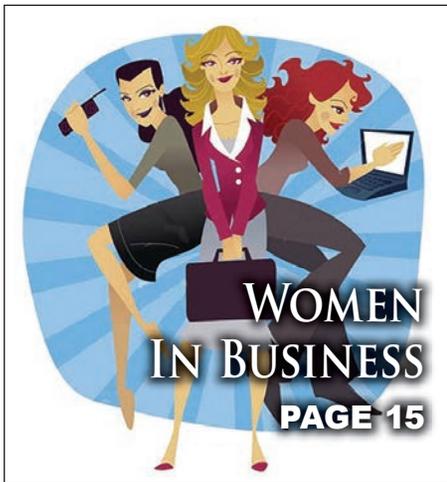


Focus



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Farm Bureau chief: 'We could be a lot bigger'

Brice Wallace
The Enterprise

Most CEOs of associations would be delighted to have best-ever balance sheets and best-ever membership numbers in their organizations.

But Dale Newton isn't satisfied. Despite having those achievements at the Utah Farm Bureau Federation, Newton

believes the bureau's membership figure is waaaaay below its potential.

Speaking recently at the Utah Farm Bureau Federation's 102nd annual convention in Layton, Newton, the bureau's CEO, said the bureau can grow that membership and build better connections with people throughout the state.

"Utah Farm Bureau has never been bigger than it is today," he said, noting it had 34,199 members at the end of October,

"and we're a little bit bigger than that today, I'm sure. The balance sheet has never been bigger than it is today, but that doesn't mean we rest on our laurels. We have an awesome responsibility ahead of us."

Newton quoted the bureau's mission statement, which calls for it "to inspire

see **BUREAU** page 2



Giant trucks move copper ore at Rio Tinto's Kennecott Copper Mine in Bingham Canyon. According to the latest figures from the Utah Geological Survey, mining production rose 7 percent from 2016 to 2017 in Utah, with copper being the leading mineral product.

No slump here: Utah's mining industry up 7% from '16 to '17

Utah's mineral mining industry is bucking a national trend, showing a 7 percent increase in the value of production in 2017, according to a new report released earlier this month by the Utah Geological Survey (UGS). The total value of the minerals taken out of Utah ground topped \$3.3 billion last year, the report said.

The report, titled "Utah Mining 2017," contains detailed information on the value and production of Utah's mined commodities including metals, industrial min-

erals and coal. The report found that with the mining and processing of metals, precious metals, industrial minerals and coal, the mining industry employed 4,153 people in 2017, with an average salary just above \$70,000 per year.

Although the production value of the mining industry is currently showing growth, it is down historically. The UGS re-

see **MINING** page 22

Forbes ranks Utah 2nd behind North Carolina

Utah has fallen to second place in the nation as the best state in which to do business. *Forbes* magazine has rated the business climates of the 50 states annually since 2006, and Utah has finished on top half of the previous years. But the past two years, North Carolina took over the top spot in *Forbes*' "Best States for Business" ranking.

North Carolina's labor, energy and tax costs are all well below the national average and rank as the second-lowest in the U.S. overall, per Moody's Analytics, helping the state grab the top spot. Its 3 percent corporate tax rate is the lowest in the country.

Forbes cited Utah's tech prowess as a major factor in the second-place finish. It highlighted German tech giant SAP's announced plan to purchase Provo-based cloud unicorn Qualtrics as an indication of the strength of the state's startup and tech community, Silicon Slopes. Utah claims energy costs 15 percent below the national average. The state's employment growth is tops in the nation over the past five years and research firm Emsi forecasts annual job gains of 2.2 percent through 2022, also the highest for any state.

see **FORBES** page 2

Editor's Note: *The Enterprise* will not publish on Dec. 24, Christmas Eve. Our next issue will be Dec. 31 and will include our annual *Book of Lists*.



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CORPORATE FINANCIAL REPORTS

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

HealthEquity

HealthEquity, based in Draper, reported net income of \$15.7 million, or 25 cents per share, for the quarter ended Oct. 31. That compares with \$10.5 million, or 17 cents per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$70.5 million, up from \$56.8 million in the year-earlier quarter.

The company is a health savings account (HAS) non-bank custodian.

"HealthEquity delivered robust third-quarter results, strengthening our momentum going into the important fourth quarter and year-end," Jon Kessler, president and CEO, said in announcing the results.

"By adding more than \$1.5 billion in additional custodial assets since the end of our third quarter last year, our growth continues well ahead of the market, allowing us to raise guidance for fiscal year 2019. Importantly, with custodial investment assets growing by 53 percent over the third quarter end last year, we are delivering on our promise to help our HSA members connect health and wealth and put them on the fast track to retirement readiness."

Domo

Domo Inc., based in American Fork, reported a net loss of \$32.5 million, or \$1.24 per share, for the third quarter ended Oct. 31. That compares with a loss of \$43.9 million, or \$27.27 per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$36.8 million, up from \$28.3 million in the year-earlier quarter.

Domo is an operating system company.

"We executed very well in Q3 as our results show, and we expect that strong execution to continue into Q4 and into fiscal 2020," Josh James, founder and CEO, said in announcing the results. "Demand for our products and services continues to grow as enterprises around the globe embrace digital transformation and push our products deeper into their business processes. We have a very large multi-billion-dollar market opportunity in front of us. I'm incredibly proud of our team, the efficiencies they found, and their enormous contributions in helping us deliver on all our commitments."

"Q3 was another strong quarter for us," said Bruce Felt, chief financial officer. "We continued to improve execution across all functions of the organization. We are pleased with the productivity gains from sales. As we displayed this quarter, we will continue to focus on realizing more out of our cost structure next quarter to drive growth."

BUREAU

from page 1

all Utah families to connect, succeed and grow through the miracle of agriculture." And by "all families," he means the 3.1 million people in the state who are not yet bureau members.

"We've got about 1 percent of the state, so the way I look at that is, there's a little over 3 million people that I want as members of Utah Farm Bureau, and in the process of being members of farm bureau, we're going to teach them about our mission statement; we're going to teach them about the miracle of agriculture; we're going to teach them how to connect, succeed and grow through that miracle of agriculture.

"You all have a wonderful opportunity every day, and I don't know how many people appreciate it. That miracle of agriculture is awesome. I think most people inherently know that and feel that. They just don't recognize it. They just don't give it much attention."

Newton said the miracle is visible when watching a dormant-in-winter tree produce buds that become branches each spring. He felt it when he recently visited a dairy farm and saw a calf being born.

"That's awesome. I'd never seen that before," he said. "That's the miracle of agriculture and you get to see that and feel it every day. Most people don't. I know they see the grass turn green in the spring and I know they see the leaves come on the tree, but they don't really think about it. We've got to teach them that that's what they're seeing: the miracle of agriculture."

Newton grew up in Salt

Lake City and graduated from the University of Utah. While he did not work on a farm as an adult, as a child he visited his grandparents' farms in Mona and Levan.

Newton urged bureau members never to have the attitude of "I'm just a farmer, I'm just a rancher."

"I'm here to tell you, coming at this from a little different perspective, don't think that way. I don't know if you know that everybody out there, with few exceptions, in the state of Utah, they admire what you do. They respect what you do, and I've learned to love what you do.

"So, when I look at those 3.1 million people and I'm trying to inspire them to connect with us and with each other and appreciate this miracle of agriculture, I know it is possible. I know it is possible because look at me. I came from a very different beginning point: from a city, from working in public accounting, from working in the insurance industry."

Farmers and ranchers should be proud of what they do and understand that others admire and respect them, he said. "They might still have problems with the noise or the dust or some other issue," Newton said. "That doesn't mean we're always going to agree on everything, but they admire what you do."

During a panel discussion about county farm bureaus, Zippy Duvall, president of the American Farm Bureau Federation, suggested a few ways for bureau members to connect with people throughout the state. It happened in his home state, when the Georgia Farm Bureau got involved and worked to recognize all of the high school sports teams that won state championships and county farm bureaus followed up by attending their

booster club meetings and other activities.

"And people in the community saw farm bureau supporting their children and their activities. It doesn't have to be sports; it could be band, it could be 4-H, it could be FFA. When those parents saw Farm Bureau helping their children, it would just ignite with other people saying, 'Hey, I'm not a farmer, but they're helping my children and they stand for the things I believe in and I'm going to be a member of that farm bureau.'

"And they pay their dues, and you send them a newsletter and let them they see all the good community stuff you do, they'll pay their dues again next year."

FORBES

from page 1

Utah's ranking was the result of high finishes in three of the ranking categories. The state was second in labor supply, fourth in regulatory environment and fifth in growth prospects. It was hurt by its ranking in quality of life (17th) and business costs (22nd).

Only Utah (six times), North Carolina (twice) and Virginia (five times) have finished in the top sport in the *Forbes* ranking. The annual study looks at 41 metrics across six main categories: business costs, regulatory environment, economic climate, growth prospects and quality of life.

Texas ranks third overall but scores the highest in the growth prospects category. Rounding out the top five are Virginia and Nebraska. Alaska replaces West Virginia in the basement due to the fall in energy prices.

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That's a lot of cement!

Developer of Geneva Steel site in Utah Co. is stuck with removal & disposal of 1.5M tons of concrete

When land developer Anderson Geneva purchased the site of the former Geneva Steel plant west of Orem in Utah County, it knew one of its biggest challenges would be what to do with 750,000 cubic yards — nearly 1.5 million tons — of concrete it had to re-

move from the redevelopment project. The company bought the site and in the rehabilitation process has become one of the biggest concrete recyclers in the West.

To date, Anderson Geneva has removed nearly 200,000 cubic yards of concrete from the site. The cleaned-up acreage now has space for homes, shops, restaurants and offices in the 1,700-acre @geneva master-planned community in the fast-growing town of Vineyard.

While it has proven challenging to dig up and crush tons of old concrete, it was even more challenging to figure out how to dispose of it, said Stewart Park, project manager for @geneva.

"After a lot of research and an exhaustive bidding process, we were able to process much of the crushed concrete for re-use," said Park. "Some of the uses of the material include road base, back fill and engineered fill for major buildings and other construction projects in Utah Valley, including those by BYU, the LDS church, UTA, Lehi High School and Mountain View High School. Our favorite project in which our processed concrete was recycled is Orem City's All Together playground, which focuses on benefiting children with disabilities."

Anderson Geneva and its concrete-crushing operation will continue to recycle old concrete for the next three years or so —



Anderson Geneva, the company redeveloping the site of the old Geneva Steel plant in Vineyard, has set up a major removal and recycling operation for the 750,000 cubic yards of concrete that must be dealt with before construction goes forward on the @geneva master-planned community. The company said it has removed 200,000 cubic yards of material to date and that it will take about three more years to complete the job.

AutoSource tabs new CEO

AutoSource, a Woods Cross-based branded title auto dealership, has named Bradley J. Walsh its new CEO. He replaces founder Luke Kjar, who remains on the board of the company.

Walsh was previously senior vice president of asset remarketing for Santander Consumer, a subprime automotive finance company in Dallas. He has also served as executive vice president and chief marketing officer for QCSA Direct, an auto salvage auction company in Davenport, Iowa.

"I first want to thank Luke and the board for their confidence in me to manage this company," said Walsh. "What Luke and the team have created is amazing and their preparation for future success is incredible. I am very fortunate to lead such a talented team."

"It has been a tremendous honor to serve as founder and CEO of AutoSource," said Kjar. "I am incredibly proud of everything our team has accomplished in the past 13 years. I am very proud of what we have built, am excited about our future, and look to Brad to help us continue on our successful path."

Rob Wagman, chairman of the board of AutoSource, said, "Brad has been part of this industry for many years and we are delighted to have him join the team. His experience within the automotive space between financing, salvage and dealer operations will help AutoSource exceed the goals we have set forth. I look forward to working closely with Brad while he helps set the direction of the company."

Branded title automobiles are those that have been permanently marked because of insurance incidents such as wrecks, floods or other damage that caused the unit to be deemed salvage.

about the amount of time it will take to dig up the remaining 550,000 cubic yards found mainly in the industrial-zoned northwest quadrant of the development.

Concrete is not the only material for which Anderson Geneva has been able to find a second home. The developer has also recycled many of the remnants of the former steel mill, including over 4 million tons of steel-making byproduct slag that was pro-

cessed and used for much of the base for the I-15 CORE project. Geneva slag was also used for road base and embankments for the Orem 800 North extension, dubbed the Vineyard Connector, which will connect residents from northern Utah County to Vineyard. Slag continues to be mined and processed from the site, with thousands of cubic yards being moved and used for various road and infrastructure projects along the Wasatch Front.

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USPS # 891-300

Published weekly by:

Enterprise Newspaper Group

825 North 300 West Ste. NE220

Salt Lake City, Utah 84103

801-533-0556 FAX 801-533-0684

www.slenterprise.com

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Subscription Rates:

Online only, \$65 per year

Print only, \$75 per year

Online and Print, \$85 per year

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Periodical postage paid at Salt Lake City, Utah

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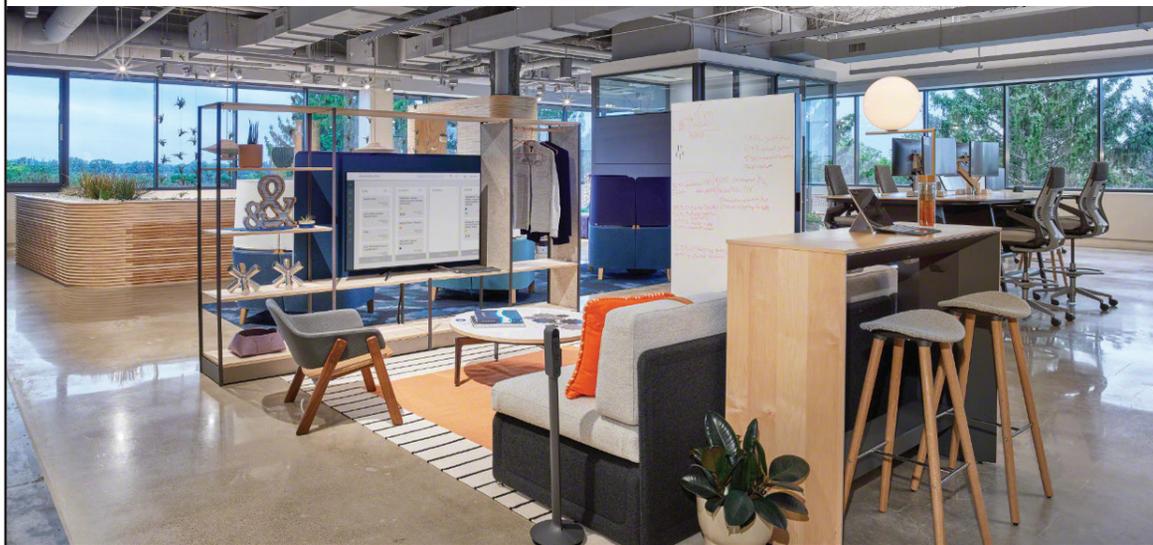
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Business Tech

Marriott breach is good example of why you need to ramp up your business' cybersecurity

Every business, no matter the size, is at risk of having its data exposed. With Marriott International's recent security breach, over half a billion guests had their data stolen. The unfortunate reality is that this could have — and should have — been prevented. Before we dive into the negative impacts of this horrific security breach, let's look at the events that led up to one of the worst breaches in modern history.



DAVID BLACK

The details of how the hack took place have yet to be released, but the problem started four years ago. Basic cybersecurity protocols should have allowed Marriott to isolate the attack before it happened.

In 2015, Marriott acquired Starwood Hotels and Resorts Worldwide. Within the first two months after the acquisition, Starwood reported a data breach that involved the Starwood guest reservation database and a colossal credit card hack from 2014. Their website was also subject to a SQL injection attack. SQL injections are common attack vectors that use malicious coding for back-end database manipulation to gain access and administrative rights to sensitive information. Nonetheless, Marriott moved forward with the acquisition knowing the risks.

According to the recent reports and news, the majority of customers affected by this attack had their data stolen, including mailing address, name, phone number, passport number, email address, Starwood account information, gender, date of birth, flight information, credit card numbers and their expiration dates.

One of the greatest impacts to your business after a security breach is the toll on your customer loyalty. Sixty-nine percent of consumers feel that businesses do not take customer data security seriously enough and 70 percent said they would stop conducting business with a company following a data breach.

Often, with businesses of all sizes, companies choose to implement inadequate security systems because they feel that it is cheaper than the consequences of a data breach. This couldn't be further from the truth.

There is a fine line and balance that needs to be determined

when implementing cybersecurity in your business. The technology to detect, monitor and block potential attacks and unauthorized access to your data exists and is readily available.

Incorporating these tools with advanced processes is necessary to effectively combat attacks against your business. Having an internal or outsourced team of IT professionals who undergo continuous security training is paramount to stay ahead of the ever-evolving state of cybercrime.

Your cybersecurity strategy to combat attacks should include standard services such as a managed firewall, antivirus, security awareness training, vulnerability scanning, security assessments and PCI/HIPAA/GDPR compliance. Your IT professional can help you determine the compliance you need to worry about.

In a small business, the risk is greater than in large corporations when it comes to cybersecurity. The impact to server message block (SMB) file-sharing protocols can be detrimental. It is estimated that over 50 percent of all SMBs in the United States were hacked last year. The average cost to recover from the hack was between \$850,000 and \$955,000.

In a recent survey, a mere 14 percent of businesses rated their ability to mitigate cyberattacks as highly effective. The reasons given for not being prepared included insufficient staffing (67 percent), insufficient budgeting (54 percent), insufficient technology (44 percent) and lack of security awareness training (39 percent).

Taking the extra steps to ensure your business has the proper level of protection is vital to the success and growth of your business. Cybersecurity is not a one-time investment that can be forgotten about. As cybercrimes evolve and criminals are becoming more efficient and sophisticated in the way they target businesses of all sizes, now is the time to be proactive and secure your network before you become another statistic that could have been prevented.

David Black is the director of business development for Wasatch I.T., a Utah provider of outsourced IT services for small and medium-sized businesses.

Salt Lake City businesses pay least in nation to run their office space

You may own or lease your business' office space, but once you cover that cost, you have to operate the facility. And if your office is in Salt Lake City, you likely pay less to operate it than anywhere else in the country.

Those are the findings of a new report from the Building Owners and Managers Association (BOMA) International titled "2018 Office Experience

Exchange Report." BOMA has compiled a list of the most- and least-expensive private-sector office markets in the United States based on total operating expenses.

Total operating expenses incorporate all expenses incurred to operate office buildings, including utilities, repairs and maintenance, roads and grounds, cleaning, administration and security.

Salt Lake City takes the top spot as the market with the lowest operating expenses. At \$6.08 per square foot, Salt Lake City is less than half the cost of New York City, the most expensive city. Nashville, Tennessee, and Orlando, Florida, hold the second and third positions on the list of least expensive, respectively, with operating expenses only 1 cent per square foot apart.

New York City tops the list of most expensive at \$12.95 per square foot, followed by San Francisco at \$11.65 and Washington, D.C. at \$10.94. Boston appears on the list for the first time in five years, and Oakland, California, is also a newcomer to the list — likely driven by the high cost of nearby San Francisco.

Overall operating expenses saw a moderate increase in this

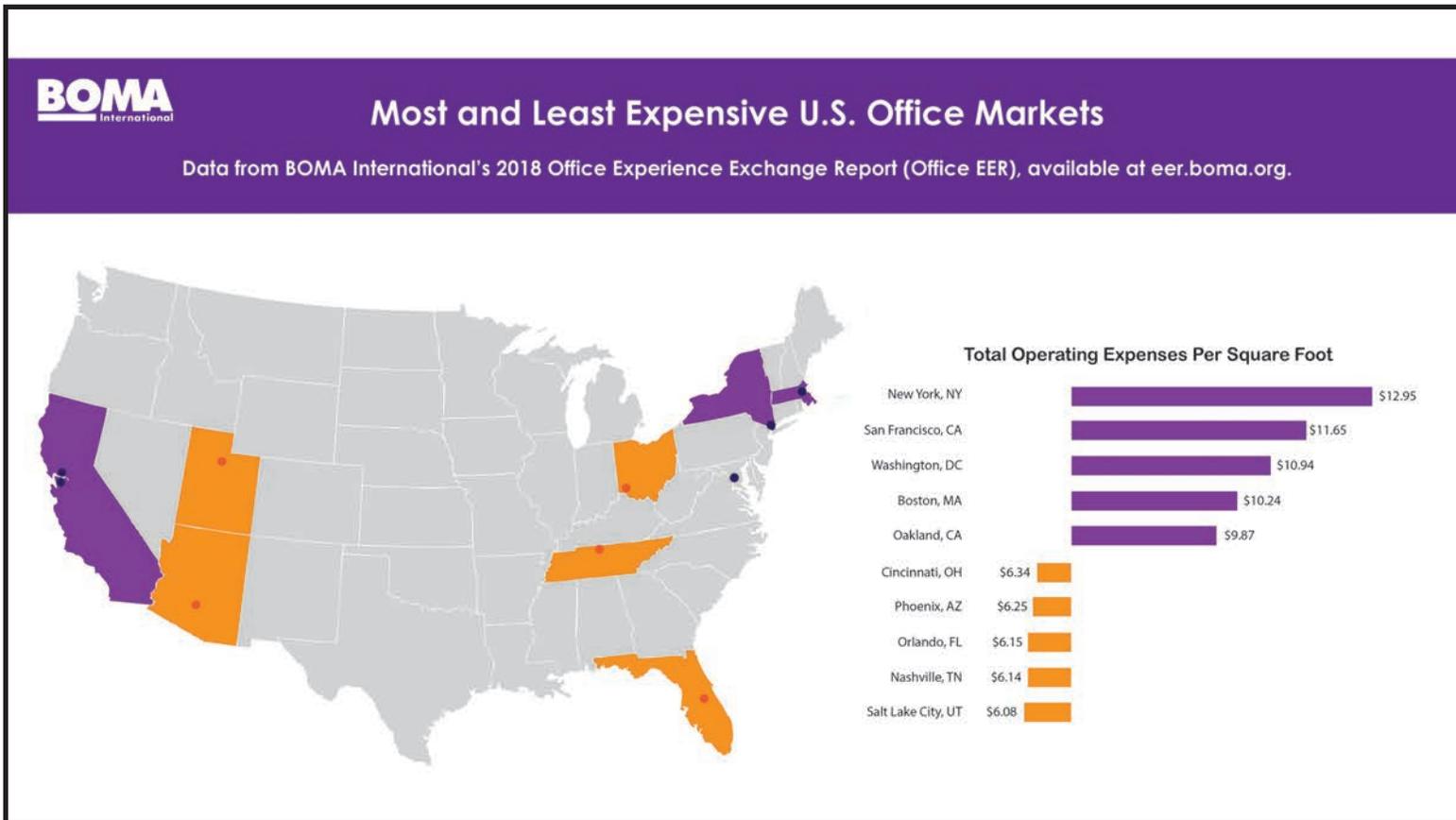
year's report, as the industry continues to support a strong labor market.

Most Expensive Office Markets, Total Operating Expenses (per square foot):

1. New York, New York \$12.95 per square foot
2. San Francisco, California, \$11.65
3. Washington, D.C., \$10.94
4. Boston, Massachusetts, \$10.24
5. Oakland, California, \$9.87

Least Expensive Office Markets, Total Operating Expenses (per square foot):

1. Salt Lake City, Utah, \$6.08 per square foot
2. Nashville, Tennessee, \$6.14
3. Orlando, Florida, \$6.15
4. Phoenix, Arizona, \$6.25
5. Cincinnati, Ohio, \$6.34



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Industry Briefs

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

ACCOUNTING

• **Tanner LLC**, Salt Lake City, has admitted **Nina M. Quarequiu** as an audit partner. Quarequiu has more than 20 years of professional experience providing both audit and tax services. Her experience includes public offerings, reverse mergers, taking companies private, and Sarbanes-Oxley 404 implementation. She also is an advisor to her closely held entrepreneurial and investor-backed private clients, advising them with cash flow management, financial projections and forecasting. Her experience includes serving as vice president of finance for a public company and chief financial officer for a private company.



Nina Quarequiu



Carlos Lopez Ortega



Jenna Dewan

also has experience with direct sales companies such as Herbalife, Zrii and Nature's Sunshine. Young Living also has named **Jenna Dewan** as 2019 brand ambassador of the company's makeup collection, Savvy Minerals by Young Living. Dewan is an actress, dancer and mother and worked with Young Living Essential Oils in the past to reveal the brand's essential oils collection, Scents of Self, during New York Fashion Week in 2017.

DIVIDENDS

• The board of directors of **Security National Financial Corp.**, Salt Lake City, has authorized a 5 percent stock dividend for stockholders of record on Jan. 11. The dividend will be issued Feb. 1. It is the company's 30th consecutive year declaring a 5 percent stock dividend.

FINANCE

• **Onset Financial**, South Jordan, has hired **Holly Shoemaker** as a new vice president of sales. She will work directly with the company's finance committee to provide customers with structured finance solutions designed to meet their specific needs. Shoemaker has more than 20 years of experience in the equipment finance industry. Onset Financial provides equipment leasing and financing.



Holly Shoemaker

INVESTMENT

• **Weave**, a Lehi-based customer experience management platform company, has completed a \$37.5 million Series C funding round led by growth equity firm **Lead Edge Capital**, with participation from existing investors **Bessemer Venture Partners**, **Catalyst Investors**, **Crosslink Capital** and **Pelion Venture Partners**. With the new funding, Weave plans to accelerate its growth in the marketplace and will double its workforce in the next year. It also plans to use round to expand in existing markets — dental, optometry and medical — while expanding into new markets. As a part of the investment deal, Lead Edge Capital partner **Nimay Mehta** has joined Weave's board of directors as an observer.



Nimay Mehta

• **Medici Ventures**, a black-chain accelerator and subsidiary of Salt Lake City-based **Overstock.com Inc.**, has purchased a \$2.5 million equity in **GrainChain**, a Texas-based company that offers software for farmers, buyers and grain elevators. Medici Ventures has 10 percent ownership in the company, with an option to further its acquisition by an additional 10 percent at a later date. Established in 2013 by the founders of **SiloSys**, **GrainChain** offers software that eliminates manual processes of weighing and documenting agricultural yield. The blockchain-based financial settlement system allows grain producers, buyers and sellers to create smart contracts to secure funds throughout the grain transaction process. **GrainChain** is currently available in the U.S. and Mexico. Medici Ventures' acquisition will allow **GrainChain** to expand its market share in Central and South America.

LAW

• **Ballard Spahr** has hired **Jacey Skinner** for its Salt Lake City office as of counsel in the firm's Government Relations, Regulatory Affairs and Contracting Group. She also will work with the firm's Political and Election Law Group.



Jacey Skinner

Skinner has held several senior leadership roles in Utah state government, including serving as general counsel to Gov. Gary Herbert from 2013-17. Most recently, she served as the deputy state court administrator for the state. Her experience also includes serving as director of the Utah Sentencing Commission and president of the National Association of Sentencing Commissions. She was a deputy district attorney from 2003-09 at the Salt Lake County district attorney's office, where she tried both felony and juvenile cases and oversaw policy development and advocacy as vice chair of the Statewide Association of Prosecutors Legislative Action Committee.

Lane, recently had a ribbon-cutting event. The \$12 million, 36,700-square-foot center next to the Utah Olympic Oval was planned and executed by several organizations, including the **Utah Olympic Legacy Foundation**, **Kearns Oquirrh Park Fitness Center**, **US Speedskating**, **Salt Lake County** and the **state of Utah**. It will secure state-of-the-art training space and US Speedskating's permanent home in Kearns, create a new wing of fitness space for Kearns Oquirrh Park Fitness Center, and serve as a destination for community and corporate meetings.

PHILANTHROPY

• **Aptive Environmental**, a Provo-based pest control company, recently donated \$250,000 to the **United Nations' "Nothing But Nets"** campaign, which provides insecticide-treated mosquito nets and other tools to areas of the world afflicted with malaria-carrying mosquitos. It was part of a year of service. Company representatives in January helped rebuild a half-mile of road leading to the **Saminay El-Legado School** in the Andes Mountains of Ecuador and donated 10 computers to the school, for a donation totaling nearly \$150,000. The company also pledged to plant trees in areas of Utah and California ravaged by wildfire over the summer for every customer who signed up during the month of September — for a total of more than 5,000

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Industry Briefs

from previous page

trees — in conjunction with the nonprofit organization **One Tree Planted**. The company also is providing Christmas gifts for 150 families in need throughout the Salt Lake Valley.

• **Ultradent Products Inc.**, a South Jordan-based developer of dental materials, devices and instruments, recently announced it will donate \$10,000 toward a humanitarian medical and dental education fund started by the **Adams, Gladwell, Durham Foundation**, based in Salt Lake City. The money will go toward providing professional medical and dental education to underserved populations through online lectures and hands-on training provided to students through virtual reality programs.

RECOGNITIONS

• **Stacey Koehler**, general manager of the **Olive Garden** restaurant in South Jordan, recently was presented with the company's "**People Developer**" award. She is one of 10 managers selected this year from more than 850 Olive Garden restaurants in North America. Presented annually, the award recognizes managers who have "consistently demonstrated a passion for developing the people who work on their team, ensuring that in addition to delivering a warm, friendly dining experience, their team is equipped with the tools to grow their careers with Olive Garden," the company said. Koehler has been with Olive Garden for 12 years.

• The **American College of Bankruptcy** announced that **Elizabeth Tashjian**, professor of finance and Garn Faculty Fellow at the David Eccles School of Business at the University of Utah, will be inducted as a

Fellow of the college. The ceremony will take place March 15. Thirty-six nominees from 18 states and four foreign countries will be honored and recognized for their professional excellence and exceptional contributions to the fields of bankruptcy and insolvency. Tashjian is one of only two professors being inducted, and she is the first-ever true finance professor to be inducted into the college. The American College of Bankruptcy is an honorary professional and educational association of bankruptcy and insolvency professionals.



Elizabeth Tashjian

• Three Utahns have been selected as **2018 HousingWire Vanguard Award** recipients: **Steve Smith**, CEO, chairman and co-founder of Finicity; **Matt**

Hansen, founder and CEO of SimpleNexus; and **Mark Ladd**, vice president of regulatory and industry affairs at Simplifile. This year's 52 honorees were chosen by *HousingWire* magazine's editorial board for their influences on both their companies and the industry as a whole.

HousingWire produces news and information for the U.S. mortgage and housing markets. Winners will be recognized in *HousingWire*'s December/January issue.



Steve Smith



Matt Hansen



Mark Ladd

• **Domo**, an American Fork operating system company, has been named a **2018 Gartner Peer Insights Customers' Choice for Analytics and Business Intelligence Platforms**. The Customers' Choice program is based on recognitions of vendors submitted by verified end-user professionals, and considers both the number of customer reviews and the overall user ratings.

RETAIL

• **Torrent Cycle** has opened a boutique cycling studio at 252 E. Broadway, Salt Lake City. The 3,200-square-foot studio will feature specialty cycling and workout areas, full-service locker rooms and towel service. The company's \$600,000 investment will result in 15 new jobs.

SERVICES

• **ConsultNet**, a South Jordan-based provider of IT staffing and solutions, has hired

Amy Esser as vice president of human resources. She will oversee organizational development and employee relations for the company.



Amy Esser

Esser has more than 16 years of human resources experience, most recently working as a senior vice president and regional director of human resources at the McCann World group.

• **EdgeFive Group**, Salt Lake City, has officially launched as a fully-integrated, turnkey event production provider. Built on the experience, expertise and growth of Corporate Staging over the past 50 years, EdgeFive will work hand-in-hand with Corporate Staging to ensure personalized relationships with clients to deliver customer service, event production and exclusive pricing.



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Calendar

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

Dec. 17, 11:30 a.m.-1 p.m.

Business Plan Forum, a West Jordan Chamber of Commerce event. Greg Cassat of the Zions Bank Resource Center will discuss how to start a business, create a business plan and succeed in business. Location is West Jordan Chamber office, 8000 S. Redwood Road, West Jordan. Details are at westjordanchamber.com.

Dec. 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.

Dec. 19, 8-10 a.m.

M.A.C.H. Speed Networking, a Murray Area Chamber of Commerce event. Location is Hampton Inn by Hilton, 3210 E. Millrock Drive, Holladay. Free, and open to everyone. Details are at murraychamber.org.

Dec. 19, 11 a.m.-12:30 p.m.

"Ask the Expert," a Murray Area Chamber of Commerce event. Greg Cassat of Zions Bank will answer questions about running a business more efficiently. Location is Murray Chamber, 5250 S. Commerce Drive, Suite 180, Murray. Free. RSVPs can be completed by calling (801) 263-2632.

Dec. 19, 5:45-6:45 p.m.

"Grow Your Business: Phase I," a Small Business Development Center (SBDC) event. Location is the Orem SBDC, 815 W. 1250 S., Orem. Details are at <https://utahsbdc.org/trainings>.

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

"Multiplying Lasting Profitable Relationships," a West Jordan Chamber of Commerce event. Presenter is Clay Neves of Personal Sales Dynamics. Location is West Jordan City Hall Community Room, 8000 S. Redwood Road, West Jordan. Free for members, \$10 for nonmembers. Details are at westjordanchamber.com.

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

Network Lunch, a Murray Area Chamber of Commerce event. Speaker George Wilkinson of LegalShield will share tips on business coverage for restaurants and identity theft services.

Location is The Union, 7176 S. 900 E., Midvale. Cost is \$20 for members, \$30 for guests. Details are at murraychamber.org.

Dec. 21, 8-10 a.m.

Utah County SpeedNet, a speed networking event sponsored by the Utah Valley Chamber, SCERA, Ishii Design and Black Canyon Signs. Location is SCERA Center for the Arts, 745 S. State St., Orem. Free. Details are at thechamber.org.

Dec. 27, 11:30 a.m.-1 p.m.

Network Lunch, a Murray Area Chamber of Commerce event. Location is The Union, 7176 S. 900 E., Midvale. Details are at murraychamber.org.

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

Eggs & Issues, a Murray Area Chamber of Commerce event. Location is Anna's Restaurant, 4770 S. 900 E., Salt Lake City. Free (pay if ordering from the menu). Open to everyone. Details are at murraychamber.org.

Jan. 3, 11:30 a.m.-1 p.m.

Strictly Networking Luncheon, a West Jordan Chamber of Commerce event. Location to be announced. Free (pay if ordering from the menu). Details are at westjordanchamber.com.

Jan. 3, 6-7:30 p.m.

"Start Smart," a Small Business Development Center (SBDC) event. Location is the Orem SBDC, 815 W. 1250 S., Orem. Details are at <https://utahsbdc.org/trainings>.

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

Eggs & Issues, a Murray Area Chamber of Commerce event. Speaker is Craig Burnett, Murray City police chief, discussing "Crime Prevention in Murray City." Location is Anna's Restaurant, 4770 S. 900 E., Salt Lake City. Free (pay if ordering from the menu). Open to everyone. Details are at murraychamber.org.

Jan. 4, 8-10 a.m.

First Friday Face-to-Face, a West Jordan Chamber of Commerce business-to-business networking event. Location is the Megaplex Theatres at The District, 3761 W. Parkway Plaza Drive, South Jordan. Free. Details are at <http://firstfridaysnetworking.com/>.

Jan. 4, 8-10 a.m.

Friday Forum, a Utah Valley Chamber event. Location is Zions Bank Building, 180 N. University

Ave., Provo. Details are at thechamber.org.

Jan. 4, 8:30-11:30 a.m.

"Grow Your Business: Phase I," a Small Business Development Center (SBDC) event. Location is the Orem SBDC, 815 W. 1250 S., Orem. Details are at <https://utahsbdc.org/trainings>.

Jan. 8, 10-11 a.m.

"How to Become a Leader People Will Follow," a West Jordan Chamber of Commerce event. Location is West Jordan Chamber office, 8000 S., Redwood Road, West Jordan. Details are at westjordanchamber.com.

Jan. 9, 8-9:30 a.m.

"State of the Economy for 2019," a Utah Department of Workforce Services (DWS) event. Speaker is Carrie Mayne, chief economist and director of workforce research and analysis at DWS. Location is the DWS South County Employment Center, 5735 S. Redwood Road, Room 114, Taylorsville. Free. RSVPs can be completed by emailing Jenny Jones at jenjones@utah.gov.

Jan. 9, 9-10:30 a.m.

"Jump Start: Intro to Entrepreneurship," a Salt Lake Chamber seminar. Event is designed for all entrepreneurs: those looking to go into business, early startup stage or those looking to improve an existing business. Location is the Women's Business Center, 175 E. 400 S., Suite 600, Salt Lake City. Free. Details are at slchamber.com.

Jan. 9, 11:30 a.m.

"The Game Has Changed," a Silicon Slopes event. Speaker Jeff Patton of Jeff Patton & Associates and author of the book *User Story Mapping* will discuss how 21st century software development has thrown out most of the process assumptions you might have originally learned and how product thinking, lean startup thinking and continuous delivery have fundamentally changed how software is designed and built. Location is Kiln, 2701 N. Thanksgiving Way, Suite 100, Lehi. Free. Details are at siliconslopes.com.

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

"Let's Do Lunch," a Sandy Area Chamber of Commerce event. Location is Park City Culinary Institute, 1484 S. State St., Salt Lake City. Cost is \$20 for members, \$25 for nonmembers. Details are at sandychamber.com.

Jan. 9, 1 p.m.

"Building a Software Company in Cache Valley," a

Silicon Slopes event. Location is Vivint Smart Home, 1400 N. 635 E., Logan. Free. Details are at siliconslopes.com.

Jan. 9, 5-7 p.m.

Business After Hours, an Ogden-Weber Chamber networking event. Location is DaVinci Academy, 2033 Grant Ave., Ogden. Free for chamber members and first-time guests. Details are at ogdenweberchamber.com

Jan. 10, 6-8 p.m.

"Business Essentials," a Small Business Development Center (SBDC) event. Location is the Orem SBDC, 815 W. 1250 S., Orem. Free. Details are at <https://utahsbdc.org/trainings>.

Jan. 11, 7:45-9 a.m.

Women in Business Networking, an Ogden-Weber Chamber of Commerce event. Location is Weber Center, 2480 Washington Blvd., Ogden. Free for WIB members. Details are at ogdenweberchamber.com.

Jan. 11, 8-9:30 a.m.

"Year In Review: Top Media Stories of 2018," a Salt Lake Chamber event featuring a panel of journalists discussing the year's top stories and their impact on Utah communities. Location is 50 West Club & Café, 50 W. Broadway, Salt Lake City. Cost is \$20. Details are at slchamber.com.

Jan. 11, 8:30-11:30 a.m.

"Grow Your Business: Phase II," a Small Business Development Center (SBDC) event. Location is the Orem SBDC, 815 W. 1250 S., Orem. Details are at <https://utahsbdc.org/trainings>.

Jan. 15, 8 a.m.-noon

"Basic I-9 Compliance," an Employers Council event. Location is the Employers Council, Utah office, 175 W. 200 S., Suite 2005, Salt Lake City. Cost is \$145. Details are at employerscouncil.org.

Jan. 15, 11:30 a.m.-1 p.m.

WIB Luncheon, a ChamberWest event. Speaker is Shannon Bahrke Happe, two-time Olympic medalist in freestyle mogul skiing. Location is Element Event Center, 5658 S. Cougar Lane, Kearns. Cost is \$20 for chamber members before Jan. 11, \$30 for nonmembers or at the door. Details are at chamberwest.com.

Jan. 15, noon-1 p.m.

Cyber Lunch & Learn Series titled "Disaster Prevention & Response Plan," a Salt Lake

Chamber event. Location is the Salt Lake Chamber, 175 E. 400 S., No. 600, Salt Lake City. Free. Details are at slchamber.com/cyber.

Jan. 16, 9-11 a.m.

"Pitch Deck 101," a Women's Business Center of Utah (WBCUtah) event that is a hands-on workshop related to the creation of the best pitch deck. Location is the Women's Business Center of Utah, 175 E. 400 S., Suite 600, Salt Lake City. Cost is \$15. Details are at slchamber.com.

Jan. 16, 11:30 a.m.-1 p.m.

Business Women's Forum. Speaker Linda C. Smith, artistic director of the Repertory Dance Theatre, will discuss "Connecting Through Art: A Celebration of Diversity with Dance." Location is Repertory Dance Theatre, 138 Broadway, Salt Lake City. Cost is \$27 for members, \$35 for nonmembers. Details are at slchamber.com

Jan. 16, 5:45-6:45 p.m.

"Grow Your Business: Phase I," a Small Business Development Center (SBDC) event. Location is the Orem SBDC, 815 W. 1250 S., Orem. Details are at <https://utahsbdc.org/trainings>.

Jan. 17, 8 a.m.-noon

"Effective Coaching Skills," an Employers Council event. Location is the Employers Council, Utah office, 175 W. 200 S., Suite 2005, Salt Lake City. Cost is \$145. Details are at employerscouncil.org.

Jan. 17, 11:30 a.m.-1 p.m.

"Multiplying Lasting Profitable Relationships," a West Jordan Chamber of Commerce event. Presenter is Clay Neves of Personal Sales Dynamics. Location is West Jordan City Hall Community Room, 8000 S. Redwood Road, West Jordan. Free for members, \$10 for nonmembers. Details are at westjordanchamber.com.

Jan. 18, 7:30 a.m.-noon

Utah Economic Outlook & Public Policy Summit 2019, presented by the Salt Lake Chamber and Kem C. Gardner Policy Institute at the University of Utah. Keynote speaker is Ed Bastian, CEO of Delta Air Lines. Other activities include a 2019 economic outlook from economists, release of the Salt Lake Chamber CEO Outlook Confidence Index, presentation of the 2019 Economic Report to the Governor,

CALENDAR

from page 9

Gov. Gary Herbert's economic vision for 2019, a 2019 legislative session preview from legislative leadership, and release of the Salt Lake Chamber's 2019 legislative agenda. Location is Salt Lake City Marriott Downtown at City Creek, 75 S. West Temple, Salt Lake City. Cost is \$85. Details are at slchamber.com.

Jan. 19, 11:30 a.m.-2 p.m.

EO Utah Entrepreneur Speaker Series. Presenters are Scott Abbott, CEO, ProNexis; Juliana Lindsay, owner, Great Clips; Troy Skabelund, partner, Preferred CFO; Andrew Smith, CEO, Four Foods Group; and Cary Wasden, portfolio advisor, Andina. Location is Salt Lake Community College's Miller Campus, Miller Free Enterprise Center, Auditorium 101, 9750 S.

300 W., Sandy. Free. Registration can be completed at Eventbrite.com.

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

Business Plan Forum, a West Jordan Chamber of Commerce event. Greg Casset of the Zions Bank Resource Center will discuss how to start a business, create a business plan and succeed in business. Location is West Jordan Chamber office, 8000 S. Redwood

Road, West Jordan. Details are at westjordanchamber.com.

Jan. 22, 10-11 a.m.

"The Art of Negotiation," a West Jordan Chamber of Commerce event. Presenter is Marty Gale. Location is West Jordan Chamber office, 8000 S. Redwood Road, West Jordan. Free. Details are at westjordanchamber.com.

Jan. 22, 11:15 a.m.-1 p.m.

2019 Athena Leadership Award Ceremony and Luncheon, an Ogden-Weber Chamber of Commerce event. Location is the Timbermine Steakhouse, 1701 Park Blvd., Ogden. Cost is \$20. Details are at ogdenweberchamber.com.

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

Women In Business, a Sandy Area Chamber of Commerce event. Speaker is Katie Holland, founder and CEO of Illuminate. Location is Make-A-Wish Utah, 771 E. Winchester St., Murray. Details are at sandychamber.com.

Jan. 23, 8-9:30 a.m.

Legal Breakfast Briefing, an Employers Council event that is part of a five-briefing series designed to help company leaders face developing and pressing legal challenges with confidence. Sessions run throughout 2019. Briefing Jan. 23 is titled "Arbitration Agreements after Epic Systems Corp. v. Lewis." Location is the Employers Council, Utah office, 175 W. 200 S., Suite 2005, Salt Lake City. Cost is \$99; \$396 for all five. Details are at employerscouncil.org.

Jan. 23, 9-10:30 a.m.

Workforce Development HR Forum, a West Jordan Chamber of Commerce event. Location is West Jordan City Hall Community Room, 8000 S. Redwood Road, West Jordan. Details are at westjordanchamber.com.

Jan. 23, 3-4:30 a.m.

"Jump Start: Intro to Entrepreneurship," a Salt Lake Chamber seminar. Event is designed for all entrepreneurs: those looking to go into business, early startup stage or those looking to improve an existing business. Location is the Women's Business Center, 175 E. 400 S., Suite 600, Salt Lake City. Free. Details are at slchamber.com.

Jan. 24, 3-4:30 p.m.

"It's All in The Presentation," a Women's Business Center of Utah (WBCUtah) event focused on ensuring a company's story is deeply engaging and that its presentation slides complement the pitch. Location is the Women's Business Center of Utah, 175 E. 400 S., Suite 600, Salt Lake City. Cost is \$15. Details are at slchamber.com.

Jan. 24, 5-7 p.m.

Business After Hours, a Salt Lake Chamber event. Location is Kiln, 26 S. Rio Grande St., Suite 2072, Salt Lake City. Cost is \$7 for early-bird members (ends one week prior to event), \$10 for members the week of the event, \$15 for nonmembers. Details are at slchamber.com.

Jan. 24, 6-9 p.m.

31st Annual "Share the Magic" Gala, a West Jordan Chamber of Commerce event featuring dinner, live entertainment, a silent auction and an awards ceremony. Location is The Gathering Place at Gardner Village, 1100 W. 7800 S., No. 24, West Jordan. Registration deadline is Jan. 18. Details are at westjordanchamber.com.

Jan. 25, 6-9 p.m.

Business Awards Banquet, a Davis Chamber of Commerce event. Location is the Davis Conference Center, 1651 N. 700 W., Layton. Details are at davis-chamberofcommerce.com.

Jan. 29, 8 a.m.-noon

"Key Utah Employment Rules," an Employers Council event. Location is the Employers Council, Utah office, 175 W. 200 S., Suite 2005, Salt Lake City. Cost is \$145. Details are at employerscouncil.org.



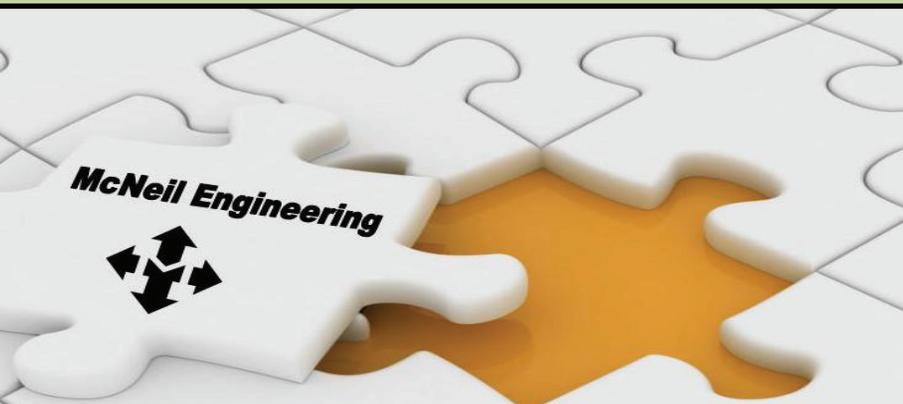
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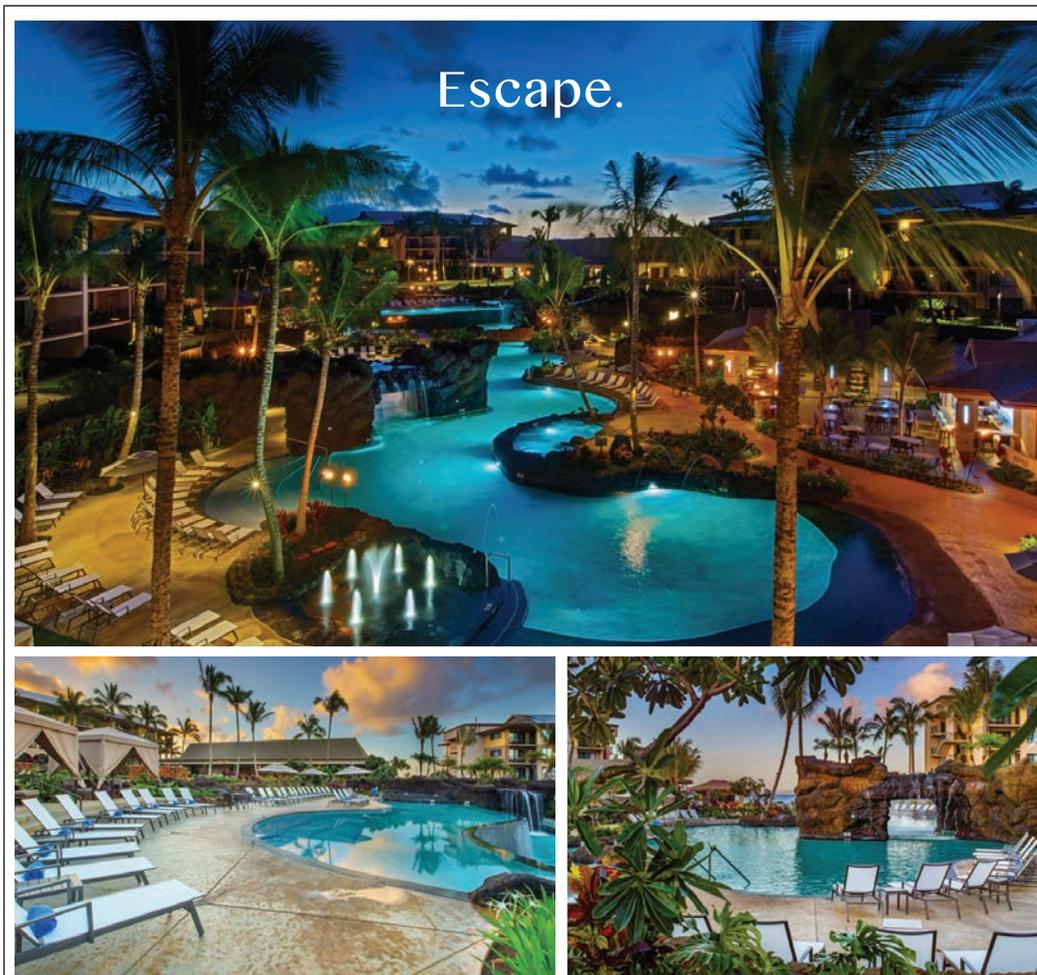
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see CALENDAR next page

CALENDAR

from previous page

Jan. 30, 8 a.m.-2 p.m.

“Speak Like a Pro: Greatness in One Day,” a Salt Lake Chamber event that is part of the Professional Development Series. Speaker is Dan Clark of Dan Clark and Associates. Location is Marriott City Center, 220 S. State St., Salt Lake City. Cost is \$189 for members, \$209 for nonmembers. Details are at slchamber.com.

Jan. 31-Feb. 1

Silicon Slopes Tech Summit, featuring keynote presentations, breakout sessions, entertainment and more. Topic groups are entrepreneurship, blockchain, software development, artificial intelligence, consumer products and social good. Location is Salt Palace Convention Center, 100 S. West Temple, Salt Lake City. Early-bird cost is \$129. Details are at www.siliconslopesummit.com.

Jan. 31, 8-10 a.m.

“Harassment Prevention Training for Employees” (Spanish), an Employers Council event. Location is the Employers Council, Utah office, 175 W. 200 S., Suite 2005, Salt Lake City. Cost is \$99. Details are at employerscouncil.org.

Jan. 31, 10 a.m.-8 p.m.

Government Contracting, a U.S. Small Business Administration event. Location is the Wallace Bennett Federal Building, 125 S. State St., Room

2222, Salt Lake City. Free. Details are at <https://www.sba.gov/tools/events>.

Feb. 1, 8-10 a.m.

First Friday Face-to-Face, a West Jordan Chamber of Commerce business-to-business networking event. Location is the Megaplex Theatres at The District, 3761 W. Parkway Plaza Drive, South Jordan. Free. Details are at <http://firstfridaysnetworking.com/>.

Feb. 1, 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.

Feb. 6, 9-10:30 a.m.

“Jump Start: Intro to Entrepreneurship,” a Salt Lake Chamber seminar. Event is designed for all entrepreneurs: those looking to go into business, early startup stage or those looking to improve an existing business. Location is the Women’s Business Center, 175 E. 400 S., Suite 600, Salt Lake City. Free. Details are at slchamber.com.

Feb. 7, 8 a.m.-4 p.m.

Supervisory Skills Program, an Employers Council event over four consecutive Thursdays. Location is the Employers Council, Utah office, 175 W. 200 S., Suite 2005, Salt Lake City. Cost is \$740. Details are at employerscouncil.org.

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

Strictly Networking Lunch-

eon, a West Jordan Chamber of Commerce event. Location to be announced. Free (pay if ordering from the menu). Details are at westjordanchamber.com.

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

Lunch Meeting, a Murray Area Chamber of Commerce event. Location is Brio Tuscan Grille, 6173 S. State St., Murray. Details are at murraychamber.org.

Feb. 7, 6-10 p.m.

2019 Annual Gala and After-Party, an Ogden-Weber Chamber of Commerce event. Recipients of various chamber awards will be honored. Location is Peery’s Egyptian Theater and Ogden Eccles Conference Center. Cost is \$100. Details are at ogdenweberchamber.com.

Feb. 8, 7:45-9 a.m.

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

Feb. 8, 8-9:30 a.m.

Form I-9 Self-Audit Workshop, an Employers Council event providing hands-on instruction and examples of how to audit Form I-9s to ensure compliance with USCIS regulations, as well as make corrections the right way. Location is the Employers Council, Utah office, 175 W. 200 S., Suite 2005, Salt Lake City. Cost is \$99. Details are at employerscouncil.org.

Feb. 12, 8 a.m.-3:30 p.m.

Lead Worker Training, an Employers Council event focusing on the changing relationships for leads and group or team leaders, the expectations and limitations of the position, and the communication demands from employees and management. Location is the Employers Council, Utah office, 175 W. 200 S., Suite 2005, Salt Lake City. Cost is \$225. Details are at employerscouncil.org.

Feb. 13, noon

“AI and the Future of Finance,” a Silicon Slopes event. Location is Silicon Slopes, 2600 W. Executive Parkway, Lehi. Free. Details are at siliconslopes.com.

Feb. 13, 5-7 p.m.

Business After Hours, an Ogden-Weber Chamber of Commerce event. Location is Union Station, 2501 Wall Ave., Ogden. Free for chamber members and first-time guests, \$10 for nonmember guests. Details are at ogdenweberchamber.com.

Feb. 14, 11 a.m.-1 p.m.

“Sweet Success: Growing Into Small Business,” a Women’s Business Center of Utah event featuring a panel discussion. Location is the Women’s Business Center of Utah, 175 E. 400 S., Suite 600, Salt Lake City. Cost is \$35. Details are at slchamber.com.

Feb. 15, 7:30 a.m.-1 p.m.

Small Business Summit

2019, with the theme “Ignite & Inspire,” a Salt Lake Chamber event featuring an opportunity for small-business owners, managers and entrepreneurs to learn new tools, tactics and strategies; gain practical skills; and make connections to help support the growth and success of small business in Utah. Location is Marriott University Park, 480 Wakara Way, Salt Lake City. Cost for members is \$85, \$99 for nonmembers. Details are at slchamber.com.

Feb. 20-21, 8 a.m.-6 p.m.

35th Annual Investors Choice Venture Capital Conference, a VentureCapital.org event. Location is Hilton Salt Lake City Center, 255 S. West Temple, Salt Lake City. Conference cost is \$495 (\$295 before Dec. 31). Ski and snowboard day is Feb. 20, 9 a.m.-4 p.m., at Snowbird (cost is \$150). Investor reception is Feb. 20, 6-8 p.m., at the Zions Bank Founders Room, 1 S. Main St., Salt Lake City (cost is \$150). Registration can be completed at Eventbrite.com.

Feb. 20, 9 a.m.-noon

“Pitch Perfect: Master Your Two-Minute Funding Pitch,” a Women’s Business Center of Utah event. Location is Women’s Business Center of Utah, 175 E. 400 S., Suite 600, Salt Lake City. Cost is \$15. Details are at slchamber.com.

see CALENDAR page 22

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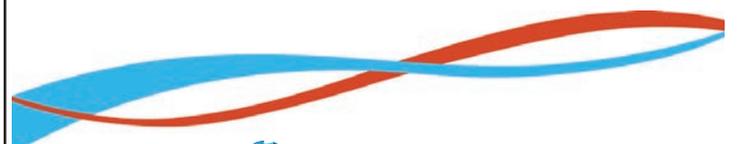
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Opinion

Trump's confusing trade talk: NAFTA, the new NAFTA or no NAFTA?

After spending months complaining about the disparity between the United States and other nations' duties, along with the unfair treatment of U.S. exporters, Pres. Trump is once again threatening to pull the plug on one of the best tariff-equalizing deals ever made: the North American Free Trade Agreement. As always, his allies argue that this is a brilliant negotiating strategy to force the Democrats to adopt his new NAFTA. I don't know if that strategy will succeed, but it's incredibly inconsistent with his stated goal of wanting lower and reciprocal tariffs on U.S. exports.



VERONIQUE
de RUGY

A quick reminder of how we got here: From Day One in the White House, the president has declared his intention to pull out of NAFTA. He has claimed many times that the 1994 deal was the worst deal ever agreed to by the United States. He used this threat of withdrawal to extract a new deal with Canada and Mexico called the United States-Mexico-Canada Agreement (USMCA), a deal he modestly labeled "the most important trade deal we've ever made by far."

This statement, however, should be taken with a grain of salt. In fact, while the USMCA includes some needed modernization to the 25-year-old NAFTA and delivers a sliver of trade liberalization in a few areas, on net, it's more protectionist than NAFTA, due to punishing new "rules of origin" and high minimum-wage requirements. But no matter how imperfect the agreement is, it may ease the fear of a NAFTA withdrawal — for now, at least.

With the Democrats regaining a majority in the House, the future of the USMCA is somewhat in limbo. As a result, the president is in full attack mode. He announced recently, "I will be formally terminating NAFTA shortly. ... And so, Congress will have a choice of the USMBCA or pre-NAFTA, which worked very well."

I fail to see what leverage the president believes he has against the Democrats. For one thing, they have always largely opposed free trade in general. I doubt that moving away from trade liberalization will be a big problem for them. Besides, since

Trump's election, the Democrats' strategy has consisted of opposing him at every turn. With this ultimatum, Trump is giving them a golden opportunity to do just that. The cherry on top is that he will likely be blamed for the economic downfall that would inevitably follow the end of NAFTA.

I also fail to see how the president sees a return to the pre-NAFTA world as advancing his goal of reciprocity in trade duties. Under NAFTA, all U.S. exports going to Mexico are duty-free, as are non-agricultural U.S. exports to Canada. Even in spite of the Canadians' high dairy duty, 97 percent of U.S. agricultural exports go to our neighbor to the north duty-free. In exchange, Mexico and Canada export their goods to us free of tariffs.

A withdrawal would shatter this balance. Not only will tariffs go up, hurting consumers and exporters in all three countries, but the tariffs would be highest on U.S. exports to Canada and Mexico. As my colleague Dan Griswold explained to me, "Without NAFTA, U.S. duties on imports would jump from virtually zero to an average of 2.3 percent on non-farm products and 3.8 percent on farm products. The cor-

responding average duties in Canada would jump to 2.3 percent and 12.4 percent and in Mexico, to 3.5 percent and 20.1 percent."

In other words, by his own standard, Pres. Trump would make trade even more "unfair" to American exporters than it was when he came into office. But it gets worse. As it happens, Mexico is the king of free trade agreements. The country has some 40 agreements with other nations. Unlike Americans, exporters in these favored nations will face low duties when exporting to Mexico.

The bottom line is that if Pres. Trump believes unfair trade is defined by other countries imposing higher tariffs on U.S. exporters than the U.S. imposes on them, he needs the current NAFTA in place in case the Democrats reject the USMCA. If he withdraws and the Democrats pull out of the USMCA, he will have done more to bring about unfair trade to U.S. exporters than anyone before him.

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

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For all its faults, the old WASP aristocracy had some fine qualities

The death of George H.W. Bush has occasioned a fair amount of nostalgia for the old American establishment, of which Bush was undoubtedly a prominent member. It has also provoked a heated debate among commentators about that establishment, whose membership was determined largely by bloodlines and connections. You had to be a white Anglo-Saxon Protestant to ascend to almost any position of power in America until the early 1960s. Surely there is nothing good to say about a system that was so discriminatory toward everyone else?



FAREED
ZAKARIA

Actually, there is. For all its faults — and it was often horribly bigoted, in some places segregationist and almost always exclusionary — at its best, the old WASP aristocracy did have a sense of modesty, humility and public-spiritedness that seems largely absent in today's elite. Many of Bush's greatest moments — his handling of the fall of communism, his decision not to occupy Iraq after the first Gulf War, his acceptance of tax increases to close the deficit — were marked by restraint, an ability to do the right thing despite enormous pressure to pander to public opinion.

But — and here is the problem — it is likely that these virtues flowed from the nature of that old elite. The aristocracy was secure in its power and position, so it could afford to think about the country's fate in broad terms, looking out for the longer term, rising above self-interest — because its own interest was assured. It also knew that its position was somewhat accidental and arbitrary, so its members adhered to

certain codes of conduct — modesty, restraint, chivalry, social responsibility.

If, at this point, you think I am painting a fantasy of a world that never existed, let me give you a vivid example. On the Titanic's maiden voyage, its first-class cabins were filled with the Forbes 400 of the age. As the ship began to sink and it became clear there were not enough lifeboats for everyone, something striking took place. As Wyn Wade recounts, the men let the women and children board the boats. In first class, about 95 percent of the women and children were saved, compared with only about 30 percent of the men. While, of course, first-class passengers had easier access to the boats, the point remains that some of the world's most powerful men followed an unwritten code of conduct, even though it meant certain death for them.

Today's elites are chosen in a much more open, democratic manner, largely through education. Those who do well on tests get into good colleges, then good graduate schools, then get the best jobs and so on. But their power flows from this treadmill of achievement, so they are constantly moving, looking out for their own survival and success. Their perspective is narrower, their horizon shorter-term, their actions more self-interested.

Most damagingly, they believe their status is legitimate. They lack some of the sense of the old WASP establishment that they were accidentally privileged from birth. So, the old constraints have vanished. Today CEOs and other elites pay them-

selves lavishly, jockey for personal advantage and focus on their own ascendancy.

The man who invented the term "meritocracy" did not mean it as a compliment. The British thinker Michael Young painted a dystopian picture of a society in which the new, technocratic elite, selected through exams, became increasingly smug, arrogant and ambitious, certain that modern inequality was a fair reflection of talent and hard work. Writing later about Tony Blair's complimentary use of the term, Young warned that the prime minister was fostering a deeply immoral attitude toward those who were not being rewarded by the system, treating them as if they deserved their lower status.

Donald Trump uses a common refrain at his rallies to attack today's elites and their arrogance. He focuses on their schooling and then says to the crowd, "They're not elite. You're the elite." Trump has found a genuine vein of disgust among many Americans at the way they are perceived and treated by their more successful countrymen. The violent protests that have been happening in France are similarly fueled by rural, poorer people who believe that the metropolitan elites ignore their plight. The 2016 Brexit vote reflected the same revolt against technocrats.

see ZAKARIA page 23



Opinion

Tribalism isn't new; it started with the cavemen, not Al-Qaeda or ISIS

Not too long ago, a good friend and I were discussing the conflicts in the Middle East.

"Dee, we have got to do something about all the killing that is going on in the Middle East."

"Bob, you're not going to be able to stop the killing because it's been going on for 10,000 years because of tribalism."

Jonah Goldberg wrote an excellent column for the Tribune Content Agency on Nov. 29, 2017, titled "Pelosi's Double Standard: An Example of Shameless Partisanship." In the column, he wrote the following statement: "We live in the moment beset by tribalism, from partisanship to myriad forms of identity politics. All of them work on the assumption that neutral rules are unfair or unjust because my tribe is somehow especially noble and your tribe is especially evil."

Nobody is doubting that tribes do perform a useful purpose. Take, for example, the cavemen who joined together to take

down a woolly mammoth so that the tribe could have food. Another good example is the tribe that Martin Luther King Jr. put together to bring about civil rights for all African Americans. Tribalism is always here; but at times, it just might go bonkers.



ROBERT PEMBROKE

There is new tribe in town that goes by the name "Never Trumpers." It seems like everywhere I go I now run into the "Never Trumpers." Haranguing our president, though, is not the answer. Getting Democrats and Republicans, straights and gays, different religious orders, millennials and the elderly together to limit Trump is just the right thing to do.

I lived through the impeachments of Richard Nixon and Bill Clinton and the country does not need to be torn apart again. Invoking the 25th Amendment, as columnists and congressmen are saying now, is not the answer. Instead, just take away Trump's bully pulpit and ignore him.

Jennifer Rubin of *The Washington Post*

said in a Nov 29, 2017, column, "If Trump really believes what he saying, we must use the 25th Amendment." The 25th Amendment allows the cabinet to remove a president in case of a disability. This is a good example of what I am talking about. Obviously, Rubin is a member in good standing of the "Never Trumpers" media tribe.

Rubin said that "the Cabinet has an obligation to determine if the president is so impaired that he is unable to discharge the powers and duties of his office." Yes, the Cabinet does have the power to remove the president, but again is this the right thing to do?

The conflicts in the Middle East are still raging and I see no solution to the problem that tribalism is causing. Just like the caveman who craved food, the Middle East tribes crave oil. Oil will provide the leaders of the Middle East tribes with good food; nice cars; elaborate villas; and many, many wives. Oil will also cause nations like the U.S. to go to war.

Tribalism in America is causing the love for our country and lately, if you take

issue with a tribe, it is an extremely precarious endeavor. Just look at the violence on college campuses when a right-wing speaker appears. There has been violence or destructive protest at Claremont McKenna College, Middlebury College, University of Chicago, UC Berkeley, the University of Washington, UC Davis and the University of Utah.

Our founding fathers were suspicious of tribalism and they tried to construct a new society that protected the individual rights of all Americans and, of course, they failed. The Civil War, where the slave tribe fought the non-slave tribe, cost America 620,000 lives, or roughly 2 percent of its population.

One great attraction of tribalism is that you don't have to think very much. All you need to know is what side of the issues you are on and you can then go on your merry way. Somehow, we must unwind the increasingly dangerous tribal dysfunction.

Robert Pembroke is the former chairman and CEO of Pembroke's Inc. in Salt Lake City.

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INSIDE



2018 Pathfinder Awards

Six deserving women are recognized by the Salt Lake Chamber for creating new paths promoting the development and recognition of women in business.

pages F3-F5

**Women-Owned
Businesses List**
page 16

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EDITOR'S NOTE: The articles in this section about the ATHENA Award winner and the Pathfinder honorees was furnished to *The Enterprise* by The Salt Lake Chamber, which is responsible for the content.

WOMEN IN BUSINESS



A T H E N A
I N T E R N A T I O N A L

2018 Salt Lake Chamber ATHENA Award Winner



Cindy Crane

CEO, Rocky Mountain Power

Cindy Crane is chief executive officer of Rocky Mountain Power in Salt Lake City. She is responsible for the company's transmission and distribution operations, customer service and regulatory and legislative affairs in Idaho, Utah and Wyoming. Crane is additionally responsible for PacifiCorp's coal fueling and mining operations as well as thermal generation operations.

Prior to her current position, Crane served as vice president of Interwest Mining and Fuels for PacifiCorp Energy. She was responsible for the Energy West and Bridger Coal mine operations, as well as overall coal supply acquisition and management for PacifiCorp's coal-fueled generation plants. Crane joined PacifiCorp in 1990 and served in a variety of positions, including director of business systems integration, managing director of the company's regional transmission project and managing director of the major issues program. She also managed the company's integration following its acquisition by Berkshire Hathaway Energy. Crane then served as vice president of strategy and division services for PacifiCorp Energy,

where she provided leadership in the development of the company's coal supply and renewable energy strategies, including the completion of five Wyoming wind projects.

Prior to PacifiCorp, Crane worked at NERCO Inc., which was 82 percent owned by PacifiCorp. Crane joined NERCO while doing due-diligence efforts for holdings of Union Texas Petroleum. Crane currently serves on the Wyoming Energy Resources Council and several boards of directors, including Envision Utah, the Utah Sports Commission, EDCUtah, the National and Utah Mining Associations and the Salt Lake Chamber.

She dedicates her time to others within the company through both formal and informal mentoring. Crane lives in North Salt Lake with her husband, Don. She has a son, Jeremy, and two granddaughters, Brooklynn and Kally, who live in Rock Springs, Wyoming. Crane is a native of Boise, Idaho. She enjoys spending time with her family and in the outdoors, playing golf, fishing, boating or just working in her garden and flower beds.

The Women & Business Conference and ATHENA Awards Luncheon is presented annually by the Salt Lake Chamber. This year's event was held Nov. 16 at the Grand America Hotel in Salt Lake City. The event features the presentation of prestigious awards to women of merit in our community:

The ATHENA International Award is a national award presented to an active member of the Salt Lake Chamber who demonstrates creativity and initiative in business and provides valuable service by devoting time and energy to improve the quality of life for others in the community and assists women in reaching their full leadership potential.

The Pathfinder Awards are presented annually to community leaders who create new paths promoting the development and recognition of women in business.

WOMEN-OWNED BUSINESSES

Ranked by Total Revenue 2017



List Development Laneace Gregersen | laneace@slenterprise.com

	Company Name Address	Phone Web	Total Revenue 2017	No. Full- Time Utah Employees	Percentage of Women Employees	Type of Business	Owner
1	Get Away Today 1650 E. 5700 S. South Ogden, UT 84403	855-GET-AWAY getawaytoday.com	\$104M	40	90%	Discount vacation travel	Julie Smith
2	Cruise & Travel Masters 4376 S. 700 E. SLC, UT 84107	801-268-4470 cruiseandtravelmasters.com	\$21M	40	80%	Managing corporate & vacation travel	Toby Nash
3	Salt Lake Imports Inc. 750 S. Redwood Road North Salt Lake, UT 84054	801-355-2700 saltlakeimports.com	\$7.4M	7	60%	Independent used automotive dealership	Johnna Abrams Chris Williams
4	Chase Associates 461 E. 200 S., Ste. 102 SLC, UT 84111	801-532-7761 chase-associates.com	\$3.8M	6	100%	Interior design, procurement, project management	Nola Chase
5	All Points Travel LLC 141 E. 5600 S., Ste. 100 Murray, UT 84107	801-466-1101 allpointstravelonline.com	\$3.3M	4	100%	Full-service travel agency specializing in family & group travel, destination weddings & honeymoons, cruises & custom Europe	Marjorie Donoghue Partner Corina Johnson Partner
6	Log Haven Restaurant 6451 E. Millcreek Canyon Road SLC, UT 84109	801-272-8255 log-haven.com	\$3.2M	39	45%	Restaurant, banquet, reception	Margo Provost
7	Recruiting Connection 1935 E. Vine Street, Ste. 410 SLC, UT 84121	801-278-1200 recruitingconnection.org	\$2M	9	66%	Recruiting search firm	Marilyn Beck
8	Holmes & Co. Advertising 34 S. 600 E. SLC, UT 84102	801-355-2211 holmesco.com	\$1.6M	8	60%	Advertising agency	Lisa Holmes
8	Recruiting Connection 1935 E. Vine St., Ste. 410 SLC, UT 84121	801-278-1200 recruitingconnection.org	\$1.6M	9	66%	Full-service recruiting firm	Marilyn Beck
10	McKinnon-Mulherin P.O. Box 1890 SLC, UT 84110	801-895-4745 mckinnon-mulherin.com	\$1.4M	13	65%	Corporate communication firm	Kate Reddy Shauna Bona Regina Davis
11	Advanced Apparel Inc. 650 W. Sandy Parkway Sandy, UT 84070	801-523-0276 advancedapparel.com	\$875K	4	100%	Corporate branding, screen print, embroidery & promotional products	Stacy Johansen
12	Jam Packed LLC dba Butcher's Bunches Handcrafted Preserves P.O. Box 6826 North Logan, UT 84341	435-938-8316 butchersbunches.com	*	16	85%	Food manufacturing & sales	Liz Kennard Butcher
13	Larry H. Miller Group of Companies 9350 S. 150 E., Ste. 900 Sandy, UT 84107	801-563-4100 lhm.com	*	3,500	33%	Automotive retail, sports & entertainment, financial services	Gail Miller
14	Saxton Horne Communications 85 E. 9400 S. Sandy, UT 84070	801-304-1066 saxtonhorne.com	*	70	40%	Advertising agency	Gail Miller
15	Stratus.hr 75 W. Towne Ridge Parkway Ste. 440 Sandy, UT 84070	801-984-0252 stratus.hr	*	32	63%	Professional employer organization (PEO)	Michelyn Farnsworth

2018 SALT LAKE CHAMBER PATHFINDER AWARD WINNERS



Kristen Cox

Governor's Office of Management & Budget

Kristen Cox is the executive director of the Utah Governor's Office of Management and Budget (GOMB). Appointed to the position by Gov. Gary Herbert in 2012, she has worked diligently to integrate operational excellence with the state's management and budgeting practices.

The mission of GOMB is to create more value for every tax dollar invested. Under Kris' leadership, Utah improved government performance by more than 27 percent prior to January 2017, exceeding the 25 percent goal set by Gov. Herbert. The work to improve government is never over and Utah's state agencies continue to set new targets in an effort to continually improve performance.

Prior to her time at GOMB, Kris served as the executive director of the Department of Workforce Services (DWS). Kris led the DWS effort to reduce eligibility costs by nearly 40 percent while simultaneously improving quality for the customer. This occurred during a time of significant caseload growth of almost 60 percent due to the 2008 economic recession.

Kris has also worked as the secretary of the Maryland Department of Disabilities, was appointed to a position with the Department of Education by Pres. George W. Bush and held numerous positions with the National Federation of the Blind. She ran as the Republican candidate for lieutenant governor of Maryland during the 2006 general election.

In December 2016, Kris was selected as one of *Governing Magazine's* public officials of the year. She has also been honored by the Utah Community Foundation as an Enlightened 50 (2016), *Utah Business Magazine* as one of the 30 Women to Watch (2012) and by Days of '47 with the Pioneers of Progress Award for Business and Enterprise (2012).

Kris received her Bachelor of Science in Educational Psychology from Brigham Young University. She served an LDS mission in Brazil and treasures any opportunity to speak Portuguese. Kris is an avid reader and loves being active. Kris and her family love the outdoors, especially hiking Utah's mountains and trails. Her greatest outdoor adventures have been skydiving, paragliding, snow and water skiing and hiking the Grand Canyon rim to rim.

Kris recently co-authored the book *Stop Decorating the Fish*. The book is a business fable that teaches an important lesson about how to effect positive change in the workplace. The authors analyze how organizations can overlook the core issue when trying to solve problems. At the age of 11, Kris began to lose her vision due to a rare genetic eye disorder. All of Kris' proceeds from the book will benefit the National Federation of the Blind.



Dr. Donna Milavetz

OnSite Care Clinics

After 20 years of practicing internal medicine, Dr. Donna Milavetz recognized how truly broken our healthcare system was. The traditional fee-for-service model of healthcare was driving up costs, reducing the quality of care and leaving both patients and doctors dissatisfied.

Dr. Milavetz knew she could do better. She knew she could generate better health outcomes for patients with greater savings for employers using a model that places real value on primary care. She looked for a place to devote her skills to generating better health outcomes and greater savings. She found it in the employer market and, almost without intending to, started OnSite Care, a company that places focus on primary care and provides patients the care they deserve.

Dr. Milavetz holds a master's degree in public health from the prestigious University of Minnesota, where she also completed her internal medicine residency. She trained at one of Harvard's training hospitals and has worked at the Mayo Clinic.



2018 SALT LAKE CHAMBER PATHFINDER AWARD WINNERS



Katie Holland

Illuminate

After spending a decade with Corporate Alliance committed to helping Utah's business leaders connect, Katie Holland now applies her experience and expertise to a flourishing women's group called Illuminate, which she founded. Utah business is booming, and Utah's female workforce is ready, willing and able to embrace leadership and success. Katie knows business, she knows leadership — and Katie knows women. Marrying corporate success with the challenges of being a working mom, wife, sister, daughter and friend is no small thing. It can be amplified and simplified through strong, women-based training and a mentor-driven network. Illuminate exists to help women succeed — period.

Prior to Corporate Alliance, Katie spent 19 years with Innovations Consulting, an international training organization committed to leadership, diversity and empowerment with a Fortune 200 clientele. Katie has the experience, network and know-how to create a win-win between companies and the women who help make them successful.



Hollie Pettersson

Cicero Group

Hollie Pettersson, Ph.D., is a partner with the Cicero Group/Ed Direction, where her team works extensively with K-12 schools across the country to improve learning outcomes for students and invest in the professional development of educators. Dr. Pettersson draws on lessons learned as a classroom teacher, school psychologist, university instructor, and through administrative roles at the state, district and school levels to inform her work. As a licensed psychologist, she tries to ensure that students are afforded equitable access to evidence-based social and emotional learning (SEL) and trauma-informed care as part of a comprehensive education.

Dr. Pettersson is a first-generation college graduate, working mother and grateful recipient of mentoring at key stages in her career. She believes in paying it forward to increase educational and employment opportunities for individuals in underserved communities. In 2015, she and Melissa Grant started Women of Cicero, a group focused on amplifying one another's voices, supporting the career development of women, and giving back to the Greater Salt Lake community. Currently, she serves as a trustee for the Utah Association of School Psychologists and a member of the board for the American Cancer Society Utah.

2018 SALT LAKE CHAMBER PATHFINDER AWARD WINNERS



2018 SALT LAKE CHAMBER
PATHFINDER
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Amanda Smith

Holland & Hart

Amanda Smith is an attorney at Holland & Hart LLP specializing in environmental law and government affairs. She has more than 20 years of experience working on complex issues that span government, industry, private land owners and environmental groups.

Amanda counsels clients on how to operate in compliance with complex environmental regulations and in an ever-changing environmental policy landscape at both the state and federal levels. She has successfully represented clients through challenging permitting processes as well as compliance issues and penalty negotiations. Additionally, Amanda works with clients to proactively address issues at the Legislature by assisting with strategy, drafting legislation and lobbying on their behalf. While serving as the energy policy advisor to Gov. Gary R. Herbert, she developed the Utah Energy Initiative, a 10-year strategic energy plan. Prior to joining Holland & Hart, Amanda served as the executive director of the Utah Department of Environmental Quality, where she led the organization by working proactively with individuals, community groups and organizations in the environmental industry.

Amanda was the recipient of the Governor's Science and Technology Medal in 2011, along with Lawyer of the Year award by the Utah State Bar Energy, Natural Resource & Environmental Law Section in 2012. *Utah Business Magazine* recognized Amanda as one of the Utah Legal Elite: Environmental for 2017 and 2018. Amanda has also recently been recognized by The Best Lawyers in America for Environmental Law from 2018-2019 and Environmental Litigation for 2019.

2018 SALT LAKE CHAMBER
PATHFINDER
AWARD WINNER

Emily Wright

doTERRA International

Emily Wright has nearly 20 years of experience in the essential oil industry, having served in executive level positions for the past 13 years. Her extensive experience in all aspects of the essential oils market and leadership over the sales and marketing efforts for the United States and Canada have allowed her to combine her two loves: essential oils and people. Emily has an innate ability to see what is possible and puts her heart and soul into accomplishing the task at hand. Her belief in humanity and ability to see the individual worth of every person she meets is one of her greatest qualities.

Emily's expertise and passion lies in sourcing the world's purest and most potent essential oils, educating individuals about their powerful benefits and in developing people. She recognizes that when good people with pure hearts come together for a common cause, the possibilities are limitless. Emily's greatest accomplishment is being the mother of four beautiful children and the wife of a humble cowboy.





It's not who you know, but who knows you

When I started my business 19 years ago, I was new to Utah. I was in my early 20s and had no idea what I was doing.

I started working on gaining clients the hard way — one at a time through the phone book. After meeting a few business owners, I was guided to check out networking events. I attended a few city chamber events. I quickly realized networking was the golden ticket to success.



People do business with those they know and trust. It's not who you know, but who knows you. Let me say that again: It's not who you know, but who knows you.

In the beginning, it became apparent to me very quickly that I was in a man's world. I would be the only female sitting at a round table of eight at most of the events. In

the beginning, this would intimidate me — then infuriate me when I would not get the invite to reconnect on the golf course or after hours for a drink. Although this happened, I stuck with it.

I continued to attend the events and realized I would have to work twice as hard to build the relationships. Instead of feeling defeated because I was a girl, I decided to capitalize on it. I built a solid plan on how to grow the strong relationships that would be beneficial to me and the growth of my company.

I have five keys that are tried and true and I will share them with you:

1. Listen. Listen to what people are saying and what they are not saying. People drop a lot of clues on what they need. Find ways to help them — personally or professional-

ly. Everyone's primal need is to be heard and understood.

2. Communicate. As females, we are given natural abilities — one of them is being vulnerable. The ability to express our thoughts and experiences with others in a way to truly connect is a strong suit for most women. And it's guaranteed to boost relationships.

3. Have confidence. This is a big one! Wear your favorite outfit. Rock those new heels. Own the fact that you're a successful entrepreneur. The fact you are among mostly men makes you different. This is a great way to be remembered. I branded myself as "Stacy, the shirt lady." I own the fact that I'm a lady in business.

4. Get involved. Attend events. Gather people together for lunch. Volunteer on boards. Raise your hand to go on stage to participate in

games. Give — donate to raffle prizes. Any way to be in the spotlight, take it. Remember, it's who knows you.

5. Find ways to help. I know I touched on this on No. 1, but this concept is so huge. Go with the intention to help others. Do not go to shove your business cards down others' throats. Go to find who you can help. It's amazing what can happen when you reach out to someone you met a few months ago with a connection or a book or quote that could help. People don't forget you when they know you truly care.

These skills have helped me grow my business. Building your beliefs and knowing your intentions and skills will help you grow yours.

Stacy Johansen is the owner of Advanced Apparel, a screen printing and embroidery company in Sandy.



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Yelp Review



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CALENDAR

from page 11

Feb. 20, 11 a.m.-2 p.m.

2019 NUBIZ Economic Forecast. Location is Hub 801 Events, 3525 Riverdale Road, Ogden. Cost is \$49. Details are at ogdenweberchamber.com.

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

“Multiplying Lasting Profitable Relationships,” a West Jordan Chamber of Commerce event. Presenter is Clay Neves of Personal Sales Dynamics. Location is West Jordan City Hall Community Room, 8000 S. Redwood Road, West Jordan. Free for members, \$10 for nonmembers. Details are at westjordanchamber.com.

Feb. 23, 9-10:30 a.m.

Annual Legislative Breakfast, a Murray Area Chamber of Commerce event. Location is Intermountain Medical Center, 5121 S. Cottonwood St., Murray. Details are at murraychamber.org.

Feb. 26, 8 a.m.-noon

Family and Medical Leave Act Essentials, an Employers Council event providing a step-by-step guide to simplify FMLA administration. Location is the Employers Council, Utah office, 175 W. 200 S., Suite 2005, Salt Lake City. Cost is \$145. Details are at employerscouncil.org.

Feb. 26, 10-11 a.m.

“The Art of Negotiation,” a West Jordan Chamber of Commerce event. Presenter is Marty Gale. Location is West Jordan Chamber office, 8000 S. Redwood Road, West Jordan. Free. Details are at westjordanchamber.com.

Feb. 26, 11:15 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.

Feb. 28-March 2

2019 Entrepreneur & Investor Summit, produced by BioUtah and the Center for Technology & Venture Commercialization at the University of Utah. Event includes keynote speeches from entrepreneurs and industry executives, pitches from emerging bioscience startups, and investor presentations. Feb. 28 features a VIP dinner (by invitation only) at the Cleone Peterson Eccles Alumni House, University of Utah, 155 Central Campus Drive, Salt Lake City. March 1 features the summit at the same location (agenda to be announced). March 2 is a ski day. Details to be announced.

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

VENT, presented by the Women’s Business Center of Utah and part of a speaker series of entrepreneurs sharing stories of their failures in business and what they learned from them. Location is DevMountain, 341 Main St., Salt Lake City. Cost is \$5. Details are at slchamber.com.

March 1

“PHR/SPHR Study Programs,” an Employers Council program running on five consecutive Fridays, 8 a.m.-4 p.m. Location is the Employers Council, Utah office, 175 W. 200 S., Suite 2005, Salt Lake City. Cost is \$1,395 for members;

see **CALENDAR** next page

In contrast to other minable commodities, the value of Utah coal production decreased in 2017 to \$493 million, from \$509 million in 2016. Utah remains the only state to produce magnesium metal, beryllium concentrate, potassium sulfate and Gilsonite. Of these mineral commodities, magnesium, beryllium and potash (includes potassium sulfate) are included on the U.S. Department of the Interior’s 2018 critical mineral list.

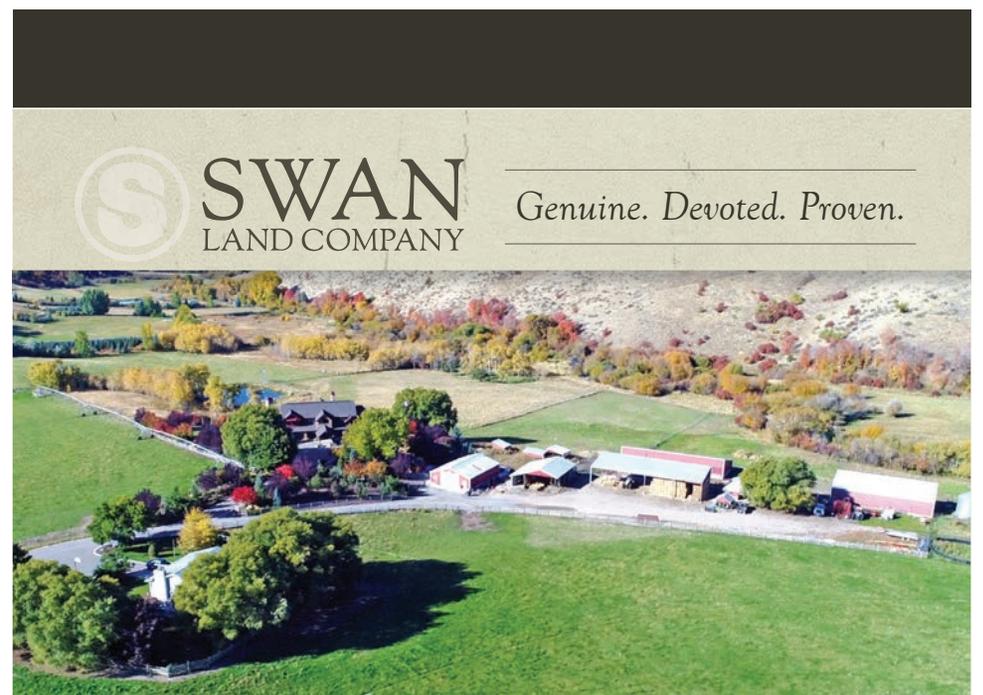
The U.S. Energy Information Administration ranked Utah as the 11th-largest coal producer out of 24 coal-producing states and accounted for 1.9 percent of total U.S. coal production.

The summary report has been substantially revised since its previous release and includes new figures showing historical production of a variety of mineral commodities and highlights various economic data, such as the mineral industry’s tax contributions.

“Utah Mining 2017” also provides information on historically produced commodities, such as uranium, and current mineral exploration and development within the state, including information about vanadium and lithium.

The 30-page report is available as a free download on the USG website or in printed form at the Utah Natural Resources Map & Bookstore, located at 1594 W. North Temple in Salt Lake City.

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MINING

from page 1

port shows that production peaked in 2011 at about \$5.3 billion.

The value of both base and precious metals production increased significantly in 2017, 11 percent and 15 percent, respectively. Base metal production contributed \$1.4 billion to the total value and includes copper, magnesium, beryllium and molybdenum. Copper accounts for 70 percent of total base metal production value in the state.

Nationally, the U.S. Geological Survey (USGS) ranked Utah eighth among states in production of metals and industrial minerals in 2017. Utah has ranked among the top 10 for the past decade, the USGS said.

Precious metals produced in Utah include gold and silver and were valued at \$261 million in 2017. Utah also produced industrial mineral commodities, including sand and gravel, crushed stone, salt, potash, cement, lime, phosphate, Gilsonite, clays, gypsum and others. The estimated value of industrial mineral production in 2017 reached \$1.2 billion, a 5 percent increase over 2016. The most valuable industrial mineral group in 2017, estimated at \$410 million, was the brine- and evaporate-derived commodities that included potash, salt and magnesium chloride.

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CAREERS



International Relief Teams Seeks Skilled Construction Volunteers

International Relief Teams (IRT) is seeking volunteers with construction skills (handypersons or licensed contractors) for one week deployments to U.S. flood affected areas to help those families who cannot financially recover on their own, get back into their homes.

Our construction teams are currently working in Louisiana in the aftermath of last year's record floods, and anticipate we will be needed in Texas in the near future.

Although skilled construction volunteers are our first priority, we will be adding a limited number of unskilled volunteers to each team. All volunteers accepted for this assignment will be flown commercially from an airport near their home to an airport near the job site, leaving on a Sunday and returning the following Sunday. IRT will provide minivans for volunteers to use to for local transportation to and from the arrival airport and to and from the job site.

Teams will be housed at local churches or other suitable facilities. Volunteers are responsible for bringing their own bedding, towels, and toiletries. There is a \$150 volunteer participation fee to help cover airfare and local transportation costs, and volunteers are responsible for their own meals while on assignment.

Work is performed Monday through Friday (full days) and a half day on Saturday. Job assignments generally include installing windows, doors, kitchen cabinets; laying tile, linoleum, or wood flooring; building handicap ramps to the home; roofing; drywall and mudding; finish carpentry work, finishing plumbing; and other related tasks. We ask each volunteer to bring basic hand tools, such as a tool belt, hammer, pliers, putty knives, tape measure, etc. Power tools, generators, compressors, and other large specialty tools are provided by IRT and our local agency partners.

For more information, contact Brett Schwemmer (bschwemmer@irteams.org), or to apply for an assignment, fill out an online volunteer application (www.irteams.org).

About IRT: Since 1988, IRT has been actively involved in helping families in need in 68 international disasters, and 24 U.S. disasters. IRT construction teams worked for more than six years repairing and rebuilding homes in Mississippi after Hurricane Katrina, and four years in New Jersey after Superstorm Sandy, and is now working in Louisiana after last year's record floods.

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ZAKARIA

from page 12

Let me be clear. I — of all people — am not calling for a revival of the WASP establishment. I am asking, "Can we learn something from its virtues?" Today's elites should be more aware of their privilege and at least live by

one simple old-fashioned, universal idea — rich or poor, talented or not, educated or uneducated, every human being has equal moral worth.

Fareed Zakaria's email address is comments@fareedzakaria.com.

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CALENDAR

from previous page

\$1,595 for nonmembers. Details are at employerscouncil.org.

March 1, 8-10 a.m.

First Friday Face-to-Face, a West Jordan Chamber of Commerce business-to-business networking event. Location is the Megaplex Theatres at The District, 3761 W. Parkway Plaza Drive, South Jordan. Free. Details are at <http://firstfriday-networking.com/>.

March 1, 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 the-chamber.org.

March 6, 9-10:30 a.m.

"Jump Start: Intro to Entrepreneurship," a Salt Lake Chamber seminar. Event is designed for all entrepreneurs: those looking to go into business, early startup stage or those looking to improve an existing business. Presenter is Clancy Stone, business advisor at the Women's Business Center of Utah. Location is the Women's Business Center, 175 E. 400 S., Suite 600, Salt Lake City. Free. Details are at slchamber.com.

March 7, 7:30-9 a.m.

Chamber Speaker Series, an Ogden-Weber Chamber of Commerce event. Location is Weber Center, 2380 Washington Blvd., Ogden. Free for chamber members and first-time guests. Details are at ogdenweberchamber.com.

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