, religion or ethnicity.

Today, everything becomes fodder for partisanship. Consider the now-famous production of the Public Theater's "Julius Caesar" in Central Park, in which Caesar resembles Pres. Trump. Conservatives have pilloried the play, raising outrage among people who have never seen it, claiming that it glorifies the assassination of a president and seeking to defund the production. Since I tweeted a line praising the production, I've received a barrage of attacks, many of them quite nasty. In 2012, a production of the same play had an Obama-like Caesar being murdered nightly and no one

seemed to have complained.

In fact, the central message of "Julius Caesar" is that the assassination was a disaster, leading to civil war, anarchy and the fall of the Roman republic. The assassins are defeated and humiliated and, wracked with guilt, die horrible deaths. If that wasn't clear enough, the play's director, Oskar Eustis, has explained the message he intended to convey: "Julius Caesar can be read as a warning parable to those who try to fight for democracy by undemocratic means."

Political theater is as old as human

civilization. A sophisticated play by Shakespeare — that actually presents Caesar (Trump) in a mixed, somewhat favorable light — is something to be discussed, not censored, and certainly not to be blamed for the actions of a single deranged shooter.

I recently gave a speech at Bucknell University in which I criticized America's mostly liberal colleges for silencing views they deem offensive, arguing that

see ZAKARIA page 15



FAREED ZAKARIA





## Opinion

# Utah's 'paws on the patio' regulations and other 'regulatory dark matter'

Through a lot of blood, sweat and tears, my wife and I are able to go to a Southern California beach for a few weeks each winter. We take along Nelson, who is our son/part dog. Nelson really enjoys going to breakfast with us at RJ's Café in Dana Point. Some California restaurants have dog menus. RJ's does not.

The state of Utah bans dogs from general eating areas in restaurants, but allows counties to waive this regulation. In 2012, Salt Lake County amended its "dogs on the patio" regulation to include an annual fee to pay for its inspectors. It also listed nine specific requirements that are extremely burdensome. For instance, the third requires restaurant owners to clean their patios every shift change or, if they don't have scheduled shifts, every six hours with environmentally friendly chemicals. This is why Eric Nelson, the owner of Ruth's Diner in Emigration Canyon, does not allow dogs on his patio.

As of last week, the Salt Lake County Health Department said that, out of the 4,448 eating establishments in the county, only 12 are dog-friendly. Not one of these has a dog menu because the Utah State Health Department says you can't feed dogs in a restaurant.



ROBERT PEMBROKE

As mentioned, Californians can feed dogs in a restaurant and, according to the National Restaurant Association, having a dog menu increases revenue by 5 percent. Yep, that's 5 percent more taxes paid, 5 percent more income for restaurant employees and 5 percent more restaurant employees. In Utah this equates to over 5,000 new jobs. This is why California allows dogs to eat in restaurants.

It's called "regulatory dark matter," which are the rules, executive orders, agency memoranda, ordinances, guidance and regulations that *don't have legislative oversight*. The Obama administration in its last five days in office published over 1,400 pages of regulatory dark matter — execu-

tive orders that burden American industry to the tune of \$111.2 billion, according to Dan Goldbeck, a policy analyst at the American Action Forum.

The key phrase about all the above is "without Congressional approval." From 2001 to 2014, 53,838 final rules — regulatory dark matter — were added to the Federal Registry.

"Dogs on the patio" is a classic example of regulatory dark matter. A dog enthusiast went to elected Salt Lake Council member Arlyn Bradshaw and sold him on allowing dogs on the patio. Councilman Bradshaw took the idea to the 15 members of the Salt Lake County Board of Health, who are appointed, not elected, by Salt Lake County Mayor Ben McAdams. They passed the regulation, which was modeled after one in Dallas without a single member voting no.

Boy, is there a lot of regulatory dark matter out there. In fact, no one claims to know just how much. In a well-publicized study, Clyde Wayne Crews Jr. of

the Competitive Enterprise Institute's "Mapping Washington Lawlessness 2016," says, "We can count agency proposed and final rules and even executive orders and memos, but agency memos, guidance documents, billions in other dark matter are more difficult to broadly grasp and measure."

Crews concludes with a super idea: "Congress must vote approval of costly or controversial dark matter decrees. Free enterprise does not mean companies get to run wild, and sadly, the competitive process itself has a vital role to play in 'regulation.' Real *regulation*, real *discipline*, requires something other than the bureaucratic mindset."

Great Britain and Canada have both implemented rule-in, rule-out requirements with some success. I believe regulatory dark matter is the root of government's out-of-control growth.

Robert Pembroke is chairman of Pembroke's Inc. and a self-described "small-business owner on permanent sabbatical."

## MEIER'S CATERING MENU

### BAR-B-QUE CHICKEN & RIB MENU

Bar-B-Que Chicken <i>Smothered in our special bar-b-que sauce</i>	Country Style Spare Ribs
Fresh Cut Fruit	Baked Chuckwagon Beans
Pasta Shrimp Salad	Meier's Homemade Potato
Utah Corn on the Cob <i>(seasonal)</i>	Salad
<i>Cooked on site</i>	Glazed Orange Rolls
Ice Cold Lemonade	Brownie Sundae
Bar-B-Que Boneless	<i>Brownie, vanilla ice cream, covered with deep rich chocolate sauce</i>



Complete Catering  
Service for 40-10,000  
Western Chuckwagon Bar-B-Ques  
Company Picnics • Family Reunions  
Business Luncheons • Weddings  
Open Houses • Dutch Oven Cookouts  
801-278-4653 or 1-800-431-4655  
www.meierscatering.com  
Est. 1990

Bar-B-Que Beef <i>Shredded bar-b-que beef on a bun</i>	Pulled Pork	Hamburger/Grilled Chicken <i>Meier's own quarter pound</i>
Dutch Oven Bar-B-Que	Hamburger/Hot Dog	<i>Hamburger w/all the condiments</i>
Chicken/Ribs	<i>Hamburger w/all condiments</i>	<i>Marinated Chicken Breasts</i>
Potatoes Au Gratin	<i>Meier's own quarter pound</i>	<i>Grilled on site</i>
Peach Cobbler	<i>Jumbo all Beef Franks</i>	
<i>Cooked in Dutch Ovens</i>	<i>Grilled on site</i>	Chuckwagon-K-Bobs
Flat Iron Steaks	Tri Tip Roast/Marinated	<i>Beef &amp; Chicken-K-Bobs</i>
<i>10 oz. USDA Choice</i>	<i>Grilled Chicken Breast</i>	<i>w/fresh vegetables</i>
<i>Top Sirloin Steak</i>	<i>Grilled on site</i>	<i>Grilled on site</i>
<i>Baked Idaho Potato</i>	Pork Back Ribs	Boneless Ribeye Steak
<i>Grilled on site</i>	<i>Smoked with Applewood</i>	<i>10 oz. USDA Choice Boneless</i>
		<i>Boneless Ribeye Steak</i>
		<i>Baked Idaho Potato</i>
		<i>Grilled on site</i>

*Marinated Grilled Chicken Breast*



Call for complete menus and pricing: 801-278-4653  
or email Rob at [info@meierscatering.com](mailto:info@meierscatering.com)



Real Estate

For Sale/For Lease



Everest College Office Building  
3448 S. 3200 W., West Valley City

12,722-sq.- ft. two-story medical office building previously used as a nursing college is available for sale at \$2,075,000 or for lease at \$13.00/sq. ft./yr. NNN with \$5.00/sq. ft./yr. CAM fees.

Nicely appointed finishes with modern architectural design that includes large class rooms, pharmacy lab, elevator, two sets of men and women's restrooms, and executive offices. Vacant and perfect for owner user.

- Well cared-for building
- Built 2006
- 42 Parking stalls
- Close proximity to I-215; Bangerter Hwy., and 1 block from TRAX



Contact Steve Tobias  
of Keller Williams Salt Lake City  
**801-381-9103**  
for floor plans and property previews

ROBISON  
from page 11

looking after their own bottom line before their clients'. Partnering with staffing firms is obviously an advantage, which is why statistics show 90 percent of U.S. companies leverage those services, but partners will only be as successful as the level to which you are willing and able to engage them. They need to have a strong grasp of your culture and benefits, have an in-depth knowledge of job requirements and have a synergistic relationship with your hiring manager.

Your staffing agency should be considered an extension of your HR department and help your brand, not hurt it. Just one substandard conversation with a recruiter who shares inaccurate information, mis-schedules an interview or incorrectly communicates job details ends up reflecting poorly on your company, not the recruiters'. Not only does their unprofessional experience leave a bad impression about your company with the candidate and anyone they know or come in contact with, but it will also leave one with every single person who reads their scathing review of your business on Glassdoor or Google.

In this market, finding a true partner who is willing to strategize on your behalf,

point out potential weaknesses in your employment initiatives and philosophies, cast your recruitment net even wider and build you customized recruitment and retention plans, is worth their weight in gold. Taking ownership and striving for improvement is an absolute *must* in your staffing partnership. If you're working with someone who is not providing this type of collaboration, it's safe to assume your reputation in the market is volatile and could already be suffering.

Accountability is about taking matters into your own hands and focusing on solutions within your control. Ergo, if companies *don't* take accountability in addressing their struggle to recruit and retain talent and instead place the responsibility on the shoulders of an external source, they will find it significantly more difficult to achieve workforce initiatives. Even with a nationwide shortage of engaged employees, there are companies who are overflowing with qualified applicants. How? They are the ones utilizing transparent marketing strategies catered to attracting top talent, developing and promoting their current employees and creating trusting partnerships with outside entities. Make sure you are one of those companies, too.

Aubrey Robison is the owner of the Boise office of Spherion Staffing and vice president over the five Utah offices.



BIRCH CREEK HUNTING RESERVE | WOODRUFF, UT | PRICE REDUCED

Premier Utah Hunting Land

This premier hunting ground consists of 8,595± deeded acres plus an additional 640 acres of private-leased land. The Property is part of a 26,000-acre Cooperative Wildlife Management Unit (CWMU), a program established by the Utah Wildlife Board and the Division of Wildlife Resources to benefit private land owners and hunters. With outstanding elk and mule deer habitat, the Ranch is allotted seven bull-elk and three mule-deer tags.

Reduced to \$5,650,000



TWO CREEK RANCH | MINK CREEK, ID | PRICE REDUCED

Family Legacy Ranch

Two hours north of Salt Lake City, this 230-acre luxury ranch offers a magnificent owner's home overlooking a spring-fed trout pond. Mink Creek, which flows through the Ranch for about a half mile, has had substantial stream restoration enhancing the trout habitat. Historically utilized to raise registered Angus, the Ranch runs about 50 head. The Ranch is well watered with 110 irrigated acres including two new center pivots.

Reduced to \$3,995,000



KENTUCKY WEST | ST. CHARLES, ID

Ideal as Development or Private Estate

This prime planned unit development with preliminary approval consists of 402± acres of which 222± acres are platted for development. Abundant fresh water is available from natural springs and one of the largest artesian wells in the area. Incomparable building sites provide views of the Wasatch Range and Bear Lake. Miles of trails in the nearby Cache National Forest, offer year-round recreational opportunities.

Offered at \$2,900,000

CONTACT SAM SANDERS | SALT LAKE CITY | 801.694.2092

BUYER'S BROKERS WELCOME TO COOPERATE

BOZEMAN, MT | SALT LAKE CITY, UT | BUFFALO, WY

SWANLANDCO.COM | 866.999.7342



## CALENDAR

from page 10

### Aug. 2, 8:30-10 a.m.

**"Jump Start: Intro to Entrepreneurship,"** a Salt Lake Chamber seminar taught by Deb Bilbao, business consultant at the Women's Business Center (WBC). Event is designed for all entrepreneurs: those looking to go into business, early start-up stage or those looking to improve an existing business. Location is the Salt Lake Chamber, 175 E. 400 S., Suite 600, Salt Lake City. Free. Details are at slchamber.com.

### Aug. 3, 11:30 a.m.-1 p.m.

**Strictly Networking Luncheon,** a West Jordan Chamber of Commerce event. Location is SpudToddos, 7251 S. Plaza Center Drive, Suite 120, West Jordan. Free (pay if ordering from the menu). Details are at westjordanchamber.com.

### Aug. 4, 8-10 a.m.

**First Friday Face-To-Face,** a Salt Lake County Business to Business Networking Group event. Location is Miller Free Enterprise Center, 9750 S. 300 W., Sandy. Free. Registration can be completed at Eventbrite.com.

### Aug. 4, 8-10 a.m.

**Friday Forum,** a Utah Valley Chamber event. Location is Utah Valley Convention Center, 220 W. Center St., No. 200, Provo. Details are at thechamber.org.

### Aug. 4, 8:45-11 a.m.

**"Networking Without Limits,"** a Salt Lake Chamber event. Jim Woodard of CCI Mechanical Services will discuss "Building Better Business Relationships." Location is the Salt Lake Chamber, 175 E. 400 S., Suite 600, Salt Lake City. Cost

is \$15 for members, \$20 for nonmembers. Details are at slchamber.com.

### Aug. 5, 5:30 p.m.

**Annual Member-Only Summer Social and Garden Party,** a Holladay Chamber of Commerce event. Location to be announced. Free for chamber members and one guest, \$35 for nonmembers. Details are at holladaychamberofcommerce.org.

### Aug. 9, 11:30 a.m.-1 p.m.

**Connect 4 Luncheon,** a Sandy Area Chamber of Commerce event. Location is Scheels, 11282 S. State St., Sandy. Cost is \$15 for chamber members, \$20 for nonmembers. Details are at sandychamber.com.

### Aug. 10, 5:30-8 p.m.

**Women's Business Center Summer Social,** with the theme "Celebrating 20 Years of Entrepreneurship." Location is The Falls Event Center, 580 S. 600 E., Salt Lake City. Cost is \$70 before July 10, \$84 July 10-Aug. 9, and \$100 the day of the event. Details are at slchamber.com.

### Aug. 11, 7:30-8:30 a.m.

**Eggs & Issues,** a Murray Area Chamber of Commerce event. Speaker is Erika Workman, "The Possibility Queen." Location is Mimi's Café, 5223 S. State St., Murray. Free (pay if ordering from the menu). Open to the public. Details are at murraychamber.org.

### Aug. 11, 7:45-9 a.m.

**Women in Business Networking,** an Ogden-Weber Chamber of Commerce event. Location is the Ogden-Weber Chamber of Commerce, 2380 Washington Blvd., Suite 290, Ogden. Free for WIB members. Details are at ogdenweberchamber.com.

### Aug. 15-17

**102nd Annual Convention and Golf Tournament,** a Utah Mining Association event. Location is Zermatt Resort and Crater Spring Golf Course, Midway. Details are available by contacting Marilyn Tuttle at (801) 364-1874 or mining@utahmining.org.

### Aug. 15, 11:30 a.m.-1 p.m.

**Business Alliance Networking Luncheon,** a Davis Chamber of Commerce event. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Free. Details are at davischamberofcommerce.com.

### Aug. 16

**Ogden-Weber Chamber of Commerce Golf Classic.** Location is Mount Ogden Golf Course, 1787 Constitution Way, Ogden. Sponsorships

are available. Details are at ogdenweberchamber.com.

### Aug. 16, 3-4:30 p.m.

**"Jump Start: Intro to Entrepreneurship,"** a Salt Lake Chamber seminar taught by Deb Bilbao, business consultant at the Women's Business Center (WBC). Event is designed for all entrepreneurs: those looking to go into business, early start-up stage or those looking to improve an existing business. Location is the Salt Lake Chamber, 175 E. 400 S., Suite 600, Salt Lake City. Free. Details are at slchamber.com.

### Aug. 17, 8 a.m.-1 p.m.

**Small Business Golf Tournament 2017,** a Utah Valley Chamber event. Activities include golf followed by lunch and prizes. Location is Sleepy Ridge Golf Course, 730 S. Sleepy Ridge, Orem. Cost is \$80 (\$300 for a foursome). Sponsorships are available. Details are at thechamber.org.

### Aug. 17, 11:30 a.m.-1 p.m.

**"Multiplying Lasting Profitable Relationships,"** a West Jordan Chamber of Commerce event. Location is West Jordan City Hall, 8000 S. Redwood Road, West Jordan. Free for chamber members, \$15 for nonmembers. Details are at westjordanchamber.com.

### Aug. 22, 11:30 a.m.-1 p.m.

**Women in Business Luncheon,** an Ogden-Weber Chamber of Commerce event. Location is Hub 801 Events, 3525 Riverdale Road, Ogden. Cost is \$20. Details are at ogdenweberchamber.com.

### Aug. 22, 11:30 a.m.-1 p.m.

**Women in Business Luncheon,** a Sandy Area Chamber of Commerce event. Speakers are Tyson Thacker, CEO, and Ryan Thacker, president, of B.O.S.S. Retirement Solutions. Location is Hilton Garden Inn Salt Lake City/Sandy, 277 W. Sego Lily Drive, Sandy. Details are at sandychamber.com.

### Aug. 23, 8-9:30 a.m.

**Chamber Launch,** a Salt Lake Chamber networking event. Location is the Salt Lake Chamber, 175 E. 400 S., Suite 600, Salt Lake City. Details are at slchamber.com.

### Aug. 24, 7:15 a.m.

**2017 ACG Utah Golf Tournament,** an Association for Corporate Growth (ACG) Utah event. Breakfast and registration are at 7:15 a.m., followed by an 8 a.m. shotgun start, with lunch and awards following play. Location is Eaglewood Golf Course, 1110 E. Eaglewood Drive, North Salt Lake. Cost is \$250 for ACG members, \$300 for

## CLASSIFIED

### CAREERS

### TECHNICAL

**Oracle America, Inc.** has openings for **Technical Analyst-Support** positions in Lehi, UT. Job duties include: Deliver solutions to the Oracle customer base while serving as an advocate for customer needs. Offer strategic technical support to assure the highest level of customer satisfaction. Travel to various unanticipated sites throughout the United States required. Apply by e-mailing resume to [harshal.patil@oracle.com](mailto:harshal.patil@oracle.com), referencing 385.19896. Oracle supports workforce diversity.

nonmembers, \$1,000 for a foursome. Sponsorships are available. Details are at <https://www.acg.org/utah/events>.

### Aug. 25, 7 a.m.

**Executive Golf Tournament 2017,** a Sandy Area Chamber of Commerce event with a shotgun start at 8:15 a.m., with lunch and awards at 1:30 p.m. Location is River Oaks Golf Course, 9300 Riverside Drive, Sandy. Sponsorships are available. Details are at sandychamber.com.

### Aug. 30-31, 8 a.m.-2 p.m.

**Utah Outdoor Recreation Summit,** a gathering of outdoor industry leaders, county and city officials, user groups and public land managers to focus on Utah's outdoor recreation. Location is Snowbird Ski and Summer Resort, 9385 Snowbird Center Trail, Sandy. Another regional summit takes place Oct. 3-4 at Ruby's Inn, 26 S. Main St., Bryce Canyon. Early-bird registration is \$100 for two summits, \$60 for each summit. Registration can be completed at [utahoutdoorsummit.com](http://utahoutdoorsummit.com).

### Aug. 31, 7 a.m.-1 p.m.

**Utah Women Charity Golf Classic,** presented by the Women's Leadership Institute and the First Tee of Utah. Activities include a meet-and-greet breakfast and a tea time luncheon and awards presentation. Location is Thanksgiving Point Golf Course, Lehi. Cost is \$75, \$40 for tea time luncheon only, \$300 per foursome. Sponsorships are available. Details are at [www.thefirstteeutah.org/womencharitygolf](http://www.thefirstteeutah.org/womencharitygolf).

### Sept. 7-8

**"Building on Success 2017: Breakthrough Results for Government and Business,"** presented by the Governor's Office of Management & Budget and Goldratt Consulting. Event features more than 30 workshops and presentations by Gov. Gary R. Herbert; Kristen Cox, execu-

## PUBLIC NOTICES

### NOTICE TO CREDITORS AND ANNOUNCEMENT OF APPOINTMENT

Probate No. 173901249  
Estate of William Patrick Scruggs, Deceased  
Samuel Dixon Scruggs, whose address is 5900 S. Holladay Blvd., Holladay, UT 84121 has been appointed Personal Representative of the Estate of the above named Decedent. Creditors of the Estate are hereby notified to present their claims within three (3) months after the date of First Publication of this Notice or be forever barred.  
Date of First Publication: June 29, 2017  
Edward R. Munson, Attorney  
DATED this 16th day of June, 2017.  
/s/ Samuel Dixon Scruggs  
Samuel Dixon Scruggs

tive director, Governor's Office of Management and Budget; Rami Goldratt, chief executive officer, Goldratt Consulting; Gene Kim and Kevin Behr, co-authors of *The Phoenix Project*; Charles Touns, senior vice president, Boeing Research & Technology; Lt. General Andrew Busch (retired); Alex Knight, author of *Pride and Joy*; Clark Gilbert, president, BYU-Pathways Worldwide; and Hirotohi Uehara, vice president, Panasonic Automotive. Location is Grand America Hotel, 555 S. Main St., Salt Lake City. Cost is \$499. Details are at [utahexcellence.com](http://utahexcellence.com).

### Oct. 3-4, 8 a.m.-2 p.m.

**Utah Outdoor Recreation Summit,** a gathering of outdoor industry leaders, county and city officials, user groups and public land managers to focus on Utah's outdoor recreation. Location is Ruby's Inn, 26 S. Main St., Bryce Canyon. Another regional summit takes place Aug. 30-31 at Snowbird Ski and Summer Resort, 9385 Snowbird Center Trail, Sandy. Early-bird registration is \$100 for two summits, \$60 for each summit. Registration can be completed at [utahoutdoorsummit.com](http://utahoutdoorsummit.com).

## ZAKARIA

from page 12

it was bad for the students and the country. The same holds for conservatives who try to mount campaigns to defund art that they deem offensive. Do conservatives now want Central Park to be their own special safe space? I, for one, will keep arguing that liberals and conservatives should open themselves to all kinds of opinions and ideas that differ from their own. Instead of trying to silence, excommunicate and punish, let's look at the other side and try to listen, engage and, when we must, disagree.

Fareed Zakaria's email address is [comments@fareedzakaria.com](mailto:comments@fareedzakaria.com).



The *first* word in  
business checking  
is *free*.

FREE

Free business checking at First Utah Bank. It's as simple as that.  
To open an account, visit a First Utah Bank office near you,  
call 801-272-9454, or visit [FirstUtahBank.com](http://FirstUtahBank.com).



[www.firstutahbank.com](http://www.firstutahbank.com)