

OF NOTE



Mixing hot and cold

The maker of Keurig coffee machines is acquiring Dr Pepper Snapple Group Inc., a move that will give shareholders nearly \$19 billion in cash and go down as the largest soft-drink deal ever. Even with the takeover, the company, which includes 7-Up and Canada Dry, will be far down the list from the two largest drink makers, Coca-Cola and PepsiCo.

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Utah sets pace among tech firms seeking parity in hiring

Brice Wallace
The Enterprise

Utah's tech community has been a beacon of innovation for years, but it also is at the forefront of pushing for gender diversity inside companies.

One effort to boost diversity, the non-profit organization Parity.org, has received commitments from more than 80 companies to interview more women for executive roles, and Utah companies represent half of that group.

Cathrin Stickney, founder and chief executive officer of Parity.org, said at the recent Silicon Slopes Tech Summit in Salt

Lake City that major non-Utah companies involved in the effort are Lyft, Adobe, Best Buy, Ralph Lauren and Cisco.

"For many of them, this message about gender parity at the very top of the company — where the real issues are — has resonated with them, Stickney said. "Each of these companies has great diversity programs. This was just something that is a focus that wasn't part of their diversity program, necessarily, and they really wanted to make a statement, [to] send a message to not only their employees but the public."

Parity.org's website features statistics

see **PARITY** page 15



Electric vehicles produced by Orem's VIA Motors International are displayed at a recent auto show. The company has signed a partnership agreement with China's largest car manufacturer to produce a medium-duty electric truck which will use VIA's software and systems control technology.

Orem's VIA Motors partners with Chinese co. to build electric truck

John Rogers
The Enterprise

Orem-based VIA Motors International has signed an agreement with China's Zhejiang Geely New Energy Vehicle Co. Ltd. to co-develop a medium-duty, extended-range electric truck, that will incorporate VIA's proprietary vehicle software and systems control technology. The companies hope to have the vehicle ready for launch in China and the Americas by 2019.

As part of the partnership agreement, VIA will be responsible for manufacturing,

sales and distribution in North and Latin America.

The Chinese partner is a subsidiary of Zhejiang Geely's Commercial Vehicle Group and is a leader in electric and hybrid drive systems with a variety of extended-range and electric commercial vehicles. Its stated mission includes "producing the safest, most environmentally friendly and most energy-efficient new-energy commercial vehicles," the company said in a recent release.

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Confidence wanes slightly after record high in December

Utah's consumer confidence came back to earth a little bit in January after setting records in December. The Zions Bank Utah Consumer Attitude Index (CAI) dipped slightly heading into the new year, decreasing 0.8 points from 118.7 in December to 117.9 in January. The Utah Present Situation Index, a measure of confidence in current statewide economic conditions, decreased to 125.2 points in January from a level of 132.1 in December.

By comparison, the national Consumer Confidence Index increased 2.4 points to 125.4 in January and is 13.8 points higher than it was at this same time last year.

Reduced optimism regarding current perceptions of the Utah labor market drove the dip in the CAI heading into 2018, as more Utahns feel that the number of available jobs within the state are decreasing. According to CAI survey data, 55 percent of Utahns believe that job availability is "plentiful" within their area, down from 61 percent in December. However, Utahns are increasingly optimistic about the future trajectory of the labor market, as 91 percent of those surveyed feel that job availability will be equal to or greater than the current situation six months from now.

"Utah's economy continues to grow as a result of robust local job creation," said Scott Anderson, Zions Bank president and CEO. "Utah companies continue to develop, expand and grow, and our local economy has been nationally recognized as one of the fastest-growing job markets in the country. Consumer sentiment seems to agree with this trend and I don't see any reason why this growth should not continue well into 2018."

One area in particular where Utahns anticipate spending some of their wages may boost Utah's growth. In the most recent CAI survey, more than 26 percent of Utahns indicated that they anticipate spending more this year on personal fitness than last year, compared to 13 percent who anticipate spending less. Utah historically has been considered one of the healthiest states in the nation and personal health and fitness remains an important driver of worker productivity and overall economic output.

Another area creating positive consumer sentiment is in the rise in home values. According to Corelogic's housing price index, single-family housing prices are up 10.5 percent year-over-year within Utah,

see **CAI** page 14



Chamber tabs Hatch 'Giant in Our City'

The Salt Lake Chamber has announced that U.S. Sen. Orrin Hatch, R-Utah, will be honored as the 39th "Giant in Our City" at a chamber event May 3 at the Grand America Hotel in Salt Lake City. The award honors those with exceptional and distinguished service and extraordinary professional achievement, the chamber said.

"In the history of the state of Utah, no other individual legislator has had greater impact," said Lane Beattie, president and CEO of the Salt Lake Chamber.

"Sen. Orrin Hatch spent the entirety of his career dedicated to the citizens of Utah, as well as the state's business community. Sen. Hatch has shown that he is not only a great politician, but also a great statesman. He has been a peacemaker and a collaborator

in getting things done to move America forward, and, more importantly, Orrin Hatch has always done what he believes is necessary for the next generation."

Now in his seventh, and final, term as Utah's senator, Hatch is the most senior Republican in the Senate and the longest-serving Republican senator in United States history. Hatch became the president pro Tempore of the Senate in 2015. Among his many initiatives are the Balanced Budget Amend-



Orrin Hatch

ment to the Constitution, the Strengthening Our Commitment to Legal Immigration and America's Security Act, the Religious Freedom Restoration Act, the Americans with Disabilities Act, the Antiterrorism and Effective Death Penalty Act and the Utah

School Trust Lands Exchange Act.

"For more than four decades, Sen. Hatch has spent his career fighting for those who could not fight for themselves," said Wilford Clyde, chair of the Salt Lake Chamber board of governors. "He has given so much to the state of Utah. For his devotion to the citizens of Utah and to our country, we are pleased to be honoring Sen. Hatch with this award."

Hatch is the chairman of the Senate Committee on Finance. He is also a member (and former chairman) of the Judiciary Committee; a member (and former chairman) of the Senate Health, Education, Labor and Pensions Committee; and a member of the Joint Committee on Taxation. He also serves on the board of directors for the Holocaust Memorial Museum in Washington, D.C.

GOED simplifies way rural businesses get tax credits

A state agency has simplified the process of applying for tax credits designed to spur investment and job creation by rural, non-retail small businesses in Utah.

The Governor's Office of Economic Development (GOED) has created an online portal to improve the Enterprise Zone Tax Credits application process.

"One of the least-known rural tax credits is the Enterprise Zone Tax Credit, which is available to eligible businesses for making capital investments and hiring new employees," said Val Hale, GOED's executive director. "These tax credits help businesses in rural Utah grow, hire additional employees and strengthen their local economies."

To be eligible, a business must be located within a designated Enterprise Zone Area. Businesses can determine if they are in a zone area by visiting www.locate.utah.gov and selecting "Enterprise Zones" under the "Economy" tab. Businesses then enter their address and ZIP code. If the business comes up under a red watermark, it is located in an Enterprise Zone Area and is eligible to apply for the tax credit.

In 2017, a total of 502 rural businesses were awarded those tax credits, with an average value of \$10,911. The industries awarded the most credits for 2017 (in order of tax credit dollars awarded) were agricultural forestry, fishing and hunting; real estate rental and leasing; mining; construction; transportation and warehousing; healthcare and social assistance; professional, scientific and technical services; and manufacturing.

"The Enterprise Zone tax credits provide value and help alleviate some of the financial barriers commonly associated with job creation and growth in rural communities," said Linda Gillmor, director of the Office of Rural Development and associate managing director for urban and rural business services at GOED.

"We have a number of tax credit programs available to rural businesses. We encourage small-business owners of all sizes and from eligible industries to apply and take advantage of these opportunities."

Details about the tax credit are at <http://business.utah.gov/programs/incentives/enterprise-zones/>.

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Intermountain Healthcare moving 2,300 workers to management partner

Hospital company says employees will keep work site and tenure but will likely be moved to new employer's benefits

Salt Lake City-based Intermountain Healthcare announced Jan. 24 that it would transfer roughly 2,300 employees to a new employer, saving the institution roughly \$70 million over the next three years. The affected employees all work in "nonclinical" positions, said Intermountain Healthcare spokesman Daron Cowley.

The 2,300 individuals will become employees of R1 RCM,

a Chicago-based revenue cycle management services provider. The transition will be effective in April. Intermountain and R1 RCM initially partnered in 2011 and Intermountain has employed R1 employees at several of its facilities for the past six years.

"Everyone recognizes the cost of healthcare in the U.S. is too high," said Robert Allen, Intermountain Health's chief operating officer. "We owe it to the

patients and communities we serve to explore and implement options such as this to help address this issue of affordability." Allen added that the expected \$70 million in savings during the next three years is "money we won't have to ask our patients for. Plus, new jobs will be coming to Utah that will help strengthen the economy."

Under the partnership, all current Intermountain employees transitioning to R1 RCM will retain jobs at their current rate of pay and employees will be able to continue working at their current work sites in most cases. The 22-hospital system revealed it planned to reorganize its op-

erations late last year, according to the *Deseret News*.

"R1 is a national company that specializes in these types of services and works with several of the country's largest not-for-profit health organizations, including nearly 300 hospitals," said Cowley. "It's anticipated that hundreds of additional jobs will be brought to Utah as R1 expands its operations, including an innovation and development center in the state."

Allen also said that R1 "will be offering SelectHealth coverage (to the workers) there as well." As our employees transition from here to the R1 team, they'll obviously move over to the R1 benefit structure. (R1) has generous benefit packages, but they're different in some cases than ours." Allen also said that transitioning employees' job tenure at Intermountain will be credited to them at R1.

Intermountain also recently finalized an agreement to purchase \$20 million in R1 equity. R1's total shares hold a market value of more than \$504 million, according to the Nasdaq stock exchange. As part of the agreement, Intermountain is granted one seat on R1's board of directors. That seat "allows us to ensure ongoing alignment ... and make sure this (transition) is happening the way we envision it," Allen told the *Deseret News*.

Intermountain CEO Dr. Marc Harrison told the *Deseret News* and KSL-TV editorial boards late last year that the organization was in the midst of changes designed "to disrupt ourselves ... to make things more affordable."

Allen said the transition of the employees will bring "hundreds" of new jobs to Utah as R1 bases some of its national operations in the state. "When Intermountain was founded in 1975 through a gift to the community from The Church of Jesus Christ of Latter-day Saints, church leaders made but one request of the fledgling health system: that we should always strive to be a model not-for-profit health system, doing our very best for those we serve," he said. "It's a challenge we try to honor every day and it has inspired Intermountain caregivers to continually search for ways to innovate and improve."

Turner named president of Young Living

Young Living Essential Oils of Lehi has named Jared S. Turner as its president and chief operating officer. Turner has been instrumental in growing the company to a billion-dollar business by increasing revenue by over 800 percent over the past five years, the company said in a release. He will continue to work closely with the company's founder and chairman, D. Gary Young, and CEO Mary Young to fulfill their vision of providing Young Living's essential oils to every home in the world.

Turner has served as the company's chief operating officer for the past two years, where he has helped the company grow to a global enterprise with over 4 million customers, 3,000 employees and 16 corporate and partner farms worldwide.

"I demand perfection because our members deserve the best and Jared is the trusted leader who has ridden the river beside me through the ups and downs of this essential oils journey," said Gary Young. "He has proven to be a successful and trusted leader and brings to this position a strong reputation for developing people and inspiring teams. He shares my love of people, natural health, adventure and nature. Jared has proven himself and will carry my vision forward."

"Jared's purpose-driven mindset is a perfect asset to guide our company forward," said Mary Young. "Under his guidance, Young Living is well-positioned to follow the path that Gary and I envisioned 24 years ago when we started the company."

"This is the honor of a lifetime, and I don't take it lightly," said Turner. "Gary and Mary set a path for Young Living where people are first and foremost, the

quality of essential oils is paramount and creating a connection to nature is imperative. Young Living will never deviate from that path under my leadership as we continue to share the gift of essential oils with millions of people."

Turner joined Young Living in 2012 as associate general counsel over international affairs with a background in international business and law. Prior to serving as the COO, Turner was Young Living's chief sales and marketing officer, where he was responsible for strategically identifying and

executing the company's global vision for growth, overseeing 20 markets and managing 1,000-plus global sales and marketing employees.

Prior to joining Young Living, Turner was an international business attorney at Kirton McConkie, where he advised multinational companies and nonprofits on expanding their businesses internationally. He holds a master's degree in international relations from Syracuse University, a law degree from Syracuse University College of Law and bachelor's degrees in Spanish and political science from the University of Utah.



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Nine prescriptions for the deadly disease of disengagement

The unused movie tickets lay on the dining room table alongside a half-eaten TV dinner. It was 9:15 p.m. on a Friday evening when Jane walked through the front door.

"I'm sorry," she said. "But I think I've completed the project." Her husband looked skeptical, but he nodded. "Perhaps we can catch our movie tomorrow evening."

Jane responded, "Well, maybe. If I go into work for just a few hours tomorrow, I can catch up on three or four other things my boss wants me to do."

And so it goes. Jane is a "go-to girl" who is statistically one of the three out of every 10 workers who is "highly engaged" in her work. She is highly respected at work and is counted on to get things done. She's the employee that every boss loves.

But there's something very wrong with this picture and it's

much more than a spoiled Friday-night date. You see, studies have shown that in the average U.S. company, there are three highly engaged Janes, as well as five Bobs who are largely disengaged and two Ollies who are not only disengaged, but are actively working to harm the business.



RICH TYSON

Employee engagement, or the lack thereof, is "public enemy No.1" with CEOs and business owners. And unfortunately, two factors raise the real possibility that the problem will actually get worse: 1. With the Internet and the pervasive use of smartphones, opportunities for employees to be distracted and disengaged have multiplied; and 2. With so many Bobs (and the occasional Ollie) in the average company, "go-to girls" like Jane shoulder more and more of the workload. They do this willingly

for a while because of their work ethic and integrity. However, they pay a high price for doing so in the form of burnout, health problems and tarnished personal relationships. Because of this, they are destined to become a dying breed.

These factors do not bode well for business. Already, U.S. companies lose an estimated \$450 billion annually due to disengaged employees.

So, what can be done? Studies show that there are notable exceptions to these disengagement trends. Google, for instance, has employed a number of strategies that are actually converting Bobs and Ollies into Janes.

In his book, *Work Rules*, Google's head of people operations, Laszlo Bock, shares the company's strategies to enhance employee engagement. Seven of the most effective are:

1. Give the work meaning. Bock sums it up: "Give your team a paycheck and they'll give you their hands. Give them a purpose

and they'll give you their hearts and minds as well."

2. Purposely hire people who are better than you — and trust them to do their jobs. While some leaders may be tempted to deal with disengagement by micro-managing, Google has discovered that when they focus on hiring the right people, they don't have to spend nearly as much time overseeing their work thereafter.

3. Be clear on desired outcomes, in terms of both job performance and personal growth and development goals for each employee. These should constitute the key performance indicators (KPIs) for each individual.

4. Focus attention on your Janes and Ollies. Identify what your Janes do well and provide opportunities for them to teach your Bobs regarding both WHY and HOW they are successful. Then, be frank with your Ollies, helping them to improve — or exit the company.

5. Be frugal and generous. Google has identified many ways to recognize and reinforce highly engaged employees that cost them virtually no money. This frugality allows them to be generous at times when employees most need support, such as when a team

member experiences a death in their family.

6. Make sure your compensation structure fairly rewards your people. Your Janes should know from their paychecks that they are your all-stars.

7. Create and manage rising expectations. Clearly communicate your intent to grow your population of Janes. Entertain and experiment with ideas from your people to do so.

From my own experience, I would add two more strategies to those used by Google:

1. Treat your people as people, not as objects. I once had a client who told me that "people were like the alternator in his car. You use them until they burn out and then you replace them." This cynical attitude bought him little loyalty and even less engagement.

2. Walk your talk. To expect high levels of engagement, you must model that behavior yourself. We must take care not to contribute to propagation of Bobs and Ollies!

Richard Tyson is the founder, principal owner and president of CEO Builder, which provides forums for consulting and coaching to executives in small businesses.

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Biovation opens new headquarters

A new manufacturing company has opened in Utah catering to the nutraceutical and nutritional supplement industries. Biovation Labs has opened its 104,000-square-foot corporate headquarters and manufacturing facility in West Valley City.

Launched in 2017, Biovation Labs markets itself as not being the typical contract manufacturer. "Customers who partner with Biovation Labs will notice some key elements that immediately set us apart in the industry," said Justin Bath, president of the company. "We specifically cater to the manufacturing, warehousing and fulfillment needs of nutraceutical and supplement companies. We have seasoned experts with decades of experience, and we have designed our teams to be extremely customer-centric, resulting in a rapid turnaround time of often only four to six weeks."

As a certified Current Good Manufacturing Practices-certified, OK Kosher and registered FDA facility, Biovation Labs adheres to standards and principles that clients understand and rely on to deliver quality supplements and nutraceuticals to the market, the company said. The company's understanding of consumer needs and desires for nutritional supple-

ments enables them to proactively strategize, innovate and provide solutions to their clients that drive product goals and enable growth, Biovation said in a release.

"Some of the world's most successful companies rely on contract manufacturers because it enables them to focus on research and development and marketing, without having to worry about the capital expenditures and risk inherent to manufacturing," Bath said. "Our experience, coupled with our supplement-manufacturing technologies and supply-chain expertise, makes us one of the leading vertically integrated nutraceutical and supplement manufacturers in the industry."

Over the next several months, Biovation Labs will acquire the assets of several companies, Bath said. The acquisition of these key assets fortifies and positions Biovation Labs as a leading supplements contract manufacturer.

Biovation said its new facility reflects the vision and growth forecasts of the company and represents a major investment, not only to the company and its clients, but also to the state of Utah. The headquarters is designed to accommodate more than 200 employees and includes a wide spectrum of manufacturing technologies.

CORPORATE FINANCIAL REPORTS

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

Zions

Zions Bancorporation, based in Salt Lake City, reported net earnings applicable to common shareholders of \$114 million, or 54 cents per share, for the fourth quarter of 2017. That compares with \$125 million, or 60 cents per share, for the same quarter a year earlier.

For the full year 2017, the company reported earnings of \$550 million, or \$2.60 per share. That compares with \$411 million, or \$1.99 per share, for 2016.

Zions operates in 11 western states.

Net interest income was up \$525 million, up 10 percent over \$480 million a year earlier. The increase was due to a \$39 million increase in interest and fees on loans resulting from loan growth in commercial and consumer loans and increases in short-term interest rates, plus a \$21 million increase in interest on securities.

Noninterest income for the

most recent quarter grew by \$11 million to \$139 million year over year.

Asset quality improved for the entire loan portfolio when compared with the prior quarter and the same prior year period, primarily due to improvements in the oil and gas-related portfolio, highlighted by decreases in classified and nonperforming assets, the company said.

Loans and leases, net of unearned income and fees, increased \$2.1 billion to \$44.8 billion, predominantly in commercial and industrial loans and one-to-four-family residential loans. Commercial real estate loans declined slightly from the prior year.

Total deposits fell by 1 percent from \$53.2 billion at the end of 2016.

"We are pleased with the results of both the quarter and the year," Harris H. Simmons, chairman and chief executive officer, said in announcing the results. Fourth-quarter earnings per share increased to 80 cents when adjusted for both the deferred tax

asset revaluation and the larger charitable contribution expense, which were directly related to the passage of tax reform legislation, he said.

"We were pleased with loan growth over the year-ago period, which increased at a rate roughly double that of large domestic commercial banks. We've also seen strong improvement in credit quality, with classified loans and other measures of quality at their best levels in a number of years."

Simmons said the company has "achieved each of the financial goals we established in mid-2015, and we remain focused on building a culture of continuous improvement and operational excellence that will allow us to continue to produce profitable growth in the years ahead."

People's Utah Bancorp

People's Utah Bancorp, based in American Fork, reported net income of \$600,000, or 3 cents per share, for the 2017 fourth quarter. That compares with \$6.5 million, or 36 cents per share, for

the same quarter a year earlier.

For the full year 2017, the company reported net income of \$19.8 million, or \$1.08 per share. That compares with \$23.6 million, or \$1.30 per share, for 2016.

Net income from core operations was \$8.1 million, or 43 cents per share, for the most recent quarter, compared with \$6.5 million, or 36 cents per share, for the fourth quarter of 2016. For all of 2017, net income from core operations was \$28.1 million, or \$1.53 per diluted common share, compared with \$23.6 million, or \$1.30 per diluted common share, for 2016.

Net interest income grew 30.6 percent to \$23.9 million in the fourth quarter, compared to the same quarter a year earlier. It grew 15.4 percent to \$80.6 million during the full year, compared with \$69.9 million for all of 2016.

Noninterest income was \$4.5 million during the fourth quarter, compared with \$4.2 million for the same period a year earlier. It was \$16.6 million for the full year 2017, compared with \$16.8 million in 2016.

Total deposits grew \$390 million to \$1.81 billion at the end of 2017, compared with \$1.43 bil-

lion at the end of 2016.

People's Utah Bancorp is the holding company for People's Intermountain Bank, which has 25 locations in three banking divisions, Bank of American Fork, Lewiston State Bank and People's Town & Country Bank; a leasing division, GrowthFunding Equipment Finance; and a mortgage division, People's Intermountain Bank Mortgage.

"We're pleased to have successfully completed the acquisition, conversion and integration of both the Utah branch locations from Banner Bank and Town & Country Bank," Len Williams, president and chief executive officer, said in announcing the results. The two transactions expanded the company by 25 branches.

"These transactions have allowed us to further deploy our solid capital base and to strategically grow our company along the I-15 corridor of the Intermountain region. As a result of strong organic growth and these two transactions, our total assets have grown to \$2.1 billion at the end of 2017, and we expect both transactions will be immediately accretive to earnings, after acquisition-related costs."



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ASSOCIATIONS

• The **Utah Ready Mixed Concrete Association** has hired **Brad Stevenson** as executive director. Stevenson has 35 years of experience in the industry. The National Ready Mixed Concrete Association (NRMCA) announced its first state partnership with the newly established URMCA in October. The state organization's mission is to promote ready-mixed concrete products. The association includes most of the ready-mixed producers in the area and in the future may begin to include associate members such as local contractors. The URMCA has plans to implement training seminars and workshops for the concrete community. They also plan to educate the community and state legislators about the production of ready-mixed concrete.



Brad Stevenson

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CONTESTS

• **RevRoad**, a Provo-based business accelerator, is sponsoring a \$10,000 **Entrepreneur Competition** allowing applicants to pitch their idea and get advice from entrepreneurs. The winner also could be invited to become part of the RevRoad "Roadie" crew for the 2018 second quarter. Entrepreneurs from Salt Lake and Utah counties can apply before Feb. 28 at revroad.com/comp2018.

• Online voting continues until Feb. 15 during the next stage of the **Outdoor Weber** contest hosted by **Weber State University's** Hall Global Entrepreneurship Center. Eighty contestants — students at 24 universities across 13 states and Canada — have submitted 90-second videos of themselves pitching an innovative outdoor-related business plan. The public's popular vote will determine the top 25 competitors to proceed to the semifinals. After that, contestants' success will depend on a panel of industry experts who will select 10 finalists to proceed in the competition. The final competitive event will take place March 22-24, when the remaining contestants will have the opportunity to improve their business plans with the help of world-renowned experts. The winner will receive \$30,000 to develop an outdoor recreation idea. Voting is taking place at outdoorweber.com.

DIVIDENDS

• The board of directors of **Zions Bancorporation**, Salt Lake City, has declared a regular quarterly dividend of 20 cents per common share. It is payable Feb. 22 to shareholders of record Feb. 15. The board also declared regular quarterly cash dividends on the company's various perpetual preferred shares. The cash dividend on the series A, G, H and J shares are payable March 15 to shareholders of record March 1, while the cash dividend on the Series I shares is payable June 15 to shareholders of record June 1.

• The board of directors of **People's Utah Bancorp** has declared a quarterly dividend of 9 cents per common share. The dividend will be payable Feb. 12 to shareholders of record Feb. 5. People's Utah Bancorp is the holding company for People's Intermountain Bank, which has 25 locations in three banking divisions, Bank of American Fork, Lewiston State Bank and People's Town & Country Bank; a leasing division, GrowthFunding Equipment Finance; and a mortgage division, People's Intermountain Bank Mortgage.

• The board of directors of **Holly Energy Partners LP** has declared a cash distribution of 65 cents per unit for the fourth quarter of 2017. That compares with a 60.75-cent-per-unit distribution declared for the fourth quarter of 2016. The distribution will be paid Feb. 15 to unitholders of record Feb. 5. Holly Energy has increased its distribution to unitholders every quarter since becoming a publicly traded partnership in July 2004, with this distribution marking the 53rd consecutive quarterly distribution increase. Holly Energy Partners, based in Dallas, provides petroleum product and crude oil transportation, terminalling, storage and throughput services to the petroleum industry, including HollyFrontier Corp. subsidiaries. Its operations include a refinery in Utah.

EXPANSIONS

• **RC Willey** has opened a full-service retail store at the new Delta Shores development in Sacramento, California. Located on 9.75 acres, the new store is over 170,000 square feet and will employ 150 people. It was designed by **Babcock Design Group** and **Rick Smith**, vice president of visual presentation for RC Willey. It is the company's 12th full-service store, with another slated to begin construction soon in Layton.

EDUCATION/TRAINING

• **Utah Educational Savings Plan (UESP)** has changed its

name to **my529**. The state's official nonprofit 529 plan features tax advantages to make it easy to save for education. It operated under the UESP name for 22 years. The organization said the new name "is designed to alleviate any confusion about where my529 account owners may use their funds for education expenses" and clarifies that an account owner and/or beneficiary is not required to be a Utah resident.

HEALTHCARE

• **Health Catalyst**, Salt Lake City, has announced that **Dr. Timothy G. Ferris** has joined the company's board of directors. He replaces **Dr. Penny Wheeler**, chief executive of Allina Health, whose board term was completed. Ferris is chairman and chief executive officer of Massachusetts



Timothy Ferris

General Physicians Organization (MGPO), a multi-specialty medical group of nearly 2,500 physicians affiliated with 999-bed Massachusetts General hospital in Boston. Ferris previously was the medical director of the MGPO, and the senior vice president for population health at both Massachusetts General and its Boston-based parent organization, Partners HealthCare.

INSURANCE

• **Beehive Insurance** has announced it has promoted **Rand Austin, Jim Dickson** and **Mark Austin**. Rand Austin was promoted to senior vice president. Dickson and Mark Austin were promoted to vice president. Doug Snow, president and chief executive officer, said the promotions were in recognition of each producer's superior revenue production and their diligent years of service and hard work. The three people came to Beehive in 2003.



Rand Austin



Jim Dickson



Mark Austin

INTERNATIONAL

• **JPMorgan Chase & Co.** has announced it will renew

funding for the **Utah Export Acceleration Grant** program through 2018. The grant is managed by **World Trade Center Utah**. Funds from the Utah Export Acceleration Grant must be used to pay for services or resources that help the awardee's company grow globally, such as consulting work, market research, translation services or attendance at a trade mission or trade show. Applications for the 2018 Export Acceleration Grant opened Jan. 29. Details are at www.wtcutah.com.



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INVESTMENT

• **PrinterLogic**, a St. George-based enterprise print management software company, has announced a \$15 million Series A financing round, led by growth capital firm **Mercato Partners**. PrinterLogic said it will use the financing to accelerate product development and fuel market expansion. Mercato Partners' managing director, **Greg Warnock**, will join PrinterLogic's board of directors.



Greg Warnock

MANUFACTURING

• **Oemeta**, a manufacturer of environmentally friendly industrial lubricants and coolants, has announced a move of its headquarters from West Valley City to 5655 W. 610 S., Salt Lake City. The \$4 million expansion is expected to result in 20 new positions. It is expected to open in late summer. The 27,000-square-foot warehouse includes office space, production areas, a full laboratory for material quality assurance, customer support and room for expansion. Oemeta has subsidiaries in the U.S., Canada, China,

United Kingdom, India, Poland and Czech Republic, plus sales partners in more than 30 countries.

MEDIA/MARKETING

• The **Pacific Printing Industries Association (PPI)** board of directors and staff have announced that it has added the **Printing Industries of Utah (PIU)** into its organization. PPI now serves a seven-state area. PPI is integrating the day-to-day business operations of PIU and has begun to offer expanded programming, partners and resources.

PHILANTHROPY

• The **USANA True Health Foundation** has announced that it donated more than \$1.9 million during 2017 to those less fortunate or in need. Its mission is to provide food and nutrition to impoverished children and families. Among its contributions were Food Pak projects assembling boxes of staple foods with The Children's Hunger Fund and disaster relief, donating \$220,000 toward disaster relief in Houston, Puerto Rico and Mexico; donating more than \$400,000 in Usanimals children's multivitamins to orphanages, clinics and mercy networks throughout the world; and delivering over 3,500 hours of volunteer service. Since its founding in 2012, the foundation has donated

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REAL ESTATE

• An office/flex building at 12984 S. Pony Express Road, Draper, has been sold by

see BRIEFS next page

Industry Briefs

from previous page

Rob Reynolds to **Southgate LLC**. Financial terms were not disclosed. The 42,000-square-foot building was built in 2004. Its anchor tenant is American Preparatory. Greg Pavich, executive vice president at **Coldwell Banker Commercial Advisors** (CBC Advisors) represented the seller. Pete Williams, vice president of investment sales and development at CBC Advisors, represented the buyer.

• **Inland Real Estate Acquisitions LLC** has closed the purchase of a 29,702-square-foot medical building at 755 E. 3900 S., Salt Lake City. Financial terms were not disclosed. Built in 2015, the two-story property includes the Eye Institute of Utah and an ambulatory surgical center, The SurgiCare Center of Utah. Matthew Tice, senior vice president of Inland Real Estate Acquisitions, completed the deal, with assistance from David Neboyskey, assistant vice president and associate counsel of The Inland Real Estate Group LLC Law Department, on behalf of an Inland affiliate.



Jaden Malan

• **Newmark Grubb ACRES** has hired **Jaden Malan** for the firm's office at 376 E. 400 S., Salt Lake City.

An industrial specialist, Malan has represented landlord and tenant interests in sale, lease and build-to-suit transactions involving manufacturing plants, distribution warehouses, research and development facilities and other light industrial property types. He previously was a sales and marketing professional at NEXUS Commercial Real Estate.

RECOGNITIONS

• Nominees have been announced for the **Ogden-Weber Chamber of Commerce's** 2018 Annual Gala awards. Announcements of winners will be at the gala Feb. 9 at 6 p.m. at Peery's Egyptian Theater in downtown Ogden. Nominees for **Small Business of the Year** are **Platinum Payments**, **Valley Glass** and **Wasatch Pharmacy Care**. Nominees for **Large Business of the Year** are **MarketStar Corp.**, **Orbital ATK** and **Wadman Corp. Inc.** Nominees for **Volunteer of the Year** are **Aura Rhoades**, **Even Stevens Sandwiches**; **Robin Wade**, **Newgate Mall**; and **Chris Zimmerman**, **Weber School Foundation**. Nominees

for **Chairperson of the Year** are **Darrin Baker**, **Leadership Northern Utah 2016-2017**; **Darren Rogers**, **Workforce Development Committee**; and **Amber Wykstra**, **Women in Business**. Four award categories have single nominees: **Wall of Fame**, **George and Mary Hall**; **Athena Leadership Award**, **Emily Ballard**; **Chamber Impact Award**, **Myers Mortuaries**; and **Sue Westenskow Award**, **John E. Lindquist**.

• **InWhatLanguage** took first place at **World Trade Center Utah's Export Acceleration Grand Pitch Competition**. The competition featured eight of the top 2017 Export Acceleration Grant recipients. Each company had eight minutes to pitch their business strategy and explain how they could use additional funds to expand their international presence. Four judges evaluated the companies based on relevance, creativity, persuasiveness and potential for success. **Cody Broderick**, chief executive officer of inWhatLanguage, delivered the pitch for his company, a language technology company that specializes in translation services and technology solutions. A \$10,000 grant and second place went to **The Blueberry Hill**, with **Owlet Baby Care Inc.** coming in third place and receiving a \$5,000 grant. Other companies that participated include **Knee MD**, **Design Criteria Inc.**, **Maxtec**, **TeraFlex** and **Beautifi Solar Inc.**

RETAIL

• **U-Haul** has acquired a former Sierra RV showroom at 1200 N. Main St., Sunset. The 21,980-square-foot facility on 13.22 acres will have 1,350 indoor self-storage rooms with climate-control options after it is repurposed. U-Haul Moving & Storage of Hill Field is currently operating out of a temporary showroom and offering truck and trailer sharing, moving supplies, towing equipment and more. Brad Ling, U-Haul Co. of Utah president, said he expects to hire a staff of 15 or more when the facility is fully operational. U-Haul has more than 21,000 locations across all 50 states and 10 Canadian provinces.

SERVICES

• **Industrious**, a shared-office space provider, will open a location at the Clift Building, 10 W. Broadway, Salt Lake City, in mid-February. The space will occupy two floors and 22,850 square feet. It has 65 private offices and enough space for more than 200 members. The New York-based company, founded in 2013, has more than 30 shared workspaces in 24 cities.

SPORTS

• The **PGA of America** has renamed its Employment Department to **PGA Career Services** and increased the number of PGA career consultants from 10 to 18, with individual territories being more focused.



Keith Soriano

PGA member **Keith Soriano** will serve as the PGA career consultant for the Colorado and Utah PGA sections. Soriano started his career in the golf industry in 2000 after graduating from the University of Colorado. He was elected to membership in the PGA of America in 2008, and has served in a number of capacities, including tournament director, marketing and sales director, PGA head golf professional and assistant professional at multiple clubs in the Denver area. Prior to joining the PGA Career Services

team, Soriano served as the assistant executive director for the Colorado PGA section since the fall of 2012. PGA Career Services also has added resources and job-finding tools designed both for individuals seeking employment in the golf industry and for employers looking to find the most qualified candidates. The move includes the launch of an enhanced job board on PGA.org.

TECHNOLOGY/LIFE SCIENCES

• **Impartner**, a South Jordan-based partner relationship management company, has appointed **John McCurdy** as chief revenue officer. With the appointment, current CRO and former channel chief of Akamai, **Mark Rogers**, shifts focus to strategic customer relationships and building the



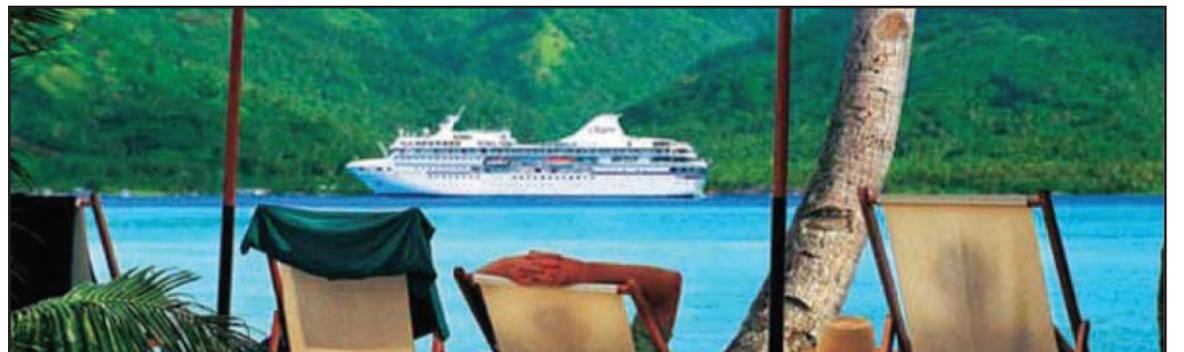
John McCurdy

company's strategic alliances and global network of channel partners. McCurdy has more than 25 years of experience in the tech industry, including previously was vice president of sales at Cisco Security and vice president of western North America sales for Sourcefire Inc.

• **Code**, a Salt Lake City-based image-based barcode reader company, has appointed **Joseph "Joe" Croce** as director of sales for North America. Croce has more than 20 years of experience in sales, most recently as vice president of sales for Comcast SportsNet Philadelphia. Before that, he worked for Comcast Spectacor when the Core States Center first opened, and as vice president of sales and marketing at NovaCare Rehabilitation.



Joe Croce



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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.

Feb. 5, 12:15 p.m.

Annual Membership Meeting, a Utah Manufacturers Association event. Speaker is Phil Dean, state budget director and chief economist. Location is Grand America Hotel, 555 S. Main St., Salt Lake City. Cost is \$55. Reservations may be made by contacting Annette at (801) 363-3885 or annette@umaweb.org.

Feb. 6, 8-10 a.m.

Business Accelerator Academy Launch, a Sandy Area Chamber of Commerce event. Location is the Microsoft store at City Creek Center, 51 Main St., No. 145, Salt Lake City. Free. Registration can be completed at Eventbrite.com.

Feb. 6, 8 a.m.-noon

"New Perspectives on Change in the Workplace," a Salt Lake Community College event. Participants will learn about tools for lessening feelings of resistance, stress and being overwhelmed when obstacles occur; and will develop skills that support taking control of situations, greater self-empowerment, confidence and productivity. Location is Salt Lake Community College's Miller Campus, 9750 S. 300 W., Sandy. Cost is \$300 (\$150 for qualified Salt Lake County companies). Details and registration are available by contacting Debbie Patten at debra.patten@slcc.edu or (801) 957-5244.

Feb. 6, 8-10:30 a.m.

"Pay the IRS Less Without Going to Jail," a Small Business Development Center (SBDC) event. Location is Corporate Partnership Center, Room 110, 9690 S. 300 W., Sandy. Cost is \$20. Details are at <https://utahsbdc.org/trainings>.

Feb. 6, 8-9:30 a.m.

Employment-Based Immigration Briefing Session, an Employers Council event providing participants with a basic understanding of employment-based immigration benefits that can provide temporary or permanent work authorization. Location is Employers Council, Utah Office, 175 W. 200 S., Suite 2005, Salt Lake City. Cost is \$59. Details are at <https://www.employerscouncil.org/training-catalog>.

Feb. 6, 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.

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

Professionals Networking Group, a ChamberWest event. Location is Golden Corral, 3399 W. 3500 S., West Valley City. No RSVP required. Details are at chamberwest.com.

Feb. 7, 3-4:30 p.m.

"Jump Start: Intro to Entrepreneurship," a Salt Lake Chamber seminar taught by Deb Bilbao, business consultant at the Women's Business Center (WBC). Event is designed for all entrepreneurs: those looking to go into business, early 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. 8, 11:30 a.m.-1 p.m.

2018 Peak Awards Luncheon, a Sandy Area Chamber of Commerce event. Keynote speaker is Steve Down, entrepreneur, capitalist and cause leader. Location is Salt Lake Community College's Miller Campus, 9750 S. 300 W., Sandy. Registration can be completed at Eventbrite.com.

Feb. 8, 11:30 a.m.-1 p.m.

Lunch & Learn, a Murray Area Chamber of Commerce event. Speaker is Kody Sorenson of Wasatch Floor Coverings. Location is The Union, 7178 S. 900 E., Midvale. Cost is \$15 for members, \$20 for guests. Details are at murraychamber.org.

Feb. 8, 11:30 a.m.-12:30 p.m.

"Are You Ready? Disaster Preparedness for Business Made Simple." Randy Silverman, preservation director at the University of Utah Marriott Library, will introduce the Quick-Start Disaster Plan and assist in developing a "disaster pocket planner" for businesses. Details are at <https://sandy.utah.gov/departments/emergency-management/group-meetings/ready-your-business/registration>.

Feb. 8, 11:30 a.m.-1 p.m.

ChamberWest Luncheon Series. Speaker Patrick Ross, digital marketing/social media manager at Utah Media Group, will discuss "Using Social Media as a Business Growth Tool." Location is the Utah Trucking Association,

4181 W. 2100 S., West Valley City. Cost is \$20 for members, \$30 for nonmembers or at the door. Registration can be completed at chamberwest.com or (801) 977-8755.

Feb. 8, 3-5 p.m.

Manufacturers' Forum, a West Jordan Chamber of Commerce event. Location and other information are available by calling (801) 569-5151. Registration can be completed by emailing aisza@westjordanchamber.com.

Feb. 8, 5:30-6:30 p.m.

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

Feb. 8, 6-8 p.m.

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

Feb. 8, 6:30-8:30 p.m.

Small Business Roundtable, presented by the Salt Lake County Library in partnership with Salt Lake SCORE. Workshop will include information about how to use LinkedIn and social media to brand a business. Location is Sandy Library, 10100 S. Petunia Way, Sandy. Free. Details are at sandychamber.com.

Feb. 9, 7:30-8:30 a.m.

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

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

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

Feb. 9, 8 a.m.-6 p.m.

34th Annual Investors Choice Venture Capital Conference, a Venturecapital.org event with 29 companies pitching to investors. Keynote speaker is Dan North, chief economist for Euler Hermes North America. Skiing and snowboarding are Feb. 8, 9 a.m.-4 p.m. at Solitude Mountain Resort. Investor recep-

tion is Feb. 8, 6-8 p.m., at the Zions Bank Founders Room, 1 S. Main St., Salt Lake City. Location is Hilton Salt Lake City Center, 255 S. West Temple, Salt Lake City. Registration can be completed at Eventbrite.com. Cost is \$495. Registration can be completed at Eventbrite.com.

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

"Grow Your Business: Phase 2," a Small Business Development Center (SBDC) event. Location is the Orem SBDC, 815 W. 1250 S., Orem. Details are at <https://utahsbdc.org/trainings>.

Feb. 9, 6 p.m.

2017 Annual Gala, an Ogden-Weber Chamber of Commerce event with the theme "A Night to Celebrate." Awards will be presented for Small Business of the Year, Large Business of the Year, Volunteer of the Year, Chairperson of the Year, the Sue Westenskow Education Award, the Athena Leadership Award and the Wall of Fame. Location is Peery's Egyptian Theater, 2415 Washington Blvd., Ogden. Cost is \$100. Details are at ogdenweberchamber.com.

Feb. 10, 7:15-9 a.m.

"Eggs and Issues 2018," a Utah Valley Chamber event with the theme "Is Your Business Affected?" and offering a chance to meet with legislators to discuss issues affecting business in Utah County. Location is Utah Valley Regional Medical Center, Sorenson Tower, Ashton Auditorium, 1134 N. 500 W., Provo. Free. Details are at thechamber.org.

Feb. 10, 8-9 a.m.

Legislative Roundup, part of a series on Saturdays through March 3. Legislators from the west side of Salt Lake County will attend to answer questions and share information about bills being considered during this legislative session. Location Feb. 10 is Jordan Valley West Valley City, 3460 S. Pioneer Parkway, West Valley City; Feb. 17 is University Health Care, 5126 W. Daybreak Parkway, South Jordan; Feb. 24 is Riverton Intermountain Hospital, 3741 W. 12600 S., Riverton; and March 3 is Jordan Valley West Valley City, 3460 S. Pioneer Parkway, West Valley City. Details are at westjordanchamber.com.

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

Fourth Annual Legislative Breakfast, a Murray Area Chamber of Commerce event featuring state legislators providing a legislative update and having an audience Q&A. Location is Intermountain Medical Center's

Doty Education Center, 5121 S. Cottonwood St., Building 6, Murray. Free, and open to the public (no young children, please). Details are at murraychamber.org.

Feb. 13, 7:15-9 a.m.

Breakfast Meeting, an ACG (Association for Corporate Growth) Utah event. Speaker is Corey Lindley, planning executive founder and chief financial officer at DoTerra. Location is Marriott City Center, 220 S. State St., Salt Lake City. Details are at www.acg.org/Utah/events.

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

Women in Business Luncheon, a ChamberWest event. Location is TownePlace Marriott, 5473 W. High Market Drive, West Valley City. Cost is \$20 for members with RSVP. Details are at (801) 977-8755 or chamber@chamberwest.com.

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

"Understanding People: It's Easier Than You Think," presented by Women in Safety. Presenters are Nicole Cunningham and Kimberly Giles. Location is Utah Safety Council, 1574 W. 1700 S., Salt Lake City. Free. Details are at www.utahsafetycouncil.org.

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

Professionals Networking Group, a ChamberWest event. Location is Golden Corral, 3399 W. 3500 S., West Valley City. No RSVP required. Details are at chamberwest.com.

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

"Sweet Success," a Women's Business Center event. Location is the center, 175 E. 400 S., Suite 600, Salt Lake City. Details are at slchamber.com.

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

2018 Annual Athena Award Luncheon, a Davis Chamber of Commerce event. Athena Award recipient is Sheryl Cox of America First Credit Union. Location is the Davis Conference Center, 1651 N. 700 W., Layton. Details are at davischamberofcommerce.com.

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

Lunch & Learn, a Murray Area Chamber of Commerce event. Speaker is from Infinity Tax Solutions, discussing 2018 tax laws that could affect you and your business. Location is The Union, 7178 S. 900 E., Midvale. Cost is \$15 for members, \$20 for guests. Details are at murraychamber.org.

CALENDAR

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

“Multiplying Lasting Profitable Relationships,” a West Jordan Chamber of Commerce event. Workshop leader Clay Neves of Personal Sales Dynamics will discuss how to turn networking into sales. Location is West Jordan City Hall, Community Room, 8000 S. Redwood Road, West Jordan. Free for members, \$15 for nonmembers. Details are at westjordanchamber.com.

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

WBN Luncheon, a Utah Valley Chamber event. Speaker Michelle Kaufusi, Provo’s first female mayor, will discuss female empowerment. Location to be announced. Details are at thechamber.org.

Feb. 15, 5-7 p.m.

Business After Hours, a Salt Lake Chamber event. Location is Radisson Hotel Salt Lake City Downtown, 215 W. South Temple, Salt Lake City. Cost is \$7 for early-bird registration, \$10 for members the week of the event, \$15 for nonmembers. Details are at slchamber.com.

Feb. 16, 7:30-8:30 a.m.

Eggs & Issues, a Murray Area Chamber of Commerce event. Speaker Jessica Christensen, Miss Murray 2018, will discuss “Teen Suicide.” Location is Mimi’s Café, 5223 S. State St., Murray. Free (pay if ordering from the menu). Open to the public. Details are at murraychamber.org.

Feb. 20, 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.

Feb. 20, 4-6 p.m.

Business B 4/5, a West Jordan Chamber of Commerce event. Location is Competitive Edge Office Systems, 307 W. 200 S., Salt Lake City. Registration can be completed at <http://bit.ly/2DAHGtX>.

Feb. 21, 8-9:30 a.m.

HR Forum, a Utah Technology Council (UTC) event for HR and people executives from UTC member companies. Location is Packsize International LLC, 3760 W. Smart Pack Way, Salt Lake City. Details are at utahtech.org.

Feb. 21, 10 a.m.-3 p.m.

Women’s Business Lead-

ership Conference, a Utah Hispanic Chamber of Commerce event. Theme is “Women on the Move: A Strategic Path for Personal and Business Success.” Location is the Utah Cultural Celebration Center, 1355 W. 3100 S., West Valley City. Registration can be completed at <http://www.utahhcc.com/>.

Feb. 21, 11 a.m.-2 p.m.

2018 Nubiz (Northern Utah Business) Economic Forecast, an Ogden-Weber Chamber of Commerce event. Location is Ogden Eccles Conference Center, 2415 Washington Blvd., Ogden. Cost is \$49. Details are at ogdenweberchamber.com.

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

Women in Business Day at the Capitol, a Sandy Area Chamber of Commerce event. Location is the Utah State Capitol, 350 State St., Salt Lake City. Details are at sandychamber.com.

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

Professionals Networking Group, a ChamberWest event. Location is Golden Corral, 3399 W. 3500 S., West Valley City. No RSVP required. Details are at chamberwest.com.

Feb. 21, noon-1 p.m.

Professional Development Series, a Utah Valley chamber event. Location is the Provo LDS Employment Resource Center, 702 W. Columbia Lane, Provo. Free. Details are at (801) 818-6161 or <http://bit.ly/1tDS04k>.

Feb. 21, 3-4:30 p.m.

“Jump Start: Intro to Entrepreneurship,” a Salt Lake Chamber seminar taught by Deb Bilbao, business consultant at the Women’s Business Center (WBC). Event is designed for all entrepreneurs: those looking to go into business, early 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. 21, 5:30-6:30 p.m.

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

Feb. 21, 5:30-6:30 p.m.

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

Feb. 21, 6-9 p.m.

ChamberWest Chamber

of Commerce Annual Awards Gala, with the theme “Dust Off Your Boots.” Harmons will receive the 2018 Hall of Fame Award. Winners will be disclosed for Business of the Year, Small Business of the Year, Best New Business, Best Place to Work, and Volunteer of the Year. Location is the Maverik Center, 3200 Decker Lake Drive, West Valley City. Details are at chamberwest.com.

Feb. 22, 7-8:30 a.m.

UTC Legislative Breakfast, a Utah Technology Council event featuring a discussion of the latest policy issues that affect the local tech industry and a chance to hear from local legislators. Location is the East Senate Building, Utah State Capitol, 350 State St., Salt Lake City. Details are at utahtech.org.

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

Lunch and Learn, a Murray Area Chamber of Commerce event. Speaker is John Taylor of Keep It Marketing. Location is The Union, 7176 S. 900 E., Midvale. Cost is \$15 for members, \$20 for guests. Details are at murraychamber.org.

Feb. 22, 6-7 p.m.

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

Feb. 22, 6-7 p.m.

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

Feb. 22, 6-7 p.m.

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

Feb. 23, 7:30-8:30 a.m.

Eggs & Issues, a Murray Area Chamber of Commerce event. Speaker is Mike Squires, who recently ran for the Senate District 8 seat. Location is Mimi’s Café, 5223 S. State St., Murray. Free (pay if ordering from the menu). Open to the public. Details are at murraychamber.org.

Feb. 24, 7:30-9 a.m.

Bagels and Bills 2018, a Spanish Fork Salem Area Chamber of Commerce event. Location is Nebo School District offices, 350 S. Main, Spanish Fork. Free. Details are at thechamber.org.

Feb. 24, 9:30-11 a.m.

“Pancakes and Politics

2018,” an American Fork Chamber of Commerce event. Location is American Fork Hospital, 170 N. 1100 E., American Fork. Free. Details are at thechamber.org.

Feb. 27, 7:30-9 a.m.

Breakfast Safety Seminar, a Utah Safety Council event with the theme “Workplace Incentive Programs.” Location is Utah Safety Council, 1574 W. 1700 S., Salt Lake City. Free for two people per member organization, \$10 for nonmembers. Details are at utahsafetycouncil.org.

Feb. 27, 8 a.m.-2:30 p.m.

“Family and Medical Leave Act: A Guide for Human Resources,” an Employers Council event with information on how to comply with FMLA, including the definition of “serious health condition,” employee notice requirements and managing intermittent leaves. Location is Employers Council, Utah Office, 175 W. 200 S., Suite 2005, Salt Lake City. Cost is \$185. Details are at <https://www.employerscouncil.org/training-catalog>.

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

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

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

Coffee Meet Up, a Holladay Chamber of Commerce event. Location is 3 Cups Coffee, 4670 S. 2300 E., Holladay. Details are at holladaychamberofcommerce.org.

Feb. 28, 9-10:30 a.m.

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

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

Professionals Networking Group, a ChamberWest event. Location is Golden Corral, 3399 W. 3500 S., West Valley City. No RSVP required. Details are at chamberwest.com.

Feb. 28, 3-5 p.m.

“Digital Marketing: Grow Your Presence on Social Media,” a Salt Lake Chamber event. Location is the Women’s Business Center, 175 E. 400 S., Suite 600, Salt Lake City. Cost is \$25. Details are at slchamber.com.

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

Chamber Lunch, a Murray Area Chamber of Commerce event. Murray Mayor Blair Camp will discuss the state of

Murray City. Location is Brio Tuscan Grille, 6173 S. State St, Murray. Cost is \$20 with prepaid RSVP, \$30 after Feb. 27. Open to the public. Registration can be completed at murraychamber.org.

March 1, 6-7:30 p.m.

“Start Smart,” 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>.

March 2, 7:30-8:30 a.m.

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

March 2, 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 westjordanchamber.com.

March 2, 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.

March 2, 8 a.m.-4 p.m.

“PHR, SPH and aPHR Study Programs,” an Employers Council five-week program on Fridays to assist people in preparing for the exam. Location is Employers Council, Utah Office, 175 W. 200 S., Suite 2005, Salt Lake City. Cost is \$1,399. Details are at employerscouncil.org.

March 2, 8:30-11:30 a.m.

“Grow Your Business: Phase 1,” a Small Business Development Center (SBDC) event. Location is the Orem SBDC, 815 W. 1250 S., Orem. Details are at <https://utahsbdc.org/trainings>.

March 3, 7:15-9 a.m.

“Eggs and Issues 2018,” a Utah Valley Chamber event with the theme “Is Your Business Affected?” and offering a chance to meet with legislators to discuss issues affecting business in Utah County. Location is Utah Valley Regional Medical Center, Sorenson Tower, Ashton Auditorium, 1134 N. 500 W., Provo. Free. Details are at thechamber.org.

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Opinion

SpaceX and Uncle Sam shrug off billion-dollar uninsured satellite loss

Did you know that the government doesn't insure the cargo it sends into space? That means that when a satellite carrying government cargo explodes during or after launch, taxpayers are left footing the entire bill. This issue has become topical with the recent loss of a Northrop Grumman satellite launched by Elon Musk's privately owned company SpaceX in January. Shooting a satellite into orbit is obviously inherently risky. However, that is all the more reason to protect taxpayers when the federal government contracts with private companies like Musk's.

We know little about the contract or the mission of the launch itself because that information is classified. What we do know for sure is that on Jan. 7, a top-secret satellite (code-named "Zuma") was launched on one of SpaceX's Falcon 9 rockets. Though the rocket didn't explode upon launch this time (something that has happened twice in recent years), the satellite — which is rumored to have

cost upward of \$3 billion — seemingly failed to maintain orbit and is believed to have ended up in the Indian Ocean.

About the only other thing we know is that taxpayers will eat the loss. In fact, because the mission was classified, we can only speculate as to which government agency was responsible for the mission, not to mention what went wrong.

When questioned by a Bloomberg News reporter, Pentagon spokeswoman Dana White responded, "I would have to refer you to SpaceX, who conducted the launch." When SpaceX officials were questioned, they announced that they were as pleased as punch with their performance. SpaceX President Gwynne Shotwell noted, "After review of all data to date, Falcon 9 did everything correctly on Sunday night." In other words, it's someone else's fault.

Shifting the blame onto others fits the pattern of SpaceX officials. In its previous failures, the company blamed explosions

on faulty parts supplied by other contractors. Shotwell added, "If we or others find otherwise based on further review, we will report it immediately." But those words are not reassuring, given that the classified nature of the mission could help SpaceX obfuscate responsibility — especially if enabled by the federal agency responsible for the mission. Indeed, NASA refused to disclose to the public any of its findings after the 2015 explosion of a Falcon 9, which destroyed \$118 million worth of taxpayer-financed cargo.

One might conclude that for whatever reason, the government agencies that contract with SpaceX are afraid of making the company look bad. According to a source of mine in the government's space launch universe, SpaceX is viewed as being able to "get away with murder." Perhaps Musk's extraordinary connections in Washington (his companies have received billions of dollars in subsidies and government contracts) have enabled more favorable terms. Or perhaps the bureaucrats who negotiated and signed the contract set taxpayers up for

the fall because, hey, it isn't their money — and it isn't as if the government agency they work for will go out of business.

Nobody expects every attempt to expand our presence in space to be free of mistakes and complications. However, taxpayers are owed an account of what went wrong when these missions fail — even in cases in which the payload is of a classified nature.

Indeed, the need for oversight and accountability with government contracts will take on added importance because SpaceX is expected to carry astronauts to the International Space Station in the near future.

Sadly, the lack of transparency works to the favor of a Congress uninterested in putting America's fiscal house in order. After all, it's hard to shame the ruling political class into action when citizens have no idea what's actually being done with their money.

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

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VERONIQUE de RUGY

Despite everything, we have to be encouraged by Trump the Republican

Ever since Donald Trump was elected president, I have said that when he did something right, I would say so. That's gotten me into trouble with some readers, but I'm going to do it again. Recently, at the World Economic Forum, Trump gave a good speech that was forthright, intelligent and conciliatory, embracing the world rather than condemning it. The address was extremely well-received at the World Economic Forum by both American business leaders and even non-American attendees, who are overwhelmingly skeptical of Trump overall.

If the speech represents a new approach for the president, it will be a huge step forward. But of course, the problem with Trump is that, by tomorrow morning, he might veer off in an entirely different direction.

The Trump presidency has been composed of three parts: Trump I is the circus — the tweets, the outlandish claims, the reality-TV-like show. Trump II is the dark populism and the demagogic assaults on minorities, the press and the judiciary. Trump III is the conventional Republican president, following a fairly standard GOP agenda — tax cuts, deregulation and a hawkish foreign policy, guided by mainstream advisers like National Economic Council Director Gary Cohn and Defense Secretary Jim Mattis.

We could be entertained by the circus and we should be appalled by the demagogue, but we have to be encouraged by Trump the Republican. That's not because I agree with all the ideas he has put forth in his agenda. I continue to think the tax cut is fiscally irresponsible, blowing a huge hole in the deficit that will starve public in-

vestment and effectively transfer government resources from the poor to the rich. On the other hand, his deregulatory push could be an important reform of an administrative state that has grown burdensome and overly complex. Trump's polices and cheerleading rhetoric have undoubtedly boosted business confidence, which as former Obama economic adviser Larry Summers has often noted, is the cheapest economic stimulus.

But whatever you think of the policies, the larger point is that Trump the conventional Republican is working within the American system rather than trying to destroy it.

It's possible that the weight of the presidency and the challenges of the job have pushed Trump toward a more sober and responsible path. But it is also possible that Donald Trump decided, for now, to side with his moderate advisers. He often seems to be an unstable compound of Trumps I, II and III, in a single day tweeting out juvenile absurdities, lashing out at democratic institutions but then also promoting some sensible policy. Even at Davos, he couldn't stop himself from attacking the news media and repeatedly making false or misleading claims.

The mood at the World Economic Forum is often an interesting indicator because, while it is an elite gathering of business leaders, it also involves lots of people from nonprofits, social enterprises, politics and the media. The forum is also genuinely global, drawing people from around the world, far more than any other conference I have attended.

The mood this year in Davos was upbeat. The world is experiencing synchro-

nous global growth, something very rare. The American economy is humming, Europe is having a solid recovery and Japan has (utterly unexpectedly) had seven consecutive quarters of growth. China continues to power along, India is rising and Latin America has many success stories, as does Africa. Markets reflect this. They are almost all up at the same time — stocks, bonds, real estate, oil.

But underneath this good cheer, there is disquiet. Partly, this is because people remember the optimistic mood just before the global recession hit. But there is also unease that while global economies look reasonably stable, global politics are in turmoil. The Old World order

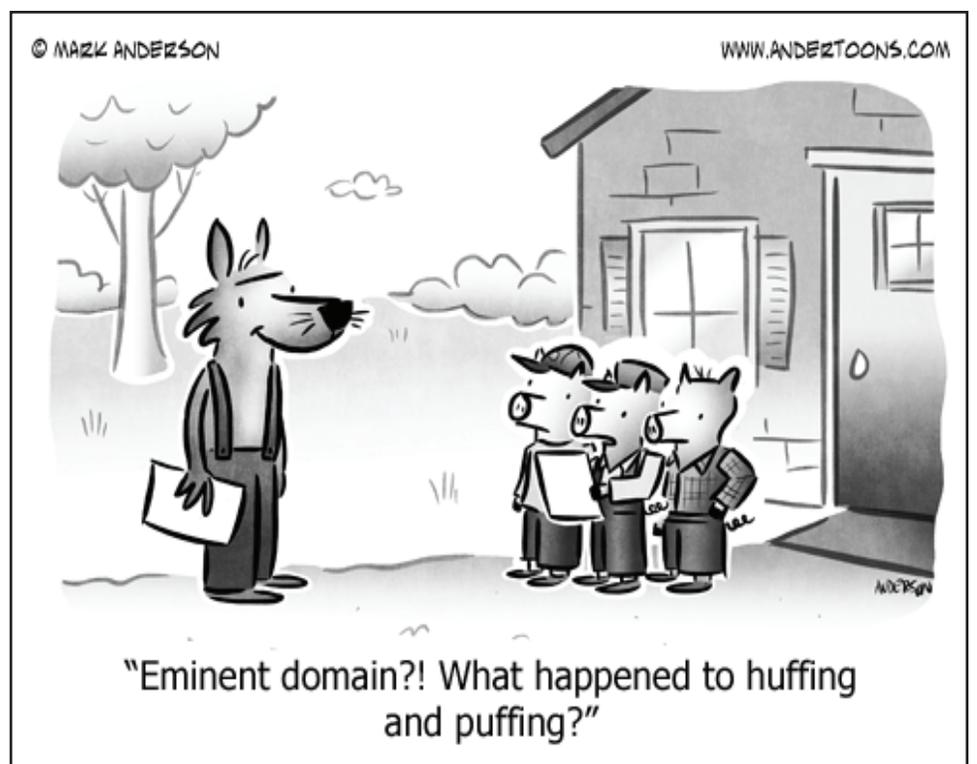
created and led by the U.S. is eroding and new great powers are entering the stage, most of them illiberal, mercantilist and narrow-minded. What will the world look like when China, Russia, Turkey and India have much more weight in global affairs?

In that context, the role, capacity and intentions of the United States and its president become central. If the American president and his administration, in these times, seem uncommitted to the international system, that's a larger risk than it might have been in the past. If the president seems hostile to the world, indiffer-

see ZAKARIA next page



FAREED ZAKARIA



Opinion

It's time to do something about income inequality and depression

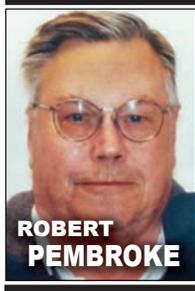
Many years ago, while going through my mail, I found a letter from the Internal Revenue Service telling me that our company had won their annual lottery. For the first time ever, our shop was going to be audited by the feds. We had been audited many times by the state for possible sales tax infractions, but had never been audited before by the big guys.

I had learned that the most prudent way to handle the state audits was to have them done in our CPA's office. I called our CPA and told him to contact the IRS and set up the audit in his office.

A couple of weeks had gone by when I received a call from our CPA telling me that the IRS was auditing our business because of "unreasonable executive compensation" to me. We were able to prove that my compensation was not unreasonable, primarily because I was also our company's top salesman along with being its CEO.

Speaking of unreasonable executive compensation, have you seen that the head of Aetna is going to receive \$500 million if the proposed buyout of Aetna by CVS goes through? To me, this is a classic example of unreasonable executive compensation — and let me tell you why: On average in America, if you are a manufacturer

and your total cost of manufacturing a part is \$10, then the list price will be \$34. So, if this guy gets \$500 million, then the customers of Aetna and CVS will be spending an additional \$1.7 billion on goods and services purchased from Aetna and CVS.



ROBERT PEMBROKE

Is it any wonder that millennials — those people reaching adulthood early in this century — are shifting their allegiance to socialism over capitalism? They have read in the press over and over about the income inequality that's going on all around them.

For example, three people, Bill Gates, Warren Buffett and Jeff Bezos, have as much wealth as the whole bottom half of our citizenry.

The heads of pharmaceutical companies, insurance company executives, health-care administrators and even the CEOs at startups, all have unreasonable executive compensation, in my opinion — and keep in mind that for every extra dollar of unreasonable executive compensation, it's going to cost you \$3.40 more to buy their goods and services.

I decided to write this column after reading an article in *The Wall Street Journal* about a Harvard study that interviewed over 2,500 millennials. Along with the ten-

dency toward socialism, the article also said that the millennials were more depressed about the future than previous generations.

"If something unites these young people," said Harvard study author John Della Volpe, "it's fear, driven by their perception that they have limited economic opportunities and that society as a whole has become more unequal." To me, this is heartbreaking and somehow we've got to convince the millennials that life is pretty darn good in America.

My daughter, a psychotherapist who has been practicing for about a decade and a half, had an interesting thought as to why the today's millennials are more depressed than previous generations. "It's the smartphone, Dad." She then emailed me an article from the September 2017 *Atlantic* magazine titled "Have Smartphones Destroyed a Generation?" that details the phenomenon.

The first smartphone was introduced in 1992 and by 2012 over 50 percent of the American population had them. When I grew up, people were gleefully forced to associate with others and build teepees in the woods or play tackle football on asphalt streets. My mom did not want me underfoot and kicked me outside. The millennials and today's youngsters are also not underfoot but are sitting on a couch pecking away at a very small screen.

According to the article in *The Atlantic*, "There is compelling evidence that the devices we placed in young people's hands are having a profound effect on their lives and making them seriously unhappy."

Have you ever seen two teenagers walk into the side of a car while texting? I have.

Robert Pembroke is the former chairman and CEO of Pembroke Inc. in Salt Lake City. He can be reached at pembroke894@gmail.com.

ZAKARIA

from previous page

ent to democratic values and mercurial in temper, that's especially dangerous today. So, when Trump behaves better, as he did at Davos, everyone breathes a sigh of relief.

I don't seek to normalize Donald Trump. But I do believe that, given the stakes, America and the world are better off for these moments — however fleeting — when he behaves more like a normal president.

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

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CALENDAR

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March 3

2018 Excellence Awards, presented by the Utah chapter of CCIM, with the theme "Time for Tech." Event honors professionals in Utah's commercial real estate industry who exemplify the highest degree of business excellence in more than 14 specialties within the industry. The Hall of Fame recipient is Jim Sorenson of Sorenson Cos. Location is the Grand America Hotel, 555 S. Main St., Salt Lake City. Details are at <http://www.utahccimchapter.com/about-the-excellence-awards>.

March 5-6

2018 Utah Safety Conference & Expo, presented by the Utah Safety Council. Event features 40 breakout sessions, keynote speakers, networking luncheons and an expo highlighting the latest in safety products and services. Location is Mountain America Expo Center, 9575 S. State St., Sandy. Cost is \$250 for members, \$350 for nonmembers, \$50 for students. Details are at utahsafetycouncil.org.

March 6, 9-10 a.m.

"International Trade Financing 101" Seminar, presented by World Trade Center Utah and the Export-Import (Ex-Im) Bank of the United States. Troy Fuhrihan, Ex-Im Bank senior vice president and general counsel, will lead a discussion with local Utah exporters to highlight how Ex-Im can equip Utah exporters of all sizes to compete in the global marketplace and win overseas sales. Location is World Trade Center Utah, 60 E. South Temple, No. 300, Salt Lake City. Free. Details are at wtcutah.com.

March 6, 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.

March 7

ACG Utah 2018 Intermountain Growth Conference, featuring the DealSource Lounge and ACG Capital Connection, a Utah Chapter of the Association for Corporate Growth (ACG) event. Conference is an opportunity for industry professionals to meet and learn from one another, discover the latest tools that promote growth, and learn techniques to overcome challenges. Keynote speaker is Dan Clark, CEO of a consulting firm and bestsell-

ing author. Location is Marriott City Center, 220 S. State St., Salt Lake City. Cost is \$1,395 for private equity group, \$995 for intermediary, \$325 for ACG members, \$375 for nonmembers, \$250 for March 8 ACG Western Ski Conference in Park City only. Details are at acg.org/utah.

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

Early B.I.R.D. Business Primer, 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.

March 7, 1-2 p.m.

2018 Spring Presidential Lecture, a Utah Valley University event. Speaker Hugh Herr, MIT professor, rock climber, double amputee, bionic innovator and leader of MIT's biomechanics research group, will discuss "The New Era of Extreme Bionics." Location is UVU Classroom Building Lecture Hall (CB 101A-B), Orem. Free, and open to the public. Details are at <https://www.uvu.edu/president/presidentiallecture/>.

March 7, 3-4:30 p.m.

"Jump Start: Intro to Entrepreneurship," a Salt Lake Chamber seminar taught by Deb Bilbao, business consultant at the Women's Business Center (WBC). Event is designed for all entrepreneurs: those looking to go into business, early 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.

March 8, 8 a.m.-3:30 p.m.

"Workforce Planning: Your Roadmap to the Future," an Employers Council event on how to assess future human capital needs for a workforce plan. Location is Employers Council, Utah Office, 175 W. 200 S., Suite 2005, Salt Lake City. Cost is \$185. Details are at employerscouncil.org.

March 8, 3-5 p.m.

"International Women's Day Celebration: Exporting Ideas Abroad," presented by the Women's Business Center and World Trade Center Utah and featuring a panel discussion on how to take products to international markets. Location is the Women's Business Center, 175 E. 400 S., Suite 600, Salt Lake City. Cost is \$25. Details are at slchamber.com.

March 8, 5:30-6:30 p.m.

WordPress Workshop, a Small Business Development

Center (SBDC) event. Location is the Orem SBDC, 815 W. 1250 S., Orem. Details are at <https://utahsbdc.org/trainings>.

March 8, 6:30-8:30 p.m.

Small Business Roundtable, presented by the Salt Lake County Library in partnership with Salt Lake SCORE. Workshop will include information about digital tools and apps for business success. Location is Sandy Library, 10100 S. Petunia Way, Sandy. Free. Details are at sandychamber.com.

March 9, 7:30-8:30 a.m.

Eggs & Issues, a Murray Area Chamber of Commerce event. Speaker Carly Peercy, Miss Rodeo Utah 2018, will discuss her promotion and education of the western lifestyle. Location is Mimi's Café, 5223 S. State St., Murray. Free (pay if ordering from the menu). Open to the public. Details are at murraychamber.org.

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

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

March 13, 8 a.m.-1 p.m.

Employer Workshop, focused on hiring and retaining people with disabilities, networking with specialists and getting resources. Location is Division of Services for the Blind and Visually Impaired Conference Room, 250 N. 1950 W., Salt Lake City. Free. Registration deadline is March 6. Details are at usor.utah.gov/employers.

March 15, 8-11:30 a.m.

"Conflict: Self-Management," an Employers Council class on how to build skills for constructive resolution by creating an effective environment and developing compromises for mutual benefit. Location is Employers Council, Utah Office, 175 W. 200 S., Suite 2005, Salt Lake City. Cost is \$145. Details are at employerscouncil.org.

March 15, 8 a.m.-noon

Cybersecurity Conference 2018, a Salt Lake Chamber event. Experts from government, law enforcement and the private sector will discuss how to develop, evaluate and strengthen cybersecurity programs. Location is the Hilton Hotel, 255 S. West Temple, Salt Lake City. Cost is \$65 before Feb. 1, \$75 thereafter. Details are at slchamber.com.

CLASSIFIED**EVENTS****FREE****F2F B2B Event**

March 2, 10am-4pm

RioTinto Stadium, Sandy

MAPR's 7th Meet the Generals Event#MeetGCsEvent • www.MeetTheGCs.com**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.

CAI

from page 1

a figure affecting statewide optimism toward the housing market. In the most recent CAI survey, 74 percent of Utahns stated that housing prices will likely increase over the next 12 months, a trend which tends to strengthen the economic condition of homeowners as their housing investment appreciates.

"Increased optimism regard-

ing the current and future trajectory of the Utah economy has boosted consumption as well as investments in housing and other goods statewide," said Randy Shumway, chairman and partner of Cicero Group, a Salt Lake City research firm that does data collection and analysis for the CAI. "With high rates of consumption and investment and a healthy labor market, Utah is poised to continue its strong rate of growth this upcoming year."

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PARITY

from page 1

that show that despite women accounting for 51 percent of the U.S. population, women are in only 5.2 percent of S&P company CEO roles, are 11 percent of those companies' top earners, occupy 21.2 percent of board seats and represent 26.5 percent of executive/senior-level officials and managers.

The Parity.org push encourages companies to "commit my organization to simply interview and consider at least one qualified woman for every open role, VP and higher, including the C-suite and the board. That's it. No quotas. No deadlines."

Individuals who sign up "commit to speak up for, support and celebrate the advancement of women into all corporate roles — in particular at the levels of VP and higher, including the C-suite and the board — where the lack of gender parity is most acute. That's it. Speak up. Support. Celebrate."

The Parity.org effort is patterned after the NFL's "Rooney Rule," which calls on team to interview qualified minority candidates for head coaching and senior football management roles.

"It does make a difference. It does lead to change," said Josh James, Domo founder and chief executive officer and a member of the Parity board of directors. "We signed up for it a few months ago and started implementing it and it does lead to change."

Often, he said, companies

needing someone to fill a vice president position go after one "perfect" person. "And we're like, 'Oh, wait, maybe we can find a better person.' And that's what it forces you to do. No one wants to interview someone for the sake of interviewing, so how can we find better people?"

Companies that have gender diversity, particularly at those higher levels, are 15 percent more profitable than those that do not, Stickney said. "That really is the business case," she said. "It's not only the right thing to do. It's the smart thing to do, to bring women into your organization."

James concurred, saying more gender diversity "makes your companies better, it gives you more diversity of thought, it gives you better ideas, it makes you more compassionate, it makes you understand your employees better, understand your customers better. It's good for business. That's why people do it, and this is a really simple way to take your company to that next level."

Stickney said the more women who are on company boards, the more women will be hired for C-suite positions, which leads to more women being hired in the company overall.

"You've got this virtuous cycle that goes when you start bringing women into these senior roles," she said. "It really is 'what goes around comes around,' and you end up with a very diverse, positive organization as a result of it."

Stickney said she was moved to create Parity.org, which

launched last September, after reading a World Economic Forum report in 2016 that indicated it would take 100 years for the U.S. and the rest of the world to achieve gender parity. Now that projection is 175 years, "so we're actually going backwards," she said.

"It was really the report in 2016 that prompted me to say, 'We really need to do something more than helping one woman at a time. We really need to speed this up,'" Stickney said.

"I want to see gender parity in my lifetime and not have to wait for my grand-children's grand-children's lifetime to do that."

VIA

from page 1

VIA has also made news in Canada with the inking of a \$80 million contract with Sun Country Highway, a Canadian company dedicated to the adoption of zero-emission transportation. Sun Country will purchase VIA-produced plug-in hybrid trucks and work vans for businesses across Canada. An order for the first 100 extended-range utility vehicles with an \$8 million deposit has been placed with VIA. The vehicles are converted General Motors vehicles that are converted in VIA's Orem plant.

Sun Country Highway has installed 1,000 charging stations across Canada, many at Best Western hotels, allowing

electric vehicle owners to travel coast-to-coast with access to free charging. The purchase of the VIA vehicles is part of the nationwide Sun Country project.

"VIA Motors is honored to partner with Geely Commercial Vehicles. This agreement allows VIA to execute our strategy with the launch of an expanded portfolio of advanced drive systems and vehicles," said Peter Guile, CEO of VIA Motors. "We are excited to be working with our new global partners to electrify the future of the world's working vehicles."

"Geely is the ideal strategic partner for VIA Motors, as the fastest-growing global vehicle company, with a demonstrated commitment to the electrification of their portfolio of award-winning vehicles," said Bob Lutz, chairman of VIA Motors and former vice chairman of General Motors. "The alliance between Geely and VIA Motors combines technology, access to their industry-leading suppliers and a mutual entrepreneurial spirit dedicated to accelerating the global adoption of extended-range electric commercial vehicles."

Nathan Yu Ning, Zhejiang Geely Holding vice president of international business and executive advisor to the board, said, "Geely selected VIA Motors due to the company's advanced commercial vehicle software and control systems technology, specifically developed to meet the demanding duty cycle and performance requirements of commercial vehicles."

"I believe that range-extend-

ed hybrid drive systems are a leading technology for the next 5-10 years and the co-developed truck will utilize proven technology such as a Volvo engine for the range extender," continued Yu. "VIA Motors provides technology plus an engineering and management team that can support GCV to accelerate to be global-leading commercial vehicle company and assist the introduction of GCV trucks into North and Latin America through our newly formed joint venture."

VIA Motors develops and markets extended-range electric and all-electric power-train systems, incorporating VIA-developed vehicle software and control systems technology in vehicle classes from light duty through Class 8. The company was founded in 2010 and has production facilities in Orem and Mexico. The company employs about 250.

Zhejiang Geely New Energy Vehicle consists of many well-known international automotive brands, including Geely Auto, Lynk & Co, Volvo Cars, Polestar, PROTON, Lotus, London Electric Vehicle Co., Yuan Cheng Auto and Terrafugia, with global operations spanning the automotive value chain, from research, development and design to production, sales and servicing. ZGH also recently announced acquisition of 8.2 percent of Volvo AB. Zhejiang Geely Commercial Vehicle has two sub-brands: the London Electric Vehicle Co. and Yuan Cheng Auto. The division has 2,000 engineers and 3,000 total employees.



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